



# THE WORKING CLASS

MONTHLY JOURNAL OF THE CITU

## Editorial

### An Exercise In Self-Deception

It is indeed difficult to comprehend as to how a hard-nosed economist turned bureaucrat turned politician could indulge in such megalomania as Dr. Manmohan Singh did when he addressed the Economic Editors' Conference on Sept 6 at New Delhi. He saw nothing else than the golden gate of continuously expanding economy and prosperity opening up. The economy is poised for a spectacular breakthrough he emphasised, some minor manageable problems notwithstanding. He even went to the extent of pooh-poohing his critics, completely oblivious of ground realities.

He flaunted the 20 billion dollar foreign exchange kitty as an achievement. Who does not know all this is 'hot money' which can fly away any day as it did in Mexico if the investors find a greener pasture or if internal situation becomes unstable. Most of this enormous money is being used for speculative purposes. Even a child knows that foreign loans have to be repaid with stipulated interest. Accumulation of foreign loan at the rate of Rs.9 crore every hour does not worry the Finance Minister. Internal debt has reached the frightening proportion of Rs.6 Lakh crores which would entail budgetary outflow of Rs.52,000 crore for the Centre and Rs.20,000 crore for the States during the current financial year. The RBI has already warned of an internal debt-trap. The Minister has no other solution than selling the public undertakings. While planning has virtually come to a standstill, non-plan expenditure merrily goes up. The unconcealed glee over "booming" exports is mocked by imports rising at a much faster rate. The governments' claim of single digit inflation is a massive statistical fraud.

The rate of industrial growth in 1991-92, 1992-93 and 1993-94, according to the Standing Committee of Parliament, "has been perhaps the poorest of any three-year period since independence". With all the

drum beating about foreign investments as reflecting international confidence on India, the fact is that while during 1991-92, 1992-93 and 1993-94 inflow of foreign investments amounted to a little more than 1.1 billion dollar, inflow of foreign money in the Indian share market amounted to 4.4 billion dollar.

When the Finance Minister was unfolding the marvels of his reforms, prices of all daily necessities had gone beyond the reach of commoners; draws from public distribution system (PDS) had sharply declined because of fall in purchasing power; 366.91 lakh registered unemployed (government figure)—not to mention the rural unemployed or seasonally employed - were loafing the streets for "any job", viable public undertakings were being pushed to the death rows by starving these of government orders; precious mineral deposits were being given away to private parties for a song and the Indian private companies had increased their gross profits by as much as 40 per cent in 1994-95.

Government expenses on education and health care have taken a back seat though India is the abode of worlds largest block of illiterates and for any success in checkmating population explosion and increasing productivity primary education is the essential precondition; but health care too less said the better: one-third of India's infants are undernourished, 60 per cent of pregnant women suffer from anaemia and almost 65 per cent of all ailments are water-borne. Many third world countries have long overtaken India in both the spheres. The poor must fend for themselves. They have no business to lay claim on government's expenses.

The crowning piece of the Finance Minister's speech was the advice to buy shares. To him, now is the time to go to the share market. A comparison with the Roman emperor Nero does not seem to be wide off the mark.

□

# WHITHER NATIONAL WAGE POLICY?

□ M K Pandhe

Government of India's repeated attempts to evolve a national wage policy proved to be fruitless. During seventies two committees were constituted by different governments which however failed to formulate an acceptable wage policy for the country. Dr Sukhomoy Chakraborty Committee in early seventies advocated virtually a wage freeze for the organised sector (high wage islands) till the wages of the unorganised sector were jacked up to a reasonably good level. The strong opposition by the trade unions led to the shelving of the Report. The Janata party Government in 1978 appointed Bhoothalingam Committee which proposed a paltry Rs 150 as the national minimum wage to be raised to Rs 250 after 7 years. Congress government which came to power subsequently turned down the Report. In both the Committees major trade union representatives were absent and no wage policy could be worked out in the country without the consent of the TU movement.

Earlier in 1957, the Fifteenth Indian Labour Conference evolved some norms for working out need based minimum wages, which also remained unimplemented. Government of India announced in Parliament that it did not accept the recommendations of the 15th ILC. All the Wage Boards appointed for different industries failed to recommend the wages on the basis of these norms (family of 3 consumption units, 2700 calories of daily intake of food per head, 72 yards of cloth per family per year, standard housing per family and 20% of the wage for miscellaneous expenditure).

The wage map of India today shows a total anarchic picture. Employers adopted a policy of giving more only when forced by the TU movement. Those with bargaining power could get more and those without it could not achieve a better standard. The conditions in unorganised sector was worst since the minimum wages could not ensure even a square meal a day for the family.

Wage differential according to skill were never scientifically worked out and conditions vary from industry to industry. Women continue to earn lower rate of wages than their menfolk while exploitation of child labour is on the rise in sectors where it is statutorily prohibited.

The Government has been relying on Pay Commissions to fix up the salary structure for its own employees including railwaymen and armed personnel. However, the Fourth Pay Commission, despite verbiage on the wage policy in the country had been fixing salary structure on the basis of ad hocism. The colonial policy of keeping the salaries of Class III and Class IV employees lower while granting hefty increases to top brass of the Government was carried forward by all the previous pay commissions. After submission of the Report of the Fourth Pay Commission, the IAS lobby could carve out for them even higher benefits than recommended by the Pay Commission itself.

The Interim Report of the Fifth Pay Commission received recently has only continued this age old policy. Paltry interim relief was granted to the lower levels of employees while substantial rise was obtained by the senior officials. Since the salary structure is heavily loaded in favour of senior officials the percentage increase gives them much advantageous position. The demand of the Central Government employees for a pay parity with the public sector workers has been curtly turned down in the Interim Report of Fifth Pay Commission, thus indicating that the final outcome of the commission would be more on the basis of ad hocism as in earlier commissions.

Fixation of different ceiling for Productivity Linked Bonus for Central Government establishment has created serious discontent among the Central Government employees. While for railway employees it has been raised to Rs 4500 salary level for other government employees covered by this Bonus the ceiling is less by one thousand than the railway employees. This discriminatory approach arises out of ad hocism of granting concessions only under pressure. Thus one who has more capacity to bargain will get more. This approach is thus a big stumbling block in working out a national wage policy.

The impractical guidelines issued by the Central Government for wage negotiations for public sector undertakings have inordinately delayed the wage negotiations and settlements could be signed when the agreements were to be over within one and a half

years in spite of extending the agreement period by one year. The bureaucrats in the Department of Public Enterprises without any practical experience of either public sector or wage negotiations had the audacity to prepare guidelines indicating that the per unit cost should not go up as a result of settlement. This and other guidelines simply stalled the negotiations and added to the cost of wage settlement. Public sector managements had to find out ways and means of giving some benefits to the workers to ensure peace in the undertakings. This penny-wise pound foolish policy has only made public sector less competitive and help the private sector in settling the wage question earlier.

While lower levels of Central Government employees are clamouring for parity of wages with public sector workers the higher levels of public sector employees are demanding parity of salary structure with the Pay Commission. The recently announced pay scales for the public sector officers and "non-unionised" supervisory staff is giving them much lower benefits than the Central Government officials. Their DA rates would also be considerably lower than the Central services. Just to give one instance, the full neutralisation upto Rs 3500 was worked out at 600 index for the Central services for the public sector employees it was worked out at 1099 index. If the effect of the price rise is to be given to the level of full neutralisation public sector employees should be getting it upto the salary level of Rs 6400. In case the Central services the neutralisation was tampering down to 67 per cent but in case of public sector employees it was brought down to 50 per cent only.

This discriminatory wage policy of the Government is resulting in creation of wide gulf between the salary structure of the public and private sector officials. The private sector, of late, has jacked up substantially the salary structure of their senior executives, the highest salary even going to the extent over Rs 1.5 crores per annum. This is leading to a large scale exodus of public sector officials to the private sector undertakings. Even leading public sector like SAIL, BHEL, BEL, IOC, IAC, AI, CIL are facing this problem in an acute manner. Even scientific organisation like ISRO has experienced exit of 200 scientists to private undertaking for better pastures.

A ridiculous nature of the Government of India's announcement that the salary structure announced by it would not be applicable to sick undertakings

referred to BIFR which is only resulting in a number of officials leaving the sick undertakings and making them more sick.

While in the organised sector and central services the employees have been able to improve their living condition to some extent the situation in the unorganised sector is extremely precarious. The Minimum Wages fixed statutorily are much below the poverty line and particularly in rural sector even now the workers are paid about Rs 10 per day in several states: Despite passing of Equal Remuneration Act women continue to get less wages than men. Child labour is being engaged with much lesser wages.

There is absolutely no planned effort to increase the earnings of the workers in this sector. Absence of well knit trade union movement among this strata results in absence of any pressure on the Government and the employers. In several sectors the decline in erosion of their real wages is indeed staggering. The Central Trade Unions have not paid sufficient efforts to organise them while legislative protection to them practically non-existent. Strangely enough, the statutory minimum wages are not enforced in several states and industries. Some state governments like Rajasthan, even certain categories of employment have been exempted from the purview of the Act. The so called ending of Inspector Raj in some states have made the implementation of Minimum Wages Act a mockery.

The national wage policy has to give top priority to improve the lot of the lowest rung of the working class whose earnings are much below the subsistence level. This strata is totally unprotected against the rising prices of essential commodities. Except few cases, this section is not getting any compensation for rise in consumer price index. Since unorganised work-force constitutes about 85 per cent of the total work-force in India the need to take immediate steps to enhance their earnings to a human subsistence level cannot be exaggerated.

Evolving scientific wage differential according to levels of skill is also an important aspect of a national wage policy. This is leading to great discontent among the skilled and highly skilled personnel while arbitrary fixing wage structure has been responsible for categorywise movements and even formation of category wise organisation.

During the structural adjustment programme the emerging competition quite often has taken unfair shape and it has led to lowering of wage costs to

(on page 10)

# Countrywide Strike by Workers in Banks

At the call of the Joint Struggle Committee (JSC) of apex level unions of workmen of banks consisting of AIBEA, NCBE, BEFI and INBEF one day strike was observed on 31st August 1995 which covered seven lakhs workmen of the banking industry working in 48,000 bank branches in public and private sector including the foreign banks.

The strike was a complete success. The Clearing Houses remained closed in all parts of the country. Defeating all ugly attempts of IBA and other authorities to malign the struggle, disrupt the unity of the workers and demoralise them by cowardly acts of intimidation and threats, the bankmen throughout the country rose like one man to give a befitting reply to the deception of IBA to cover up the grave injustice and discrimination meted out by them to the workmen employees of the banks. The Press statement issued by BEFI noted, "the struggle is on and will continue till the demand is met. The unity achieved has to be further consolidated and translated into intensified strike actions for redress of the injustice and discrimination."

Meanwhile, the RLC(C), Bombay has declared the strike illegal and issued show-cause notices to the constituent unions of JCS as to why legal action should not be taken against the unions. The unions have reacted to this situation and have noted in their joint statement, "If the authorities feel by resorting to repressive measures, they would be able to silence the employees' protest against deliberate injustice and discrimination meted out by IBA, they have failed to assess the deep feelings of discontentment and resentment of the employees. Industrial peace can be assured only by expeditious redressal of the grievances and not by threats.

The meeting of the JCS held at Hyderabad on 3rd Sept and reviewed the post strike situation. The meeting noted that the attitude of the IBA and the Government remains adamant and non-conciliatory. The unions reviewing the developments decided unanimously to step up the agitation with countrywide Bank strike on 26 & 27 Sept 1995, preceded by other programme.

The background of the current phase of agitation and justification of the demands in question have narrated in a letter jointly addressed to the Union Finance Minister by AIBEA, NCBE, BEFI and INBEF. The extracts from the letter is reproduced hereunder: "We the four workmen unions at apex level in Banks—All India Bank Employees Association

(AIBEA), National Confederation of Bank Employees (NCBE), Bank Employees Federation of India (BEFI) and Indian National Bank Employees Federation (INBEF)—are currently on agitation in Banks, over which as per press reports, you have expressed your anguish and annoyance.

Our four organisations represent more than 98% of Seven lakhs workmen in all commercial Banks in Public and Private sector including Foreign Banks and are signatories to the sixth bipartite settlement signed on 14.2.95 with IBA.

From your observations as per press reports, it is apparent that our contentions have not reached you. You have obviously spoken as per the brief of Indian Banks' Association (IBA).

Unfortunately, it is exactly against IBA's policy of double standards, deliberate discrimination, brazen distortion in relativity vis-a-vis officers in Scale-I, bank employees are protesting and demanding justice.

In course of Sixth Bipartite negotiations, conducted within a record time of eight months without a single occasion of agitation, we have persistently raised the issue of 'relativity' in the context of bitter experiences on the earlier occasion when in Fifth Bipartite Wage Revision, IBA shortened the pay-span of Scale-I officers from 20 years to 17 years introducing a new provision of 'automatic switchover' to next higher scale as against 20 years pay scales for sub-staff and clerks without automatic switchover.

Far from acting on their assurance that relativity would be maintained, IBA this time, in officers wage revision disturbed relativity further to the detriment of the workmen staff as pointed out here below. Hence, the unrest and agitation.

IBA's contention that both workmen and officers have been given a wage-hike of 10.5% is untrue. Officers have been given more than 16% increase as against 10.5% for workmen.

It is contended by IBA that only 15% of officers draw House Rent Allowance and the increase in cost in House Rent Allowance constitutes only .82% - less than 1%. We are constrained to point out that these contentions are imaginary and baseless. More than 70% scale-I officers draw HRA, which has been more than doubled, in many cases trebled, under the new dispensation. This apart, 'Leased Housing accommodation' provided by banks constitutes considerable cost to the Banks, leave aside their upward revision every two/three years. In our considered

view, actual increase on account of HRA for officers and cost of Leased Housing accommodation is more than 5%. IBA has suppressed the cost factor to a ridiculously low figure of .82%

Another relates to cost on account of 'Conveyance Allowance.' Whereas for workmen staff 2.2% out of the total cost of 10.5% has been computed under this head, for officers who get reimbursement of petrol, ranging from 15 to 40 litres per month in case of those who own vehicles and those without vehicles getting annual reimbursement of around Rs.2,000/- on declaration basis, no cost whatsoever has been computed.

This, under the above heads, workmen have been paid around 6.5% less.

Coming to the fundamental point of construction of pay scales, we had insisted on pay scales construction at 1148 points of index (1960 base) with 115% and 110% neutralisation for sub-staff and clerks respectively. IBA stubbornly opposed the same on the ground that many banks were in losses, capacity to pay is very limited and that such high neutralisation, if conceded, the same would have to be extended to officers as well, pushing their scales too high. In this situation, pay scales of clerks and sub-staff were constructed with less than 103% and 106% neutralisation respectively.

As against this, scale-I officers have been given 115% neutralisation on average, giving a go-by to all their above stated contentions about capacity etc resulting in serious distortion not only in pay scales but also in respect of DA. The following figures speak eloquently about distortions in relativity.

a) First State	Pre-revised scale	Post-revised scale
	Rs	Rs
1. Sub-staff	815	1,600
2. Clerical staff	900	1,750
3. Officer JMG	2,100	4,250
b) Last Stage		
1. Sub-staff	1,520	3,020
2. Clerical staff	2,860	5,500
3. Officer JMG	4,020	8,050

(With a new element of Rs 350/- additional increment in 5th stage in case of Officers)

#### Dearness Allowance

5th Bipartite	6th Bipartite	Increase (per slab)
Sub-staff per slab	Rs 5.46 ps	Rs 5.60 ps .14 paise
(First Stage)		
Clerks "	Rs 6.03 ps	Rs 6.12 ps .09 paise
Officers "	Rs 14.07 ps	Rs 14.87 ps .80 paise

It will be seen that whereas for both clerks and sub-staff, increase in pay is less than double, for officers it is more than double at the first stage itself

with an escalated additional increase of Rs 150/- (Rs 350/- as hump increment) from 5th stage onwards. The same situation holds good for all stages.

In respect of DA, whereas per slab compensation for sub-staff and clerks has gone up by 14 paise and 9 paise respectively, for officers it has gone up by 80 paise.

In this background, we have asked only for reconstruction of pay scales with 120% neutralisation for sub-staff and 115% for clerks and not anything else.

IBA's contention that, unions were given a 'free hand' in distribution of 'load' and that 'load factor' for both officers and workmen is 10.5% is, therefore, untrue.

Reference has been made to 'Contractual obligations.' We have not repudiated the settlement. We stand by the settlement but having regard to grave injustice, as pointed out hereinabove, we have asked for reconstruction of pay scales only.

In 1979, and 1989, after the third and fifth bipartite settlements were signed, the same were modified by supplementary settlements on 31.10.1979 and 29.6.1990 to remove injustice and to maintain relativity disturbed on account of subsequent developments elsewhere in the financial sector. This time too, we are asking for the same.

### IBA's Discriminatory Stance Forces Countrywide Bank Strike on 26th-27th September

The conciliation meeting on 18th September ended in a failure because of the uncompromising and adamant stand of IBA. Wage settlements reached by IBA with different sectin of employees had raised a feeling of discontent in the minds of the clerical and subordinate staff. A proposal by the joint struggle committee requesting IBA to accept in principle restructuring of pay scales was rejected outright by IBA. Not only that, in pursuance of its policy of terrorising and intimidation the IBA has indulged in high voltage media campaign against the unions and lodged a complaint to the Central Govt (Labour Ministry) on whose behalf the Labour Enforcement officer Bombay had issued show cause notice to leaders of the four organisations threatening prosecution for sponsoring the strike on 31st Aug 1995. In the face of all these provocations the employees are left with no option but to stick to the strike decision on 26- 27th September 1885.

M K Pandhe, general secretary of CITU, in a letter to Union Labour Minister has condemned the anti-employee attitude of the government and demanded negotiated settlement with the bank workers. □

# Consumer Price Index Numbers for Industrial Workers

(BASE 1982 = 100) Centre

Linking factor  
for Old Base

Linking factor  
for Old Base

	June '95	July '95		June '95	July '95		
All India	306	313	4.93	Barbil	291	303	5.00
Gudur	305	313	4.33	Rourkela	274	283	3.59
Guntur	305	309	5.60	Amritsar	273	279	5.19
Hyderabad	284	288	5.23	Ludhiana	281	288	—
Visakhapatnam	293	301	—	Ajmer	305	312	5.01
Warrangal	303	309	—	Jaipur	284	291	5.17
Doom-Dooma				Coimbatore	302	311	5.35
Tinsukia	277	283	4.05	Coonor	327	336	4.80
Guwahati	310	315	—	Madras	333	343	5.05
Labac-Silchar	276	277	3.96	Madurai	325	331	5.27
Mariani-Jorhat	292	295	3.95	Salem	323	334	—
Rangapara-Tezpur	286	294	4.29	Tiruchirapally	326	339	—
Jamshedpur	276	284	4.68	Agra	286	292	—
Jharia	261	266	4.63	Ghaziabad	293	300	—
Kodarma	256	270	5.43	Kanpur	314	318	4.69
Monghyr	281	289	5.29	Saharanpur	289	292	5.06
Noamundi	284	288	4.58	Varanasi	313	321	5.12
Ranchi-Hatia	290	294	—	Asansol	280	290	4.77
Ahmedabad	301	310	4.78	Calcutta	311	315	4.74
Baroda	301	311	—	Darjeeling	268	273	4.55
Bhavanagar	315	326	4.99	Durgapur	304	313	—
Rajkot	290	300	—	Haldia	322	339	—
Surat	317	330	—	Howrah	322	324	4.12
Faridabad	289	298	—	Jalpaiguri	277	286	4.16
Yamunanagar	291	299	5.53	Raniganj	271	273	4.40
Srinagar	297	302	5.47	Chandigarh	292	295	—
Bangalore	307	313	5.66	Delhi	326	333	4.97
Belgaum	332	342	—	Pondicherry	338	359	—
Hubli-Dharwar	317	329	—				
Mercara	304	311	—	Additional series of Labour Bureau			
Alwaye	311	319	5.19	Kothagudem	316	317	3.25
Mundakayam	316	326	—	Himachal Pradesh	288	293	3.75
Quilon	329	328	—	Bhilwara	306	309	3.20
Trivandrum	341	355	—	Chindwara	314	321	2.59
Bhalaghat	301	309	5.24	Tripura	304	308	4.37
Bhilai	273	282	3.49	Goa	338	348	3.40
Bhopal	307	315	5.46				
Indore	316	322	5.18	Note: Figures on old base can be obtained by multi- plying the Index Number on New Base by the linking factor given and rounding off the result to nearest whole number.			
Jabalpur	314	317	6.41	—Dash denotes new centres under 1982 series,			
Bombay	340	346	5.12				
Nagpur	316	320	4.99				
Nasik	318	328	—				
Pune	328	334	—				
Solapur	333	341	5.03				

# Call of CITU's Textile Workers' Convention: Forward to Jail Bharo on 12th December

□ P K Ganguly

The All India Delegates' Convention of Textile Workers convened by the All India Coordination Committee of Textile Workers (CITU) at Coimbatore on September 19 and 20, 1995, endorsed the decision of the Joint Action Committee of Textile Workers to launch a Jail Bharo action at Delhi on 12th December, 1995. The convention in a resolution called for launching full preparation and mobilisation of all Textile workers from the mill sector, handloom sector and the powerloom sector for joining the Jail Bharo action with the slogan "Delhi Chalo on 12th December."

The convention started after flag hoisting by K Ramani, the Vice President of Tamilnadu State CITU and the senior most leader in the textile industry in the country. Leaders and delegates thereafter placed wreath at the martyrs memorial.

The convention was conducted by a presidium consisting of P M Kumar (Tamilnadu), Kishan Singh (Punjab) and Gopal Bhattacharya (W.Bengal). The convention was attended by 124 delegates and observers including five women from Bengal, Kerala, Andhra Pradesh, Karnataka, Orissa, Madhya Pradesh, Maharashtra, Punjab, Tripura, Pondicherry and Tamilnadu. Haryana delegates could not arrive due to the flood situation in the state. They sent a greetings telegramme. Delegates from UP, Rajasthan and Gujarat also could not attend due to other specific problems.

After a condolence resolution moved by P K Ganguly, secretary, CITU, K Ramani, the Chairman, Reception Committee delivered his welcome speech. In his welcome Address, K Ramani briefed the history of the textile workers movement at Coimbatore and Tamilnadu and hoped that the convention would give the impetus for further intensifying and strengthening the textile workers' movement in the country not only by the CITU, but the united movement by all trade unions in the industry.

## **Inauguration:**

T K Rangarajan, General Secretary of the Tamilnadu State Committee of CITU inaugurated the convention. In his inaugural address, Rangarajan welcomed the movement developed by the CITU on an all India level and also the united movement bringing in all the major trade unions in the industry including the INTUC, and called for further intensification of the movement and consolidation of the trade union unity achieved. He drew pointed attention to the new economic policies and the offensives launched on the textile workers and stressed the necessity for mobilisation of the workers from all sectors of the industry, namely the mill sector, handloom sector and the powerloom sector and spread the united movement in the industry to all

Textile producing states with all the trade unions to effectively face the offensives and save the Textile industry itself. He called for further developing the independent actions of the CITU to achieve this objective.

## **Report by Convenor**

The report of the convention was placed by P K Ganguly, Convenor of the Coordination Committee. The report paid respectful homage to Com. B T Ranadive, the founder President of CITU and Com. P Ramamurti, its founder General Secretary, and recalled their valuable guidance and contribution to the textile workers movement in CITU and in the country.

The report analysed the three textile policies and pointed out how the policies neglected the growth of the three vast sectors of the industry, viz the mill sector, handloom sector and the powerloom sector and weighed heavily to shower all benefits to the few textile barons. The 1985 Textile Policy, was in fact the precursor of the 1991 new economic and industrial policies made at the behest of the IMF-World Bank, and contained all the provisions of the new economic policies in it. The structural adjustments resorted to in the 1985 Textile Policy resulted in squeezing the organised mill sector and switching over the weaving sections of the mill sector to Powerlooms. This led to closure of mills and withering away their composite character leading to joblessness in the mills on the one hand, while on the other hand depriving the handloom sector of their statutory minimum quota of the essential raw material, the Hankyarn, and fleecing the powerloom workers to produce the maximum cloth in the country. The report revealed that since the 1985 policy, which was further vigorously pursued under the 1991 economic policies, the production of cloth in the organised mill sector came down from 78 per cent to only 11 per cent in 1994, while the powerloom sector, being controlled by the Textile monopolists, increased its production from about 13 per cent to 80 per cent during the period. The production in the handloom sector came down from 22 per cent to 9 per cent in this period. So the grand result was closure of 132 mills with about two lakh loss of jobs and ruthless exploitation of both the powerloom and handloom workers without any minimum wages, labour laws or social security measures, and ever rising price of cloth hitting hard the vast poor sections in the country.

The report further pointed out that with the policy of destabilising the public sector, the NTC mills were under the threat of closure rendering thousands of workers jobless. Although due to united movement by the trade unions, an agreement had been arrived at for modernisa-

tion of the NTC mills, yet the process of modernisation had not been started even after one and half years of the agreement.

The report briefed about the independent actions launched by the CITU and the united movements under the banner of the Joint Action Committee, which had united all the major Central Trade Unions in the industry in this background and called for full participation by CITU in the Jail Bharo actions on 12th December at Delhi as decided by the JAC.

The report also dealt with the organisational position of the CITU in the industry, the increase in membership, the financial aspects and the future task regarding organisation and movements, enumerating the common demands of the CITU for all the sectors in the industry, and the main demands formulated by the JAC. The demands included above all, nationalisation of the Textile Industry and formulation of an integrated Textile Policy in consultation with the trade unions so as to ensure a balanced development of all the three sectors.

#### Discussions

Twenty comrades from all the representing states from the mill sector, handloom sector and powerloom sector participated in the discussions. From the mill sector they represented the private mills, NTC mills, state and cooperative sector mills. They elaborated their experiences in the industry in all the sectors and narrated about the struggles launched in the sectors. Regarding the NTC mills, they pointed out how the government and the management were deliberately making the NTC mills sick by withholding working capital and supply of raw materials. The drive for privatisation was in full swing in the cooperative sector also. In the private sector they experienced increasing sickness and closure of the weaving sections. They narrated how the powerloom sector was being boosted to benefit the big mill owners and the policy of its proliferation was being pursued unabated at the cost of both the mill sector and the handloom sector.

A number of suggestions was made by several delegates to enrich the report. On organisational aspect also they made valuable contributions to strengthen the organisational position of the CITU in the industry. Several comrades suggested the formation of a federation by the CITU to boost the movements. They laid stress on further consolidation and development of united movement by all the trade unions in the industry and demonstrated their preparedness for the 12th December Jail Bharo programme at Delhi as decided by the JAC in pursuance of the main five point demands. After the reply by P K Ganguly, accepting the suggestion, the report was unanimously adopted with thunderous slogans. W R Varadarajan, the Tamilnadu State CITU leader did a yeoman's job by simultaneously translating all the speeches in Hindi.

#### Resolutions

The convention adopted two resolutions. One, endorsing the 12th December Jail Bharo programme by the

JAC. This was moved by Gopal Bhattacharya of W Bengal and seconded by Sudha Bhaskar of Andhra Pradesh. The second resolution on Organisation was moved by P K Ganguly and seconded by P M Kumar of Tamilnadu. This resolution laid down certain tasks before deciding to form a federation, to be guided and monitored by the State Committees and the Central Secretariat of the CITU. The convention unanimously elected P K Ganguly as the convenor of the All India Coordination Committee, being proposed by T K Rangarajan and seconded by Kishan Singh. It fixed the number of members from the States. The names of the members to be given by the respective State Committees.

The convention ended with a stirring call for Jail Bharo on 12th December with the slogan, "Delhi Chalo on 12th December." Gopal Bhattacharya gave the concluding speech after T K Rangarajan, and M Nanjappan thanked the delegates.

#### Open Rally

An open rally was held on 20th evening. A procession of several thousands with a large section of women workers marched past about a 5 km route around the Textile mills at Coimbatore with flags and banners, culminating in a public meeting. The meeting was presided over by M Nanjappan, and addressed by M Nanjappan, Gopal Bhattacharya, P M Kumar, P K Ganguly, T K Rangarajan and K Ramani. On the next day the Coimbatore District CITU arranged visits of some modern mills both private and NTC by several delegates.

#### Resolution on 12th December Jail Bharo Programme by Joint Action Committee of Textile Workers

This all India convention of Textile Workers of CITU held by the All India Coordination Committee of Textile Workers (CITU) at Coimbatore on September 19th and 20th 1995, endorses the decision taken by the Joint Action Committee of Textile Workers to launch a Jail Bharo programme at Delhi on 12th December 1995 in pursuance of the following main demands of all textile workers in the country belonging to all the three sectors of the industry, namely (1) Organised Mill Sector (Private, NTC State and Cooperative), (2) Handloom Sector and (3) Powerloom Sector.

1. Immediate start of the modernisation of NTC mills as per the 8- point agreement in consultation with the trade unions. The government must provide budgetary support to the NTC mills till the agreement is implemented in letter and spirit. Wages of workers in all the NTC mills must be paid regularly.

2. Immediate convening of the Tripartite Committee in Textiles to discuss the issue of sickness and closures in the private sector mills. Opening of all the closed mills, reinstatement of the workers and payment of their arrear wages and other dues.

3. Supply of Hank Yarn at subsidised rates to the handloom sector, payment of minimum wage and imple-

(on Page 23)

# TU Convention Against sell out of Bailadila Mine Demands Scrapping of the Scandalous Deal

September 6, 1995, the joint trade union convention held at JNU City Centre, New Delhi demanded scrapping of the scandalous deal between the Government of India and Nippon Dendro Ispat Limited regarding gifting of the richest iron ore mine in Bailadila project under public sector NMDC to Nippon Dendra almost free of cost. The convention was sponsored by CITU, HMS, AITUC and various industrial federations in Railways, Banking and INsurance sector and Central Govt Employees and was participated by workers from various sector of Industries and offices.

The Convention was presided over by Com. B.D. Joshi, Dy.General Secretary, AITUC and was addressed by Com. M.K. Pandhe, General Secretary CITU, Com. A.B. Bardhan, General Secretary AITUC, V. Tiagi, Secretary, HMS, Chitta Basu M.P. and TUCC leader and Com. Dipankar Mukherjee, M.P. The Speakers, in their deliberation unveiled with facts that the whole Bailadila-deal, the way it has been piloted and clinched by the Govt of India in total violation of all basic norms of procedural requirement and ignoring the real worth of the resources with the particular iron ore mine, to present one of the richest iron ore mine under NMDC to private industrial group can only be termed as loot of the public property and nothing else. And such happenings of squander of public wealth in the name of privatisation have become quite common after the New Economic Policy regime of Govt of India as has become evident from the cases of IISCO, Scooter India, Cement Industries and others. The convention calls upon the working class and the patriotic people to unite and fight with determination to foil the move of sellout of Bailadila Mines to Private hands. The declaration unanimously adopted at the convention is reproduced below.

## DECLARATION

This conventions of workers and distinguished personalities representing teachers, students, intellectuals and different other cross-section of democratic opinions, held in New Delhi on 6th September, 1995 expresses grave concern over the decision of the Govt. of India to transfer of 11B deposit of Bailadila group of Iron ore mines at Madhya Pradesh presently owned by NMDC, a public sector unit to M/s Nippon Dendro Ispat Ltd., belonging to Mittal group

of industries, at throw-way prices. The manner and the terms at which the ownership and control of the precious natural resource lying in the concerned deposit with Bailadila Mines have been sought to be handed over to a private hands, of course with a nauvice camouflage of joint venture, speaks of scant regard of the persons in the governance towards protection anxiety of the departments/agencies of the government involved in the dealings and the deal, as demonstrated in completely overriding even the basic procedural requirements of handling a deal involving public property like tendering, competitive bidding, transparency, etc to ensure the transfer of the mine to the predetermined taker without miss, amply reveals the desperation and concern of the authority to favour the pre-decided taker at any cost and no concern for public wealth. The convention deplores such scandalous deal with the NMDC mine, and resolves to oppose it at any cost.

The convention notes that the transfer of ownership and control of the 11B deposit of Bailadila iron ore mine producing best quality iron ore with 67% ferrous content, to private hand would expose the other users of iron ore—the public sector steel plants, particularly the Vizag steel plant to uncertainties

in getting regular supply of quality iron ore. In present day competitive environment, and given the existing standard of steel technology, availability of high quality iron ore is of vital importance to all steel producers in getting competitive edge. Monopolisation of one of the few best quality ore producing mines so long operating under ownership of Govt of India, by a private firm by a decision of the Govt itself amounted to nothing but arming a particular private firm with added monopolistic advantage at the cost of public sector steel plants, and militates against all basic values of equity in the market besides contradicting the philosophy of so called market economy being professed by the government itself.

The convention rejects the argument being put forward by the Steel Ministry that transfer of 11B deposit to NDIL would make indigenous steel competitive and deter drainage of previous iron ore outside the country. Such argument by the Steel Ministry, it being the initiator and the most active agency in clinching the scandalous deal, the convention opines, is a calculated ploy to confuse common

people against the desperate bid of plattering of the mine for selfish ends. The techno-economic meaning of the proposed deal with Nippon Dendro is nothing but transferring the competitive advantage to a particular private company - against the interest of giant steel plants in the public sector in particular and other players in the steel production in general. The quality of iron ore contained in 11B deposit of Bailadila mine justifies its transfer to the public sector Vizag steel plants commissioned by huge investment from public exchequer with modern technology which is having no captive mine, if at all NMDC was to divest the particular deposit.

The Convention totally disapproves the deal as it goes completely against the interest of the country and competitiveness of the public sector steel plants besides undermining the basic principles of public dealing. It deplores the imposition of the transfer deal on NMDC thereby undermining its autonomy as a PSU, which consistently opined in favour of development and control of the mine by itself and asserted its ability to do so. Convention condemns the shabby manner in which the mine containing 104 million tonnes of precious high quality iron ore has been sought to be transferred to private party at much less than even one tenth of its total net value at current price in exchange of only Rs.16 crores stated to be on cost basis. And while calculating such so called 'Cost basis' the cost of infrastructure developed by NMDC in the entire area to be enjoyed by the private taker has never been taken into account. Convention notes that the shady deal of transfer of the mine also bluntly violated the 'Mineral Concession Rules' in vogue, which stipulates 'a return on the basis of an agreed sum per agreed unit of the ore or mineral extracted in case of any transfer by mining lease from the hand of a State Corporation. In consideration of the estimated deposit of 104 million tonnes of iron ore in 11B to be extracted in twenty years time the Finance Ministry made an assessment based on Mineral concession Rules, which shows that the new company will earn a cumulative net profit of Rs.1764 crores and annual average profit of Rs.88.21 crores. And such a potential mine, as desired by Hon'ble Steel Minister is to change hands in exchange of only Rs.16 crores on the surface, and those under the surface are not yet known. The convention also deplores the prudence and promptness of Cabinet Committee of Economic Affairs to clear the shady deal authored by the Steel Ministry overriding the observation made by the Finance Ministry, which in its wisdom opined for develop-

ment of the mine by NMDC itself, which has the expertise and capacity to mobilise resources. In fact NMDC has formulated detail plan to develop the mine of 11B alongwith 10 and 11A and it was awaiting govt approval as mentioned in the annual report of the Ministry of Steel.

This convention unequivocally opines that the transfer deal of Bailadila mine to private hand almost free of cost is nothing but a crime committed to the country's economic interest and common people, besides being a conspiracy against the public sector steel industry and deplores the Govt and those responsible for such shady deal squandering public wealth. The convention notes with satisfaction the opposition voiced against such scandalous move by the Govt of India from all walks of life including in both houses of the Parliament. It welcomes the move of the working class to unitedly oppose such move and calls upon the working class and democratic people to close ranks to oppose and stall such anti-people move by the self interested quarters in the Governance to squander public wealth, by way of handing over the iron ore mine to a private group.

---

### Countrywide Strike

*(From page 3 Contd)*

capture better share of the market. The process of "liberalisation" thus hits the working and living conditions of the workers protection of the living standards therefore assumes priority on the trade union agenda.

The Government of india has not shown any interest to work out a countrywide agreement on the National wage policy. During fifties there existed a "steering Group on wages" under Ministry of Labour to monitor the position of wages in different industries. The group was allowed to die a natural death. The rudderless wage policy in the long run will not help the national economy. It will only give rise to wage disputes and industrial unrest. A tripartite mechanism to monitor the movement of wages in various sector and working out national norms for rapid enhancing the wage level of the unorganised strata and developing inter sectoral relations in wage and earnings in industrial undertakings. Unless National Wage Policy is developed as an instrument of proper income redistribution the national objective of economic growth with social justice is not likely to be achieved in the near future.

Can we expect a Government which runs on ad hocism to give any different treatment to the wage policy?

# CITU Resents Unilateral Announcement of Revised DA Formula

## Resolution of the CITU Secretariat on DA formula for public sector workers

The Secretariat of the CITU in its meeting held on 12-13 August 1995 in New Delhi expresses its grave concern at the manner in which the Government of India has announced the DA formula for the public sector workers.

2. The Tripartite Committee on DA for public sector undertakings was constituted as early as 1989 and the Government of India took 6 years to finalise the DA formula. The committee was unilaterally dissolved by the government without coming to an understanding with the trade unions. The promise of the Union Labour Minister that he would informally consult the trade unions before announcing the formula was also not implemented. The cabinet decision does not grant neutralisation to the public sector workers at all levels and hence the demand of the trade unions is only partially met by the Government of India.

3. The Fourth Pay Commission granted full neutralisation upto Rs.3500 salary when the Consumer Price Index Number for the year was 600 (1960=100) while the public sector workers have been given full neutralization upto the same amount at 1099 All India Consumer Price Index Number. This fixation has been made arbitrarily and the Central Government should have given full neutralisation to public sector workers upto a salary level of Rs.6,400. This is defeating the very concept of full neutralisation. For instance employees drawing wage from Rs.3501 and Rs.4,666 will be getting the same DA as employees drawing wage of Rs.3500/-. This amounts to DA freeze for these employees and these workers will stand to lose heavily for denial of full neutralization to them.

4. The Government of India assured that the full neutralisation would be given from 1.1.1992. However, different public sectors have different CPI numbers for payment of DA on that date. The Government has fixed 1099 for the commencement of the new DA formula. In steel industry for example the index for DA as on 1.1.92 was 1086. Hence the workers have lost the benefit of full neutralisation for 13 points. In coal and many other PSUs the index was 1072 where the loss would be of 27 points. The Government of India should have directed to workout full neutralisation for the balance index numbers.

5. Public sectors who have not merged full DA in basic as on 1.1.92 should be allowed to merge the entire DA in basic and new basic salary to be worked

out from that day. Otherwise these workers would stand to lose. This problem is created merely due to inordinate delay in settling the question of DA.

6. The DA formula gives less compensation to the public sector officials in comparison with the central government officials, thus virtually rejecting the demand of the public sector officials for parity of salary and DA at par with Central Government employees. After submission of the final Report of Fifth pay Commission the Central Government Officials will get higher DA by merger of DA in basic salaries over and above which they will get more basic salaries. This will only increase the gap between the salaries and DA of Central Government and the Public Sector Officials causing acute discontent among them.

7. The decision of the Government of India to deny the new DA formula to the sick units referred to the BIFR will deprive a large section of workers for the benefit of the rise in DA. This will only cause deep resentment among the workers and officers in these undertakings who are already suffering due to utter neglect by the Government in taking steps to revive these undertakings.

8. The CITU therefore demands that the Government of India should convene a meeting of Central trade Unions to consider these issues so that satisfactory solution is found without any further delay.

9. The CITU calls upon all public sector officials and workers to campaign on these issues so that the Government of India is forced to have a negotiated settlement on these outstanding issues.

10. The CITU fully supports the decision for agitation by the public sector officials and appeals to the workers to rally behind the officer in their just struggle. □

## Editorial Bord

M. K. Pandhe (Chairman)

P. K. Ganguly (Working Editor)

Niren Ghosh, M.M. Lawrence,

Vimal Randive, Ranjit Basu

# Huge Rally of Plantation Workers at Guwahati

On September 4, a huge rally of tea plantation workers was held at Guwahati organised by seven organisations of Tea Plantation Workers, all affiliated to CITU. Workers from both the valleys covering all the tea district of Assam braving all hardships and hurdles convulged in the rally in large number. The tea workers including a large number of woman came in their traditional dresses by bus and trains.

The tea workers are the most exploited section of workers and employees of the state. Even after 48 years of independence, the tea garden workers are denied minimum facilities as provided to other workers and employees. The meeting was presided over by Sasha kamal Hendique, President, CITU Assam State Committee and was addressed by Ananda Pathak, general secretary, All India Plantation Workers Federation, Hemen Das, secretary CPI(M), Assam State Committee, Amal Ghosh Dastidar, General Secretary, CITU, Assam and Michel Lagun.

Ananda Pathak narrated how 42 organisations of tea garden workers of West Bengal have successfully been able to build up united movement in gaining a little edge over the plantation workers of Assam, which is the biggest tea producing state in our country. Had it been possible to unleash a joint movement of all the tea workers of northern India, it would have been much easier for the plantation workers of the region to realise much higher benefits with regard to daily wages and other fringed benefits. He, there-

fore, called upon the Assam Chah Mazdoor Sangha, which is the biggest organisation of tea workers in Assam, to come forward for a mighty united movement to realise the agreed charter of demand.

Amal Ghosh Dastidar, General Secretary, CITU Assam, explained at length the extent of exploitation perpetrated by the tea planters in connivance with the state administration and helped by the INTUC led organisations. He also gave an account of the assault and plight of the tea garden workers in the hands of police, tea protection forces and hired agents of the management. He recalled the valiant role played by the working class of Assam against extremist and communal forces and in defence of national unity.

Hemen Das, secretary CPI(M) Assam State, spoke about the plights of the peasants and workers under the misrule of Cong(I) government and stressed the need for the united struggles.

The meeting adopted three resolutions, namely, against hike in bus fares, illegal lock-out and police atrocities in tea gardens and also a 12-point charter of demand with an appeal for united movement in the coming days.

The Plantation workers were highly enthused at the Solidarity expressed by different democratic mass organisations including those of workers and employees of Guwahati.

□

---

## Assam State CITU Observes 25th Year of Foundation

On the occasion of celebration of 25th year of foundation of Centre of Indian Trade Unions, the Assam State Committee of CITU has organised 2 days programme at Guwahati. On 9th Sept at Gauri Sadan, a seminar was held on the context of formation of confederation with all central trade unions and industrial federatins. The need of forming confederation in todays context has been placed and explained by all India vice president of CITU Com. Samar Mukherjee. The seminar was conducted by Sri Deben Bhattacharya of CITU and was addressed by Sri Jiten Dowrah, Assam State General Secretary, INTUC, Sri Dipankar Dutta, general secretary AITUC, Sri Bimal Nandi of UTUC(LS), Sri Naren Bora of AICCTU and Sri Prafulla Sarmah of JCTU. All the participants of the seminar have supported the proposal of CITU for formation of confederation which has become essential to tackle the serious situation in our country.

A seminar on economic development of Assam was held at Cong(S) premises on 10th Sept, which was conducted by Hiren Gogoi, Assam State Vice President of CITU. The seminar was addressed by Sri Robin Chowdhury, Prof of Economics of Guwahati University, Prof

Tarak Goswami of B Baruah College and Sri Achyut Deka, a Joint Convenor JCTU Assam. The speakers dealt about the prevailing economic condition of the state which stressed that without political will it will be a far cry of removing the economic backwardness of the State, which is having full of natural resources like water, minerals, forestry, etc and they can play vital role for firm economic foundation in the state.

On 10th Sept afternoon, a general meeting of the workers was also held at Cong(S) office premises which was addressed by Com. Samar Mukherjee, vice president CITU and Amol Ghosh Dastidar, general secretary CITU. The meeting strongly criticised the economic policies of the central govt through which red carpet welcome was given to the multinationals only to squeeze the economy of the country. The meeting has called upon all the trade unions and democratic people to fight against policies of closure, lockout and unemployment and to strengthen the ongoing movement at the call of National Platform of Mass Organisations.

□

# CITU-ILO Workshops on Child Labour

## Beedi Industry

The CITU-ILO National Workshop in Child Labour in Beedi Industry was held at Cannanore on August 30 and 31. The workshop was participated by 26 leading comrades from the Beedi industry from Kerala, Tamilnadu, Karnataka, Bengal, Bihar and Rajasthan, including 5 women.

E Balanandan, President of CITU inaugurated the workshop. C Kannan, President of Kerala State CITU presided over the workshop. Vimal Ranadive and P K Ganguly, CITU secretaries attended the workshop from the CITU Centre.

In his inaugural address, E Balanandan laid emphasis on the socio-economic conditions of the workers, which was the main reason that forced the parents to send their children to earn for the family. Struggles should be diverted in this direction, he said, so as to compel the government to improve the economic conditions of the workers, to implement genuine land reforms, poverty alleviation programmes and employment generation, which would go a long way towards removal of the causes of child labour. For this our Organisation and struggles in the unorganised sector have to be strengthened.

Vimal Ranadive drew particular attention to the women workers who constituted the majority in Beedi industry. She emphasised for struggle against their discriminatory wages to improve the conditions of the family as a whole.

P K Ganguly explained the project and the approach and objective of the CITU in relation to the Child Labour project and laid stress on carrying forward the struggle in the Beedi industry so as to raise the awareness against child labour and also to raise the awareness that poverty was the main reason for child labour. The struggle of the workers with their basic demands in the industry is bound to get support from the people if child labour is rationally connected with its causative factors.

Members reported about the occurrence of child labour in the states. About the causes they pointed out poverty, lack of need based wages, high cost of schooling, lack of land reforms and employment generations, etc.

On the second day the participants were divided into three groups and discussed the various aspects of child labour including the socio-economic status of the parents. The groups made various suggestions to launch campaign on the issue with various demands, which included land reforms, need based wages, free compulsory education for working children, special schools in the child labour infested areas, postering, leaflet distribution, etc. They also suggested action programmes in pursuance of the demands and increasing membership of the CITU in the industry. E Balanandan gave the concluding speech.

## Match Industry:

The workshop in Match industry was held at Shivaka-

shi (Tamil Nadu) on Sept 3. The workshop was attended by 28 comrades including 10 women in the match industry from Shivakashi and other child labour infested places in the match industry in Tamil Nadu.

S Pancharatnam, Secretary, Tamil Nadu State CITU presided over the workshop and Vimal Ranadive, Secretary, CITU inaugurated it. Vimal Ranadive stressed on poverty as the causative factor and emphasised on struggles to ameliorate the conditions of workers, which would have effect on the elimination of child labour and raise awareness against it.

P K Ganguly explained the objective of the workshop. Dr P Lakshmanan, former Joint Commissioner of Labour, Tamilnadu Government and V Vidyasagar, a social workers also addressed the workshop. S Chandrasekharan, secretary, Tamil Nadu State CITU placed the background paper.

After a general discussion, the participants contributed to discussions held on several specific points explained by P K Ganguly. These points related to the conditions of child labour, safety, occupational hazards, status of parents, legal aspects, organisational aspects, struggle campaign, etc. The workshop concluded by taking a programme of campaign to raise the awareness of the people, for improving the socio-economic conditions of the parents and for strengthening the Organisation by making a membership drive in the CITU which would boost the campaign further. At the end a video film produced by UNICEF on Child Labour at Shivakashi was shown to the participants.

## Handloom Industry

The workshop was held at Madurai on September 4 and 5. The workshop was participated by 20 comrades from Tamil Nadu, Kerala, Karnataka, Andhra Pradesh and Tripura.

Dr P Lakshmanan, former Joint Labour Commissioner of Tamilnadu inaugurated the workshop. V Vidyasagar, a social worker also addressed it. V Karmegam, the Tamilnadu State CITU and handloom workers' leader presided over the workshop.

P K Ganguly explained the objective, and S Chandrasekharan placed the background paper. After a general discussion on the first day, the workshop was divided into three groups on the second day to discuss on specific points in details.

After group discussions, the workshop drew the conclusion that socio-economic conditions of the weavers have to be improved in order to make some dent on the question of elimination of child labour. Participants also demanded an integrated Textile Policy in order to ensure development of the handloom sector for ameliorating the economic conditions of the weavers and their families. Demands for need based wages, free compulsory educa-

tion, supply of Hank Yarn and other inputs at subsidised rates, special schools, etc were also made in order to launch a full scale campaign against child labour. Participants further stressed the need for increasing membership of the CITU and strengthening of the organisation in the unorganised sector as a whole. Among the action programme suggested were jathas, street corner meetings, leaflet distribution, postering, etc.

#### **Tamil Nadu State Workshop**

The Tamil Nadu State level workshop on Child Labour was held at Madras on September 6 and 7. The workshop was attended by 43 comrades including 5 women. They represented the various industries in the unorganised sector in the State, where child labour was prevalent, like beedi, handloom, match, banyan, construction, powerloom, stone quarries, brick kiln, etc.

The workshop was inaugurated by Jour Singh Sham, the Labour Secretary of the Tamilnadu Government. T K Rangarajan, General Secretary of the Tamilnadu State CITU presided over the workshop. S Chandrasekharan, the State

CITU secretary placed the background paper. P K Ganguly, Secretary, CITU explained the objective and approach of the CITU on child labour.

A lively discussion was held on various aspects of child labour in Tamilnadu where child labour was rampant in almost each and every unorganised sector. A general direction of struggle cum awareness campaign were suggested by the participants, where women workers also participated.

On the next day the workshop was divided into four groups according to the industries. The group discussions were led and guided by the State CITU and industrywise leaders. The groups suggested to concentrate on struggles towards amelioration of poverty and the socio-economic conditions of the workers, who were compelled to send their children for work due to grinding poverty. Demands for need based wage, land reforms, free and compulsory education, etc were raised and struggle programmes suggested to strengthen the organisational position of the CITU and raise the awareness against child labour. □

## **Beedi Workers to Launch Countrywide Movement**

The All India Committee of Beedi Workers (CITU) in its meeting held at Cannanore on Sept 1 gave a call for countrywide movement by Beedi workers in pursuance of 20-point demands.

The meeting was presided over by C Kannan, the President of the Committee and attended by 21 members and officebearers from Kerala, Tamilnadu, Andhra Pradesh, Karnataka, Bengal, Rajasthan and Bihar.

P K Ganguly, secretary of the Committee reported about the movements, organisational position including funds and functioning of the Zonal Committees. He further stressed on the developing crisis in the Beedi industry due to reduction of excise duties on small cigarettes of less than 60-mm length manufactured by the giant monopolists like ITC and others. He also reported about the delegation led by Com.E Balanandan, which met the Finance Minister on the issue and stressed for movement demanding withdrawal of the concession on excise duty from such small cigarettes. He further stressed for movement demanding implementation of the Supreme Court verdict on Rajangam's case. He also reported about the workshop on Child Labour in Beedi Industry held at Cannanore on August 30 and 31.

E Balanandan, President of the CITU also attended the meeting and emphasised for making efforts to form cooperatives in Beedi industry. Vimal Ranadive, Vice President of the Committee laid stress to make concerted efforts to improve the conditions of women workers, who constituted the majority in Beedi industry.

Members placed statewide reports and participated in the discussions. Discussions were held on the demands, on agitational programme and on organisational and fund positions. The meeting took the following decisions accordingly:

#### **A) Demands:**

The following two demands to be added to the 18-point demands formulated earlier by the All India Conference, making the Charter of Demands as 20-point.

1) Withdrawal of the concession given in excise duty from small cigarettes of less than 60 mm length.

2) Implementation of the verdict of the Supreme Court by the Government of India on M Rajangam's case relating to minimum wage, Identity Cards, Welfare measures, social security measures, etc for implementation on Beedi workers all over the country.

#### **B) Agitational Programme:**

To observe a campaign month from December 1 to 27, in pursuance of the 20-point demands all over the country, culminating on December 27. The campaign should be in the form of districtwise demonstrations, rallies, leaflet distribution to popularise the 20-point demands and submission of memorandum to the District authorities. On December 27 mass rallies and demonstrations should be held in the state capitals and memorandum submitted to the State Labour Ministers. Wherever possible strikes should be observed in the states on December 27. In the campaign focus should also be laid on the issue of child labour in Beedi industry, so as to raise the awareness of the workers against this scourge and to struggle for removal of the causes.

#### **C) Organisation and Funds:**

Efforts should be continued to form all the Zonal Committees and hold their meetings. All States should complete their contributions to the Committees special fund as allotted in the All India Conference. Membership in Beedi industry to be increased by 20 per cent in all the states. □

# Meeting of the MP State Coordination Committee of PSU Unions

The CITU unions in the public sector units all over the state of Madhya Pradesh assembled in a joint meet on 2nd and 3rd Sept 1995 in the NTPC township at Korba. The meeting was participated by more than 50 representatives from various public sector units in the state right from coal mines of Western Coalfields Ltd, South Eastern Coalfields Ltd, Bhilai Steel Plant, NTPC, Balco, HSCL, Iron ore mines of Rajhara and Bailadila, BHEL, cement corporation, etc. Notable was the presence of the area level leadership of all the colliery areas of WCL and SECL who came to place their glorious experience of the massive successful strike action by the coal miners on 21st August 1995. NTPC non-executive employees union hosted the meeting.

The meeting was presided over by the Com.S Sudevan, president of Madhya Pradesh Koyla Shramik Sangha and was also attended by Com.Jibon Roy MP, Secretary, CITU, Tapan Sen Secretary CITU and Com.S Kumar, general secretary MP State Committee of CITU, Com.Sambal Chakraborty, among others.

Com. S Kumar, while introducing the agenda for discussion stressed the need for identifying the areas of negative impacts of the New Economic Policy of the Govt of India, the main plank of which is the denigration and dismantling of PSUs, in each of the PSUs and intensifying industry based struggle against the same. There is also need to further consolidate the increasing influence of the anti-NEP struggle among the workers in organisational terms and strengthen the state level coordination in public sector trade union movement.

Com. Jibon Roy, said that in the process of struggle, particularly during last-four years against the Govt of India's policies of so called structural adjustment, globalisation and liberalisation], the working class movement have been able to bring the issue of NEP and its vicious effect on self-reliance and the lot of workers and common people in the main political agenda before the nation in the face of frantic bid of the disruptionist divisive and communal forces to divert the attention of the people to other non-issues. Public sector trade unions played a front-line role in the struggle of the entire working class, and have been able to expand the influence of the anti-NEP platform considerably. Now in the aftermath of wage revision, and other struggles, PSU unions must work hard to convert the increasing influence of the movement into organised and expanded support base within each and every unit and

also to organise the unorganised forces in the periphery of the PSUs, he reiterated.

22 representatives from all the public sector units and area level committees took active part in the discussion. While narrating their experience on the impact of NEP in the respective units, the delegates expressed concern over the alarming increase in the contracterisation of permanent and perennial area of work and inhuman exploitation on the contract workers. Everywhere the contractor-management nexus has been playing misnomer in perpetuating loot and ensuring organised pilferage particularly in coal mines. NTPC union reported about sharp reduction in the manpower and duty posts even in the most sensitive area of power plant and off loading of many permanent jobs to contractor. BHEL union reported about the low capacity utilisation in the BHEL plants owing to lack of orders from the govt-run power plants and electricity boards on the one hand and off-loading of many regular jobs to private agencies on the plea of cost minimisation. Comrades from Bhilai steel plant pointed out that owing to reduction in custom duty and consequent disadvantage for marketing many items of finished steel product, tendency is developing to produce more semifinished items in the steel plants and some how survive in the market. This has led to low capacity utilisation in many of the mills in the steel plants. Corruption and pilferage has also posed a serious problem with the active involvement of a section of management.

The delegates from coal mines reported about the strike action in the coal industry on 21st August at the call of CITU and in the face of opposition from all other unions in coal industry. The strike call was given by CITU against the imposition of a wage deal to which CITU was not a party, on the coal workers which was much below the level of wages and other benefits in other PSUs. In all the coal mines of MP, the strike was above seventy per cent and in many mines, more than 90% workers directly related to production struck work. In many places not a single kg of coal could be produced, but management had given fake statement regarding production. The strike was the reflection of anger of mass of coal miners against the betrayal of the leaders of other unions and went far beyond the organisational base of CITU, and speaks about growing influence of the line of struggle among mass of the workers.

Delegates also discussed threadbare the organisational weaknesses, they are suffering from in various public sector units which is reflected in the

gap in TU membership and the span of influence of CITU in those areas. Response of many non-CITU workers in the agitation, campaign, and action, programmes organised by CITU unions is a testimony of such situation, as analysed by the delegates. The delegates from various units also identified their shortcomings in the matter of circulation of various TU literature like CITU Mazdoor, Working Class, Kamkaji Mahila, etc. Absence of proper planning, lack of collective functioning in the TU committees and ineffective functioning of the departmental committees in the bigger area have also been pointed out by the delegates as some of the causes for those shortcomings.

While summing up the deliberation Com.Jibon Roy, secretary CITU stressed on the need for taking the message of the Report on Organisation finalised by CITU in its Bhubaneswar working committee, which underlines the line and the direction for developing TU organisation, to grass root level. Com.Roy reiterated the need for making organisation a regular agenda in the committee meetings and draw concrete plans for expansion of membership base and consolidation of the organisation at the unit level. Initiative to develop organisation has to be unleashed at the shop level by involving more workers through mechanism of departmental/block level/shop level committees. At the same time suitable programmes for TU education has also to be taken up. Com.Roy also stressed the need to take up the social issues as well by the trade unions both within the workplace and the adjoining areas, as a part of their organisational task.

After thorough discussions Com.S.Kumar placed the following programmes to be observed by all the unions.

1. Intensive membership drive and campaign during the month of October 1995.
2. Observance of a 'Day' through rallies/demonstrations on 13th October 1995 in all the public sector units in MP highlighting the problems of contract workers, land oustees, and other unit level problems.

2. Intensive campaign would also be organised for increasing the circulation of CITU journals.

3. All the units must review in their respective committees and joint meeting of dept level committees the observance of the above programmes and membership campaign.

4. Joint meeting of all the PSU unions in MP will be held again sometimes in December 1995 to review the situation and take further course of action.

It was also decided that all the units would continue to give fund collection drive in all the units, particularly after arrear payments and also take suitable steps to collect donation for BTR memorial fund.

The meeting also discussed steps being taken for district level rallies to be held on 15th Sept 1995 at the call of National Platform of Mass Organisations. It was also decided that all the public sector unions particularly those in adjoining area would send good contingent for participation in the open rally being organised at Bhilai on 4th Nov 1995 after the Working Committee meeting of CITU.

On 3rd Sept evening, a mass meeting was held. The meeting was presided over by com.Kameshwar Singh, Coal workers leader and was addressed by Com.Wasim, joint secretary, NTPC Non-Executive Employees Union, Com.Jibon Roy MP, Secretary, CITU, and Com.Sambal Chakraborty. □

## CITU Supports United Six Day Strike of Coal Mines

The Secretariat of the CITU has issued the following statement to the Press:

The Centre of Indian Trade Unions (CITU) welcomes the decision of the 5 negotiating central trade unions in the Joint Bipartite Committee in Coal Industry (JBCCI) namely, INTUC, CITU, AITUC, HMS and BMS to resort to six day strike from 16th to 21st October 1995 in protest against the dilatory tactics adopted by the Coal India management to settle the long standing issues of the seven and a half lakh coal miners in India.

Though the period of the pending agreement would be over by the end of December 1995, the agreement has not yet been signed even in the last meeting held on 8th Sept at Calcutta.

There has been no firm commitment from the management on pension despite 2 per cent wages being deducted from 1st April 1989, from the workers salaries. The management is also seeking to withdraw certain benefits given to the workers in the previous agreements.

Though the Memorandum of Understanding was signed on 29th April 1995 by the non-CITU central trade unions the agreement could not be signed due to the recalcitrant attitude of the management.

The Ministry of Coal has been delaying the settlement of some of the issues due to bureaucratic bungling of the issues such as pension on which announcement was made by the previous Union Minister of Coal in Parliament as early as 1989.

The CITU Secretariat calls upon all the affiliated unions to unitedly prepare for the strike action in all the coal mines so that the coal management and the Union Coal Ministry are prevailed upon to accept the legitimate demands of the coal workers. □

# Report of Standing Committee on Energy-II

*(We are publishing hereunder the second part of the Report of Standing Committee on Energy (1995-96) on the subject, "New Policy Initiatives in Power Sector—Status of Implementation and their Impact on the Economy," dealing with the impact on Public Sector. The first part was published in the September, 1995 issue—Editor).*

## Level Playing Field:

The approved investment for NTPC's projects is of the order of Rs 19,426 crores (excluding Transmission Systems). The Corporation has executed/is executing ten Coal Based Super Therma Power Projects with a total capacity of 16835 MW. Of this, 14660 MW has already been commissioned (as of October, 1994) and the balance capacity is under implementation.

NTPC's installed capacity of 14,660 mw comprising 11,740 mw of coal based and 2,920 mw of gas based capacity, constitutes about 19% of the country's total installed capacity and about 62% of capacity in the Central Sector. Of this, 2,200 mw was installed during the 6th Plan period (1980-85) 7,613 mw during the 7th Plan period (1985-90), 1,520 mw (including take over the Feroze Gandhi Unchahar TPP from Uttar Pradesh Rajya Vidyut Utpadan Nigam) during 1990-91 and 1991-92. During the 8th Plan period (1992-97), NTPC's capacity addition is envisaged to be 5002 mw, out of which 3327 mw has already been commissioned.

The entire *raison d'être* of private sector participation in the power sector is that the necessary resources to match with the increasing demand for capacity addition are not available with the public sector and that these funds will have to be raised from the private sector. According to Ministry of Power, NTPC has not been able to take up any new projects in the last four years mainly for want of resources. One of the earlier sources of funding for NTPC projects was that of erstwhile USSR with the collapse of which, at least three major projects went into doldrums.

NTPC, however, claimed that it is capable of developing projects based on its internal resources generation, by raising resources for multilateral and bilateral financial institutions and direct commercial borrowings. While NTPC has the potential of adding about 2500 mw to 3000 mw capacity annually, its actual contribution to a great extent would reportedly depend upon the government policy support for its commercial working, timely investment approval of projects and availability of funds.

Asked about the ministry's position with regard to NTPC and what remedial measures are proposed to provide congenial atmosphere for the PSU to flourish, the Power Secretary stated during evidence:

"It is not correct that NTPC has not been allowed to set up new projects in the last four years. The Government of India has rendered all possible support to it to expand and

set up new projects. It has given it a sufficient plan allocation of Rs 10062 crores for setting up new projects during the Eight Plan. It has also been given adequate facilities to raise money both within the country and abroad. We have supported its request for loan from World Bank and ADB and other bilateral agencies and arrangements from World Bank and the first tranche of the 400 million dollar loan has already become effective. It has also supported it to get loan from the ADB for the Unchahar Project in UP and has assisted NTPC for getting loans for environmental related activities from USAID. This project is at a later stage."

The witness also added: "I would like to assure this Hon'ble Committee that we are solidly behind NTPC."

Dr Tata Rao, former chairman, APSEB, emphasised that Central Public Sector Undertakings on their own or as consortium with other PSUs and/or private sector should also be allowed to bid for power projects advertised by the State Sector for bidding.

Regarding the question of setting up joint ventures for establishing power projects, BHEL stated in a note as follows:

"Power projects can be taken up on Joint Venture basis by Indian parties, say BHEL/NTPC/Public Boards who may be given incentives including guarantees on payment as are given provided to IPPs. This would have an added advantage of reducing the foreign debt burden, development of indigenous technology and generation of employment."

The Ministry of Power stated in this connection:

"The suggestion that Joint Ventures should be formed with BHEL, NTPC and SEBs etc to set up new project is welcome. The private power policy does not preclude such arrangement and as a matter of fact there are a number of joint ventures pursuing power projects which have NTPC/SEB, as a partners."

Asked whether PSUs have not been given autonomy to decide about bidding for private projects, the Ministry of Power stated in a written reply:

"The present policy on privatisation and the relevant notification equally applies to CPSUs like NTPC etc. In fact the NTPC has been authorised to form JVC's and make equity participation. The State Governments have also been advised that the NTPC may also submit bids for projects advertised under the competitive bidding process. In fact, the NTPC has bid in one or two cases. The PCCIL is also negotiating with private promoters to form JVCs for investment in the Transmission Sector.

The Sub-Committee observed that various aspects in regard to handing of public sector projects by the government have put the Central public sector undertakings in a disadvantageous position as compared to private investors. Some of these are indicated below:

i) The tariff for Central PSUs provides for a meager in-

centive of one paise per kwh for every per cent increase in PLF over the normative level of 68.5% as against an incentive upto 0.7% increase in return on equity for every one per cent increase in PLF for private producers.

ii) No guaranteed off-take of power from Central generating station as against guaranteed off-take of power for private sector plants.

iii) The guarantee of payment as applicable to private sector is not available to PSUs.

iv) Approval of cost at the level of start up of construction for PSUs against completed cost provided for in PPAs.

Enquired whether the government looked into these aspects with a view to effect suitable modifications so that PSUs are not put into a disadvantageous position in a competitive situation, the Ministry of Power furnished point-wise explanation as below:

"i) The government has very carefully looked at the situation in which private sector is increasingly entering the power sector and taken due care to ensure that the public sector is not put in a disadvantageous position. Earlier the tariff allowed to CPSUs for increased generation above the normative level was kept at a low level since their fixed and other charges were already being recovered within the normative level and the rate allowed for the extra power was only to take care of the extra-variable cost. Also all the public sector undertakings in the power sector were being supported extensively in financial terms by the Government through budgetary support and the funding arranged from multilateral and other agencies for them and the overall cost of the capital to them was not very significant. Also no liquidity damages had been imposed earlier upon the Central undertakings for not adhering to the prescribed schedule of generation.

Now that pari passu with the private power units, CPSUs are also being required to raise funding from outside and also clauses for payment of damages if they do not generate power as per a given schedule are likely to be imposed on them/are being imposed on them, incentive amount for them above the normative level has been increased to the same level as for the private power units, i.e., 0.7% increase in return on equity for every one per cent increase in PLF.

It is not entirely correct to say that the central generating units had not been given a guaranteed off-take of power as being given to private units. Today, we are operating in a situation of shortages and almost all the power which can be produced by the generating stations of public sector undertakings is being consumed and except for two or three hours in the night when the demand reduces all these units are required to backdown but this is a phenomenon which has occurred all along in view of our demand pattern. Otherwise agencies like NTPC could not have been able to have PLF above 70% as they have done during the last three years continuously. At most the effect on PLF of backing down on NTPC unit has been 2 to 3%. It may also be noted in this context that CPSUs are in a better

position than most private power projects since they are not required to pay heavy penalties in case they do not produce the contracted power as has been imposed upon the private producers.

It is not correct to say that CPSUs have not been given adequate support in this matter (guarantee of payment). We have so far resorted to three plan appropriations since 1990 to help these units to recover their dues and Rs 3000 crores of arrears have been agreed to be recovered through central plan appropriation, a facility which is not being given to any private power project.

It is correct that in the case of PSUs, we give approval to capital cost before the project begins whereas in the case of private sector projects approval is given to the completed cost. This is in fact a facility to the public sector projects and should not work against them since they can have their cost revised upwards on account of changes/delays and time and cost over-runs which are very common phenomenon with PSUs. To that extent this is a blessing in disguise to public sector projects."

According to Power Grid Corporation, the present system of allocation of power from Central Thermal Power Generating Organisations to States on a fixed basis severely limits the flexibility of all the Central Power Generating and transmission companies. These leads to sub-optimal utilisation of power generation and transmission resources, thereby not only leading to reduced power availability but also to superfluous demand for additional plan resources to meet a given level of power requirement. The Sub-Committee enquired whether it is not desirable to allow the companies to decide power supply to various States and to enter into short and long term agreements with them having relation to peak load, intermediate load and base load. In reply, the Ministry of Power stated:

"The government has taken various steps to allow more flexibility to the Central Power Generating Organisations in their commercial operations including regulation of power to States. It may not be desirable to allow the Central Sector Generating Companies to unilaterally decide the quantum of power supply to various states/ UTs either in the short term or long term. However, if Private Sector participation becomes significant and choice from alternate sources becomes available to the States/UTs, there could than be no objection to allow the central generating companies freedom to negotiate and decide."

The Ministry of Power, however, added that in case of default CPSUs have been authorised to regulate power supply and to divert it to other states. To that extent the central allocation formula only gives a state an entitlement to draw a particular quantum of power and in case it does not pay for it the CPSUs are free to divert that power to other States.

The NTPC pleaded that for expeditious decision making in the case of projects where no net budgetary support is contemplated from the government, the author-

(on page 23)

# New VDA Formula for Central Public Sector Employees

Although inordinately delayed, the Govt of India has ultimately announced the revised D.A. rates for the public sector workers. The revised D.A. rate would be applicable from 1-1-92 for compensating for price-rise over 1099 AICPI (1960=100).

The percentage neutralisation to employees in different pay ranges would be as under:

Upto basic pay of Rs.3500/-	100% neutralisation
Rs.3501 to Rs. 6500/-	75% "
Rs.6501 to Rs. 9500/-	60% "
Rs.9501 and above	50% "

Subject to a minimum of Rs.2/- per point shift in AICPI beyond 1099 w.e.f. 1-1-92.

The DPE's circular announcing the revised D.A. scheme has got many limitations, and put such conditionalities as have been strongly resented by trade union movement. The view of CITU in this regard as enumerated in the resolution adopted by CITU in its full Secretariat meeting held on 12-13 August 1995 is being published elsewhere in this issue.

Concerned section of the circular of DPE is reproduced hereunder.

No. 2(50)/86-DPE/WC

14, CGO COMPLEX, LODI ROAD  
NEW DELHI THE 26TH JULY, 1995.

## OFFICE MEMORANDUM

**Subject : NEW DA FORMULA - APPLICABILITY TO UNIONISED STAFF/WORKERS IN PSUs.**

The undersigned is directed to refer to the DPE's OM of even number date 19.7.1995 wherein the new DA formula and rates of IDA payable to the employees of PSEs from 1.4.92 to 1.4.95 of different pay ranges had been indicated (annexure-III of below Board level OM refers).

The new DA formula as indicated in annexure-III of below Board level OM would also be applicable to unionised staff/workers of PSEs where the agreements for revision for wages have already been concluded by the management on the basis of the guidelines issued by DPE vide OMs dated 12.4.93 and 17.1.94 on the same conditions. It has further been clarified that wherever the quarterly index average on 1.1.92 is not 1099, the DA would be calculated @ Rs.2/- per points shift in AICPI upto 1099 and above quarterly index average of 1099, DA would be calculated as per the new DA scheme.

All the administrative Ministries/Department of Government of India are requested to bring the foregoing to the notice of Public Sector Enterprises under their administrative control for their necessary action.

Sd/- (Dr. S. Banerjee, Jt. Director, DPE.

To

All Administrative Ministries/Deptts. of the Govt. of India.

### STATEMENT SHOWING ILLUSTRATION - COMPENSATION TO BE WORKED OUT UNDER PERCENTAGE DA SCHEME

	Basic pay upto Rs.3500/-PM.	Basic pay above Rs.3500/-PM & upto Rs.6500/-PM	Basic pay above Rs.6500/-PM & upto Rs.9500/-PM	Basic pay above Rs.9500/PM
Neutralisation	100	75	60	50
Qtrly Arithmetic Average to which related	1099	1099	1099	1099
Qtrly average of AICPI ending Feb.1992 payable from 1.4.92. (1121 points)	2% of pay subject to a minimum of Rs.44/-	1.5% of pay subject to a minimum of Rs.70/-	1.2% of pay subject to a minimum of Rs.98/-	1% of pay subject to a minimum of Rs.114/-
Qtrly average of AICPI ending May.1992 payable from 1.7.1992 (1141 points)	3.8% of pay subject to a minimum of Rs.84/-	2.8% of pay subject to a minimum of Rs.134/-	2.3% of pay subject to a minimum of Rs.182/-	1.9% of pay subject to a minimum of Rs.219/-

Qtrly average of AICPI ending Aug. 1992 payable from 1.10.92 (1183 points)	7.6% of pay subject to a minimum of Rs.168/-	5.7% of pay subject to a minimum of Rs.266/-	4.6% of pay subject to a minimum of Rs.371/-	3.8% of subject to a minimum of Rs.437/
Qtrly average of AICPI ending Nov. 1992-payable from 1.1.93 (1202 points)	9.4% of pay subject to a minimum of Rs.206/-	7% of pay subject to a minimum of Rs.329/-	5.6% of pay subject to a minimum of Rs.455/-	4.7% of pay subject to a minimum of Rs.532/-
Qtrly average of AICPI ending Feb. 1993-payable from 1.4.93(1193 points)	8.5% of pay subject to a minimum of Rs.188/-	6.4% of pay subject to a minimum of Rs.298/-	5.1% of pay subject to a minimum of Rs.416/-	4.2% of pay subject to a minimum of Rs.485/-
Qtrly average of AICPI ending May 1993-payable from 1.7.93 (1207 points)	9.8% of pay subject to a minimum of Rs.216/-	7.3% of pay subject to a minimum of Rs.343	5.9% of pay subject to a minimum of Rs.475/-	4.9% of pay subject to a minimum of Rs.561/-
Qtrly average of AICPI ending Aug.1993 payable from 1.10.93 (1248 points)	13.5% of pay subject to a minimum of Rs.298/-	10.1% of pay subject to a minimum of Rs.473/-	8.1% of pay subject to a minimum of Rs.657/-	6.7% of pay subject to a minimum of Rs.770/-
Qtrly average of AICPI ending Nov. 1993-payable from 1.1.94(1292 points)	17.6% of pay subject to a minimum of Rs.386/-	13.2% of pay subject to a minimum of Rs.616/-	10.6% of pay subject to a minimum of Rs.858/-	8.8% of pay subject to a minimum of Rs.1007/-
Qtrly average of ending Feb.1994-payable from 1.4.94 (1302 points)	18.5% of pay subject to a minimum of Rs.406/-	13.9% of pay subject to a minimum of Rs.648/-	11.1.% of pay subject to a minimum of Rs.904/-	9.2% of pay subject to a minimum of Rs.1055/-
Qtrly average of ending May.1994-payable from 1.7.94 (1328 points)	20.8% of pay subject to a minimum of Rs.458/-	15.6% of pay subject to a minimum of Rs.728/-	12.5% of pay subject to a minimum of Rs.1014/-	10.4% of pay subject to a minimum of Rs.1188/-
Qtrly average of ending Aug.1994-payable from 1.10.94(1384 points)	25.9% of pay subject to a minimum of Rs.570/-	19.4% of pay subject to a minimum of Rs.907/-	15.5% of pay subject to a minimum of Rs.1261/-	12.9% of pay subject to a minimum of Rs.1473/-
Qtrly average of ending Nov.1994-payable from 1.1.95 (1427 points)	29.8% of pay subject to a minimum of Rs.656/-	22.3% of pay subject to a minimum of Rs.1043/-	17.9% of pay subject to a minimum of Rs.1450/-	14.9% of psy subject to a minimum of Rs.1701/-
Qtrly average of ending Feb.1995-payable from 1.4.95 (1429 points)	30% of pay subject to a minimum of Rs.660/-	22.5% of pay subject to a minimum of Rs.1050/-	18% of pay subject to a minimum of Rs.1463/-	15% of pay subject to a minimum of Rs.1710/-

# Around the States

## Uttar Pradesh

### Kanpur based Textile Workers Prepare for Joint Action

The Joint Action Committee of the Textile Workers of Kanpur met on 23rd August 1995 plan for mobilising the textile workers in a massive way in the all India struggle programme of textile workers against the anti-worker and anti-PSU policies of the government of India. The meeting was presided over by Ramkishore Tripathy of HMS and Com.Daulat Ram, Mohammad Shafi, Arvind Kumar (all CITU), Arvind Raj, Anand Swarup Pandey (AITUC), Verinder Singh (HMS), R P N Singh (UTUC), Sukdev Prasad (BMS), and P D Yadav (TUCC) Jamuna Prasad Dixit (INTUC), Ganesh Dixit (HMKP) were among other participants. The meeting expressed grave concern over non-payment of salary to the workers of NTC mills for the month of August and sent protest letter to Union Textile Minister. The meeting decided to hold torchlight procession and demonstration before Labour Commissioner's residence on 13th October and planned various organisational measures including Joint Convention 27.8.95 to ensure massive participation of Textile workers of Kanpur in the parliament march and court arrest programme of the textile workers on December 12, 1995, at New Delhi.

### Closure of Modi Thread Ltd

Com.Jaichander Dutta of Textile Mill Mazdoor Sangh, Modinagar, UP, reported that the management of M/s Modi Thread Ltd has suddenly declared closure of the factory at Modinagar in a most illegal manner. Information goes that the Modi group has been trying to switch over to a new venture in the same premises in the name of Modi Telifibre Ltd, Modinagar, with a much reduced workforce. Such a situation has thrown 2500 workers of the factory out of employment. M K Pandhe, General Secretary CITU, while condemning the fraudulent tactics being adopted by the Modi group in close connivance with govt officials, demanded stern action against the employer and reopening of M/s Modi Thread Ltd, in a letter written to Labour Secretary, Govt of UP.

### Bihar: Coal Miners in Central Coalfields protest brutal murder of workers in Dugda Coal Washery

The Coal mines workers of Central workshop of Barkakhana Colliery, Urimari project, Lapanga colliery, Saunda Project and regional Workshop of Bhukunda area observed massive demonstration in respective areas on 27th and 28th Aug 1995 to protest against brutal murder of six striking workers of Dugda Coalwashery, Dhanbad by the management in connivance with contractors on 21st August 1995, i.e. the day of Nationwide strike action by Coal Miners at the call of CITU. Protest telegrams/letters were sent from the demonstration to chairman of Coal India Ltd demanding punishment to concerned officials and full compensation including employment to families of the

murdered workers.

### Annual conference of Bihar Electricity Board Field Workers Union

The 12th annual conference of Bihar State Electricity Board Field Workers Union was held from 8-10 Sept 1995 at Patrah Thermal Power project.

The Bihar State CITU General Secretary Com.J S Majumdar inaugurated the conference and state CITU president Com.Chandi Prasad was the chief guest. Apart from the 300 delegates representing 8000 members of the union the conference was attended by 50 observers and fraternal delegates also. In his general secretary's report Com.Amarendra Prasad Misra gave a call for the formation of a state federation of the electricity workers. 50 delegates participated in the discussion which was adopted unanimously.

Through a resolution the conference expressed its strong resentment on the issue of privatisation of Tenaughat Corpon and its resolve to fight it resolutely. Through another resolution it demanded total ban on recruitment of contract labour in electricity sector and immediate regularisation of such labour who are already employed in permanent nature of jobs. the conference declared its resolve to fully associate itself with the struggles at the National and State level against the new economic policies of the Congress government. The conference elected Com.Ram Prasad Singh as president and Com.Amarendra Prasad Misra as general secretary and a 23 member working committee.

### Haryana: Haryana Brick Kiln Workers conference

The first state conference of Lal Jhanda Bhatta Mazdoor Union, Haryana was held in Bhiwani on August 30-31 Sept. The venue of the conference was named after Com.Hawa Singh and Com.Surat Singh, both of whom were killed during labour struggle in March 1991. 80 delegates participated in the conference and 25 out of them participated in the discussion on general secretary's report. Com.Satbir Singha and Prabhat Singh elected as president and general secretary respectively.

### Madhya Pradesh: Anganwadi Women Workers sat on dharna

Anganwadi women workers working in far away regions of the State sat on dharna on Sept 4 in front of Labour Commissioner's office at Bhopal to voice their legitimate demands. More than one thousand women came from Kewa, Durg, Seedhi, Muraina, Gwalior, Bind, Batiul, Bhopal and Guna to join the dharna. A rally was also held. All the speakers narrated their plights and said that they have to face brutality of the officers apart from the meager wages they get in the name of honorarium. They are exploited in various other ways.

Later a delegation met the Labour Commissioner and handed over a memorandum. □

# The 1995 World Conference Against A and H Bombs

On the occasion of the 50th anniversary of the holocaust of Hiroshima and Nagasaki the international meeting of the 1995 World Conference against Atomic and Hydrogen Bombs was held on 3-9 August at the city of Hiroshima, Japan. 36 foreign delegates from 26 countries representing 56 international, regional and national organisations attended the conference.

Com. K.C. Ghose, Treasurer of Construction Workers Federation of India and Com. Abul Hassan, Working President, Farakka Super Thermal Power Project Workers' Union attended the conference on behalf of CITU.

On this occasion a Peace March was organised in Japan. The marches covered a distance of 1500 kilometers from Tokyo to Nagasaki in 13 days. The march was organised by five organisations which included Zenroren and New Japan Sports Federation.

The plenary session was held from 3rd August and concluded on 5th August. In between four syndicated meetings were also arranged.

On 6th August all the foreign delegates attended the official peace ceremony organised at the Peace Park at the city of Hiroshima. The gathering was addressed by the Prime Minister of Japan, Speaker of the house of Representatives, President of the House of Councilors, Chief Justice of the Supreme Court of Japan and many other important personalities.

The delegates were also taken to Nagasaki Peace Park. They also visited the hospitals where the victims of the Atomic radiation have been undergoing medical treatment.

At the invitation of Zenroren the CITU delegates also attended the meeting titled - International Trade Union Exchange for nuclear-free and peaceful world. Yet another unscheduled meeting was also attended by the CITU delegates, again at the invitation of Zenroren. This was a meeting of Japan Research Institute of Labour Movement. The participants of this meeting requested the CITU delegates to speak on the stand and activities of the Indian Trade Unions on the New Economic Policies of the Govt of India and particularly the open door policy inviting MNCs and role of World Bank and IMF. The CITU representatives gave a detailed report on the ongoing movement against NEP.

The action programmes adopted at the conference is reproduced hereunder :

"The delegates from 26 countries who gathered for the International Meeting of the 1995 World Conference against A & H Bombs, with the determination to make this conference marking the 50th year of the A-bombing a new starting point for further development of the movement in all parts the world, call to all people of the world to join in the following actions.

1. For the survival of the human race and for peace, let us put an end to the politics of domination and the threat of nuclear weapons and totally remove the danger of nuclear war. Let us demand that the governments of nuclear weapons states and all other nations, with the United Nations and other disarmament agencies playing that due role, achieve the task of the elimination of nuclear weapons, which marked the start of post-war world politics. Let us stage a variety of anti-nuclear actions, such as the signature campaign for the "Appeal from Hiroshima and Nagasaki" and the campaign to press for the conclusion of an international treaty for a total ban and the elimination of nuclear weapons, and bring them together as an international joint action during the Disarmament Week of the U.N. which will commemorate the 50th anniversary of its founding.

2. We call on China and France to halt nuclear tests, and demand the conclusion of a treaty totally banning nuclear tests, including low-yield tests and research and development of an alternative testing technology contemplated by the nuclear weapons states. Together with the campaign, let us advance campaigns, such as for the creation and integration of nuclear-free zones, the enactment of the three non-nuclear principles and the spreading of nuclear-free municipalities, linking these tasks with the movement for the abolition of nuclear weapons.

3. We must strengthen the movement for compensation for the damage from nuclear weapons, including state compensation for the Hiroshima and Nagasaki victims. Let us work for this task in solidarity with the victims of nuclear weapons and tests all over the world. Let us achieve a clear decision from the International Court of Justice supporting the illegality of the use and threat of use of nuclear weapons, based on the realities of the Hiroshima and Nagasaki bombings. Let us disseminate the facts about the A-bombing of the two cities, and drastically strengthen public opinion for an end to nuclear armaments. Special emphasis should be placed on the activities of young people working to record and pass on to future generations the testimonies of the Hibakusha.

4. We demand the isolation of military alliances and blocs, such as NATO and the U.S.-Japan military alliance, the dismantling of foreign military bases, including nuclear bases, withdrawal of foreign troops, and the refusal of portcalls by nuclear warships.

5. In solidarity with the movements for the defense of national sovereignty and self-determination, reduction of military spending to use the released resources to meet human needs, liberation from hunger, poverty, unemployment, racial discrimination and social injustice, and protection of the global environment, from the standpoint of opposing power-politics centering around nuclear weap-

ons, let us together call for the achievement of a nuclear free world.

6. Looking at the dangerous link between nuclear energy development and the production of nuclear weapons, let us work in solidarity with the people and victims struggling against environmental pollution by radiation, by removing the damages caused in the entire process from nuclear fuel mining to the reprocessing of spent fuel, as well as the disposal of radioactive waste. Let us stop all military uses of plutonium and other nuclear material. □

## Report of Standing Committee

(From page 18 Cont'd)

ity for investment approval may be vested in PSU Board. Enquired whether the Ministry had any objection to this proposal which appeared reasonable, the Ministry of Power stated in a written reply as under:

"The CPSUs enjoy total autonomy in decision making in their financial management and day to day operations. However, decision to invest in new power projects involves various aspects which have to be scrutinised at the Ministerial level such as external commercial borrowings, justification for the project in a particular region, maintaining regional balances etc. It is therefore necessary that the investment decisions are considered from all these angles which necessitates project appraisal in the Ministry of Power/Finance/Coal, etc."

According to NEEPCO, the absence of government guarantee for external commercial borrowing is posing concern in respect of execution of its projects. Unless the government extends guarantee, the projects may not take off at all. Considering the fact that the cost of NEEPCO projects are considerably lower compared to private projects, the sub-committee asked why government should not extend guarantee to NEEPCO. In reply, the Ministry of Power stated:

"Agartala gas turbine project (4 x 21 mw) in Tripura is the first project sanctioned for implementation by NE-EPCO in the Central Sector with external commercial borrowings (ECB). The project has recently been sanctioned in December, 1994 and negotiations for external commercial borrowings with Deutsche Bank for 85% financing of the equipment for the project have just been concluded and a decision on availing of this ECB has been taken by the Board of Directors of NEEPCO in its meeting held on 3rd Feb, 1995. Although a formal reference based on the negotiations and approval by the NEEPCO Board of the terms and conditions of ECB is yet to be received for approval of the government, nevertheless, advance action had been initiated towards provision of Government of India Guarantee for which Ministry of Finance had been approached and a view thereon is expected to be taken shortly by them."

(To be Continued) □

## Textile Workers Convention

(From page 8 cont'd)

mentation of labour laws and social security measures.

4. Minimum wages, labour laws and social security measures in the powerloom sector.

5. A new integrated Textile Policy in consultation with the trade unions, so as to ensure balanced development of all the three sectors.

In pursuance of the programme, the convention calls upon all the CITU unions and federations functioning in the three sectors of the industry to start full preparations for the 12th December Jail Bhjaro Programme with the slogan "Delhi Chalo on 12th December" by holding (1) Rallies (2) Gate Meetings, (3) Postering (4) Wall writing and leaflet distribution.

2. Organising state level and district level conventions jointly or independently in all the textile producing states. The programme must involve the workers in all the three sectors of the industry to mobilise maximum number of CITU and other trade union workers for the success of the 12th Decmeber Jail Bharo at Delhi.

### Resolution of Organisation

This All India Convention of Textiles Workers of CITU held under the auspices of the All India Coordination Committee of Textile Workers (CITU), at Coimbatore on 19th and 20th September 1995, discussed the issues of formation of an All India Federation of Textile Workers by the CITU, comprising the Unions and Federations in all the three sectors of the industry, viz the organised mills sector, handloom sector and powerloom sector.

This convention takes note of the suggestions made by the delegates from different states on the need for forming an All India Federation to carry forward the urgent tasks of fighting the offensives unleashed by the Government as manifested in the new textile policy and the managements. With this end in view this convention directs the incoming All India Coordination Committee to initiate preparatory organisational steps keeping the perspective of expediting formation of an all India federation in consultation with the all India CITU Centre.

The conference appeals to State Committees of CITU to expedite formation of State level coordination committees comprising the unions in all the three sectors of Textile Industry and intensify the membership drive in order to create a strong base for the eventual formation of an all India organisation.

The conference also appeals to the CITU Central Secretariat to appraise the organisational position and progress achieved and guide the All India Coordination Committee to draw up a time table for the formation of an all India federation.

This conference authorises the incoming Coordination Committee to issue a call for contribution from the unions and federations attached to CITU, in Textile Industry in different states, to provide the funds, required for the proper functioning of the Coordination Committee. □

## Japan's Unemployment is as High as in the United States?

The official labour force survey shows that in April 3.2% of labour force were in "actual unemployment"- this figure is the highest ever recorded.

"Actual unemployment" is Japan's peculiar statistical method of calculating the number of the unemployed. "People in actual unemployment" means those who didn't work at all during the last week of each month. a person who works at least one hour on one day during that week is not counted in "people in actual unemployment."

But many scholars doubt whether the statistics compiled by this method reflect the real position of unemployment, because it doesn't include latest unemployment. it was introduced by direction of the General Headquarters of the occupation forces just after end of war when the unemployed were so many that it was impossible to count them.

Many scholars think that the figure of 3.2% is far lower than the actual position; they consider the are of unemployment must have risen sharply in the present situation of economic slump caused by the yen's sharp appreciation, restructuring by corporations and the substantial cutbacks of employees.

In fact, there is an official trial survey on unemployment which found that Japan's rate of unemployment might be higher than the rate in the United States. According to the survey in February 1994 unemployment in Japan was 8.9% and in the United States 8.8%. Using the U.S. method of calculating unemployment, the labour force section of the General Affairs Agency conducted this survey to compare Japan's unemployment rate with that of the United States.

It is commonly considered that the unemployment rate in the United States is twice as high as in Japan. Why was Japan's unemployment rate found to be higher than that of the United States under the trial survey by the General Affairs Agency?

The United States classifies the unemployed into seven categories, from U1 TO U7. This was introduced in the 1970s to reflect the actual unemployment position more accurately. it includes people who are actually unemployed and those who are latently unemployed. When these two forms of unemployment are combined, Japan's unemployment rate is slightly higher than that of the United States.

Some scholars in Japan have said the concept of "actual unemployment" doesn't reflect the real position on unemployment, and they have published some trial surveys of their own that show the unemployed account for over 8% of the labour force. They highly evaluate the General Affairs Agency for having conducted the first official trial survey to confirm a far higher unemployment rate in

Japan.

But the new labour force statistics section chief of the General Affairs Agency said, "The survey was conducted by his predecessor in his individual capacity. It was just private research."

"After the earthquake took place, I conducted an on-the-spot survey in Kobe City, where many people who lost their jobs in the small factories security offices. They were not included as unemployed." said Takashi Uchiyama, standing director of the Japan Research Institute of Labour Movement.

In Japan only those who are seeking employment through a public employment security office and are ready to work when new jobs become available are counted as unemployed, or "people in actual unemployment." Those who want to work but have given up finding employment are counted as a part of the non-labour force. Japan has no other official statistics for unemployment than the former method of "people in actual unemployment."

People who are statistically regarded as apart of the non-labour force, (and therefore not part of the labour force) who are increasing in numbers, are a key factor in the underestimation of the unemployment rate. at the same time, more and more people included as "non-labour force" have begun to seek employment. People who are ready to work as soon as employment is available have rapidly increase since 1991, when the economic bubble burst; from nearly 850,000 in 1991 to 1,260,000 in 1995. This fact shows that "people in actual unemployment as a percentage of the labour force" doesn't at all reflect the real total picture on unemployment.

*(From: New Letter, National Confederation of Trade Unions (Zenroren) Japan July 1995)*

---

## Book Post