



THE WORKING CLASS

MONTHLY JOURNAL OF THE CITU

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CITU Working Committee Reviews Situation

THE WORKING COMMITTEE MEETING OF THE CITU was held in Madras on 10-12 November. In absence of B. T. Ranadive President, Jyoti Basu Vice-President presided over the meeting. Twenty seven members of the Working Committee participated in the meeting.

At the outset the meeting adopted condolence resolutions on the sad demise of Comrades Bhairav Bharatiya and Samsul Huda. Members stood in silence for one minute to pay homage to the departed leaders.

Jyoti Basu in his opening speech reviewed the developments in the country since the third Conference of the CITU held in Bombay and emphasised the need for understanding the happenings in the country in their true perspective.

Referring to the promulgation of internal emergency on 26th June Jyoti Basu said, "This new emergency is a political watershed and things are never going to be the same again." He then stated his views on various steps taken by the Government during the emergency. In this connection he also referred to the circular issued by the Union Home Minister mildly disapproving the method of torture in custody.

Events in Bangladesh

"In the Bombay Conference" Jyoti Basu said in connection with developments in Bangladesh "we had also noted that Mujibur Rahman in Bangladesh has already ended Parliamentary norms and established one party dictatorship and remarked that it showed that the ruling bourgeoisie of the newly liberated countries were not capable of maintaining Parliamentary democracy for long. Historic experience shows that after winning independence the leading bourgeoisie which is unable to complete the democratic revolution tends to compromise with imperialism and allies with landlord reaction. The economic base for bourgeois development is very weak."

New Opportunity

Jyoti Basu then dwelt at length with the impact of the emergency on the working class and the trade union movement. He

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emphasised that the working class unity should be preserved and strengthened to protect their interests. He said, "our trade union organisations, must therefore, endeavour to join hands with other democratic forces interested in preserving the democratic rights of the people. To day the opportunity has opened up for approaching the ranks of all political parties. A large number of them see the necessity of combating the common danger. A still large number under the baneful influence of the reformists and compromisers is likely to see the danger as they accumulate experience. The CITU should be ever willing to join with these ranks for defending democracy".

For Unity

Jyoti Basu criticised the AITUC leadership for their misleading propaganda. He also disapproved the policy followed by the INTUC leadership in the recent past. "Division in the ranks of the workers at this critical hour has caused immense damage to the struggle", he said.

Under these circumstances fight for unity is most important. Jyoti Basu continued, "Our anger at the misdeeds of the revisionist and reformist leadership should not blind us to the fact that their ranks are starting in an opposite direction. The drive for united action, for trade union unity must be pursued with greater vigour in the factories, departments and industries—a persistent effort for united front from below

should be made. In this drive naturally we do not ignore the unions or union leadership wherever necessary or give up approaches from above wherever necessary and possible".

Jyoti Basu while concluding his speech emphasised the necessity of approaching the rural poor and said, "The working class, the CITU has again to take note of its failure to actively champion the rural masses and realise the danger from it for the common movement."

P. Ramamurti, General Secretary presented his Report detailing the economic developments after the third Conference of the CITU. He quoted at length from the press reports pointing out how the recession was on the increase and how the working class was affected by it.

"The plain fact is that," said Ramamurti, "almost every industry is announcing huge accumulation of stocks which is but one step short of mass closures unless quick and proper steps are taken to reimburse the purchasing power of the people and expand demand. No doubt in some cases the capitalists are deliberately exaggerating the situation to stampede the Government into making quick concessions at the expense of the people. Yet it is clear that the recession is widespread and deep." He then gave factual information regarding recession in various industries.

According to press reports, at the end of September there

was unprecedented glut of steel running into about a million tonnes with the main steel plants. Business Standard reported that there is a complete recession in automobile industry and others which use steel. The export forecast for Steel is not good because in world steel production there is a big glut with steel plants working 25 per cent below capacity.

The Marketing Chief of the Public Sector Bharat Coking Coal Corporation stated on 20 October that the collieries carry unlifted stocks of 4 lakh tonnes of hard coke valued at Rs. 10 crores and about 1.5 million tonnes of non-cocking Coal. Against stock of Fertilisers of 40,000 tonnes in August last year the stocks in September this year swelled to 117,000 tonnes.

The Financial Express (4 October) reported that more than 5000 iron and steel dealers in Delhi were in the grip of worst ever recession. There was 50 per cent fall in their trade. Stocks worth Rs. one crore of iron and steel continue to pile up with Rajasthan Small Industries Corporation.

In Wagon Building Industry, out of capacity of 23,391 wagons the Railway Board has ordered to purchase 5000 wagons only. Despite Planning Commission's recent allotment of Rs. 25 crores for wagon purchase 60 per cent of the capacity would remain idle.

The demand for automobiles has fallen by 50 per cent which has hit the tyre and ancillary industries. The newsprint, which

was a scarce commodity two years ago is now lying stocked in godown without adequate number of buyers.

Stocks of Copper, aluminium have been piling up and the production of aluminium has come down by 40 per cent. The Economic Times (11 October) reported. "Unlifted stocks of imported Chemicals with the State Trading Corporation continue to be heavy despite successive price cuts during April and June. Recessionary trends resulting in reduced offtake of finished products appears to be the main factor for the poor consumption of dyes and chemicals. The demand for paints, varnish, plastic products and to some extent textiles is much less than the normal level".

Over 100 mills under the National Textile Corporation have suffered a cumulative loss of Rs. 60 crores as on August last. According to Economic Times (9 Sept.) the pile-up of controlled cloth has gone up to 1.05 lakh bales which work out to about 2½ months production. "It is significant that with all the accumulation of stocks the millowners have not yet agreed to lower the price of cloth to bring it within easy reach of the people."

A press note issued by the IJMA (Statesman 13 October) says that the industry is unable to sell its output even at a loss. During July-August the stock of jute goods have risen to 40,000 tonnes worth about Rs. 15 crores. Stocks are further accumulating creating a danger to workers' jobs.

The recessionary trend has affected two important commercial crops, cotton and jute. Press has already reported that jute prices have fallen as low as Rs. 40 per maund in several districts of West Bengal in the absence of mills buying for a long period. Over the last year cotton prices have crashed by 40 to 58 per cent. Financial Express (11 September) reported the total accumulation of cotton stocks of about 30 lakh bales.

The condition of the handloom industry has inflicted the worst type of suffering on the weavers. The main market, the rural poor, is hardly functioning.

Ramamurti further pointed out, "with the poor off-take from industry the distributive trade also has been affected and employment under it being reduced. In industry, employment has been reduced by massive lay-offs from time to time, stoppage of new recruitment and in smaller sectors by outright closure leading to unemployment for thousands. The unorganised industries have closed in hundreds ruining the jobs of thousands."

Calling upon the members to study the character of the recession he observed, "A trade union movement which educates the workers only in relation to wages, bonus, but fails to do so in relation to the economic policies which determine the living conditions of the working class, is unable to meet the challenge of recession."

World Capitalist Crisis

Pointing out the nature of world capitalist crisis which also

affects Indian economy, Ramamurti said, "The expected recovery in the economic downturn of their economies is not taking place. The earlier hopes that the USA will get out of the crisis by the middle of 1972 have fallen to the ground. The recovery in the USA is very slow. It is estimated that unemployment will remain high in all big industrial countries even when production picks up and stocks get liquidated. The estimate about the USA is that it will be 1980 before the USA reaches the pre-recession unemployment rate of 5½ per cent against the present rate of 8 per cent"

He continued, "All the western countries show a big growth in the number of unemployed with the USA having more than 8 million of them. Starting to control sweeping inflation, these countries adopted measures which landed them in deep recession, without effectively tackling inflation. Now with the inflation potential still there a number of them are adopting deflationary measures to meet the economic stagnation and are again preparing for the inflationary spiral. The incapacity of the western Capitalist order to function normally is seen clearly. It must either be in the grip of inflation or recession."

Reserve Bank Observations

The Annual Report of the Reserve Bank of India has observed that in 1974-75 alone the Central and State Governments together raised taxes by more than Rs. 1000 crores! The Central taxation measures

including increased railway fares, freight rates and postal rates amounted to additional taxation of Rs. 690 crores in 1974-75. The additional taxes imposed by the State Governments amounted to Rs. 358 crores. The RBI Report further notes,

"The resource mobilisation efforts were further reinforced by another set of measures designed to mop up additional purchasing power, impounding a one half additional dearness allowance and almost of all of any other wage or salary increases, ceiling on the amount of distributable profit and compulsory savings of tax payers in the higher income brackets."

World Bank "AID"

The World Bank's group lending to India reached a new record of 840 million dollars. Current indications are that it would be roughly of the order of 800 million dollars in fiscal year 1974. A World Bank study team has suggested that gross aid to India should rise from an estimated level of 2332 million dollars (Rs. 2098 crores) in 1975-76 to 3527 million dollars (Rs. 3174 crores) in 1979-80 to 5425 million dollars (Rs. 4720 crores) in 1985-86.

According to the World Bank Report, the heavy emphasis on basic and capital goods industries and on virtually complete substitution of domestic and imported manufactures has lost much of its significance. The scope for import substitution has shrunk in relation to the size of domestic industrial activity. It is in this background that the

Report emphasises, "the need for alternative strategy of adequate demand outlets for existing industrial capacities." It adds that the availability of saving from industrial surpluses has probably been less than it might have been "because of price controls on industrial products" and "administrative inabilities to collect the taxes that should be payable on industrial profits."

Ramamurti feared growing interference by the World Bank in the policy matters of Indian economy.

He further referred to the main issues facing the working class like the Bonus Ordinance, Equal Remuneration Ordinance, Seven Day week, Apex body, workers' participation in management and industrial relations.

Ramamurti elaborated that suitable forms of organisations should be developed in the new situation so that the CITU unions can keep close contact with the mass of workers and protect their interests.

Several comrades participated in the discussion on the report. They narrated their experiences in the States and emphasised the need to strengthen the CITU organisation. Among those who spoke on the Report were : P. K. Kurane, Monoranjan Roy, Parimal Mitra, Ramchandra Rao (Karnataka), V. Vishwanath Menon (Kerala), Jibon Roy (West Bengal), M. K. Pandhe, Sunil Basu Roy (West Bengal), A. Nallasivan and Karmegham (Tamilnadu).

Ramamurti, while concluding the discussion on the report,

replied to some of the points mentioned by the members during the discussion.

The meeting then took up the resolutions which were adopted unanimously.

Jyoti Basu, while summing up the deliberations of the meeting, called upon the CITU unions to strengthen the mighty unity that was achieved in the country last year when the National Campaign Committee was formed. He expressed the confidence that ultimately the working class will realise the correctness of the path of the CITU.

Liberty And License In Co-Operatives

N.S. Saxena, Director General of Central Reserve Police has recently disclosed that not less than Rs. 7 Crores have been systematically embezzled in the Co-operatives in U. P. alone during the last four years.

Commenting on this news The Times of India of 22nd November observes :

"By far the most shameful part of the sordid story is that although the misdeeds of the unscrupulous officials have been fully unearthed, not many of them have yet been meted out their just deserts. Though as many as 2,800 of them have been arrested and prosecuted, only 29 have been sent to prison so far. Others are merrily on bail, and no satisfactory explanation is forthcoming for the tardiness of the proceedings against them."

Resolutions Adopted At The CITU Working Committee Meeting

The resolutions reproduced below were adopted at the meeting of the Working Committee of the CITU held at Madras on 10th to 12th November, 1975.

Resolutions were also adopted at the meeting on Execution of Spanish Revolutionaries, Railway Workers, Central and State Government Employees, on closures, lay-offs and retrenchment, Struggle of IDPL Employees, Hyderabad and on Bonus Ordinance.

On Com. Bhairab Bharatiya :

This Working Committee meeting of the CITU records its shock and indignation at the sad demise of Comrade Bhairav Bharatiya, a prominent CITU leader of Nagda at Indore Hospital on the 18th September 1975. Comrade Bharatiya joined the democratic movement at an early age and became a prominent leader of the Kisan Sabha in Ujjain district. He participated in the State people's movement and later in the trade union movement of rayon workers in Nagda. He was once elected to the Legislative Assembly from Nagda Constituency...

This meeting keeps on record the long and unselfish service of Comrade Bharatiya towards the people. The CITU dips its red banner in the memory of Com. Bharatiya who has attained martyrdom and conveys its condolence to the members of the bereaved family.

On Com. Shamsul Huda

The Working Committee meeting of the CITU expresses its deep sense of sorrow at the sad demise of Com. Shamsul Huda, one of the earliest leaders in the trade union movement in Bengal.

While paying homage to his memory, the Working Committee pledges to carry forward the task left unfinished by him during his life time.

On Equal Pay For Equal Work:

The Working Committee meeting of the CITU considers the ordinance promulgated by the President of India on equal pay for equal work as a belated measure which though outwardly claims to abolish wage disparity between men and women does not go much in ensuring the implementation of the measure and fails to protect the women workers from the threat of retrenchment following its introduction.

Though the Government of India ratified the ILO Convention relating to equal pay for equal work as early as in 1958, it failed to implement it so far. Only when the CITU launched a complaint with the ILO last year for the non-implementation of the convention and investigations were made by the ILO, the Government announced its intention to introduce legislation incorporating the provisions of the convention. The decision of the UNO to observe 1975 as

the International Women's Year was utilised by the Government to make this announcement. Though the Union Labour Minister announced that it would introduce the legislation before last May 1975, the deliberate delay in bringing forward a legislation before the stipulated date resulted in promulgation of the ordinance before the end of the year.

The application of the ordinance will not lead to automatic introduction of the equal wage for men and women. It depends on the notification of the industry by the Government within a period of three years and so far the Government has issued notification for plantation industry only. The planters have already represented to the Government to give them six months time to study the implication of the ordinance with the result that women workers in this industry also continue to be deprived of equal wage rates.

The ordinance is applicable to establishments employing ten or more workers, and thus excludes large number of women workers in smaller establishments. It further keeps vague the definition of the clause "same work or work of similar nature" so as to allow the employers to find out ways and means of evading the provisions of the ordinance. It also gives powers to the Government to declare that in a particular establishment, the difference in wage rates between men and women is based on a factor other than sex which is likely to be used against the women workers.

The ordinance does not ban retrenchment of women workers and thus will fail to protect them when they face threat to their job security in the wake of implementation of the ordinance. Past experience shows that whenever protective legislation for women is passed, the employment of women has dropped substantially. There is every possibility that instead of implementing the ordinance, the employers would prefer to throw out these women workers on street on some pretext. The provision of nominated advisory committees with 50% women representatives will alone not be able to stop these malpractices.

The maximum penalty provided by the ordinance is only Rs. 5,000 which hardly affects employers who have blatantly refused to implement the earlier provisions despite heavier penalties.

The inspection machinery provided by the ordinance is just symbolic and will not deter the employers from not implementing the ordinance. The machinery to redress the grievances is dilatory which will further benefit the employers. Since no case can go to the Court unless it is sanctioned by an official appointed by the Government, it gives wide powers to the officials to obstruct genuine complaints of the workers.

The CITU therefore demands that the ordinance should be further amended on the following lines before it is enacted as a law so that interest of women workers are fully protected.

1. There should be ban on retrenchment of women workers with effect from the date of promulgation of ordinance.

2. The three-year clause for the implementation of the ordinance should be substituted by a clause providing for its immediate implementation by all establishments irrespective of their size with effect from the date of promulgation of ordinance.

3. Imposition of heavier punishment to the employers for violation of the Law which must include imprisonment in every case.

4. The trade unions should have right to directly approach the Court without the approval of the officer appointed by the Government.

5. Withdrawal of the power of the Government to declare unequal wages in certain occupations due to a factor other than sex.

6. The ambiguity in the present definition of "equal work" should be removed.

7. The implementation of the Act should be supervised by committees consisting of representatives of trade unions elected through secret ballot and not nominated by the Government.

If these provisions are incorporated in the ordinance then alone it would ensure implementation of the concept of equal pay for equal work.

The Working Committee of the CITU calls upon all the trade union organisations to fight for improvement in the ordinance so that the Government is forced

to incorporate these suggestions and the use of women as cheap source of labour by the capitalists is ended forthwith.

On Bonded Labour :

While taking note of the ordinance abolishing bonded labour in India, this meeting of the Working Committee of the CITU is of the firm opinion that this evil system cannot be rooted out and totally abolished by the mere promulgation of an ordinance.

Bonded labour even before passing of this ordinance was prohibited under the Constitution of India, but this system is prevalent in different parts of India in not less than 15 States and the upper strata in rural areas have been continuing this evil practice in a nonchalant manner even after 28 years of independence and 25 years after introducing the Constitution. The fact alone shows that this evil system cannot be eradicated by legal measures only.

Many studies conducted regarding bonded labour have clearly shown that this system is most prevalent among the landless peasants and agricultural labourers and among the tribals and harijans. They have also shown that the landlords and the money lenders who generally belong to upper caste carry on this system of bonded labour. The studies have, therefore, pointed out that this problem cannot be solved and evil system cannot be eradicated until and unless

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The Out-Moded Doctrine Of Master And Servant

The period of capitalism is by and large a period of movement from status to contract. Man apparently became "free" from feudal bondage. Birth, caste, position in society all gave way to freedom to enter into contracts with each other on basis of equality. This freedom of contract was necessary for the capitalists to enable them to get a plentiful supply of wage labour.

Contract of wage labour, however, left the wage labourers exposed and naked to starvation and unemployment. For, if a pound of flesh has been contracted for, the capitalist would have that only, and nothing less, or other, than that. The Equity jurisdiction of the English Courts began to administer the new concepts of capitalist justice independent and apart from the Common Law which was the body of legal principles dating from the feudal ages. Under this jurisdiction, the Courts enforced; and prevented breach of, contracts but not contracts of personal service. The procedure of the Equity Courts of England was codified in India in 1877 by the Specific Relief Act, repealed and substantially reenacted by the Specific Relief Act of 1963.

Contract of personal service would not be enforced because, it was held that personal service depended on the volition of the parties which the Court could not control, and also because

personal service involved performance of a continuous duty which the court could not supervise.

Such considerations obviously stemmed from the pure concept of contract. A master could not force his servant to serve him, nor could a servant force his master to continue to employ him.

But such ideas of service were appropriate in early days of capitalist enterprise when employees served under the personal supervision of the employer, and have become outdated with the emergence of big industries. In these industries employing thousands on complicated machines, there is nothing volitional in the service rendered by an employee, nor is there any element of supervision by the capitalist owner or owners. The tycoons of big business are no longer entrepreneurs supervising their business, they leave such jobs to paid engineers and technicians. Their function is confined to coupon-clipping and they earn fat dividends without having to inspect how his worker is wielding a lathe machine.

Similarly, the employee in a modern industry is nothing but a cog in the complicated machinery and, as the complicated system of belting is put in motion by the mechanical motive force, he has to feed the machine on peril of otherwise getting seriously injured or maimed or killed,

or of putting the entire plant in jeopardy.

In such service, there is nothing personal. In fact, nothing can be more impersonalised than service in a modern industrial plant.

But an idea, though legitimately arising from material conditions, turns into faith, when long nurtured in the mind and, then even though the material basis of that idea may have changed, it may tyrannise over the mind and become a hostile force and an obstruction to progress. The concept of personal service has become such a hostile force.

Not that there have not been break-throughs. The first serious onslaught on the theory of master and servant and unenforceability of the contract between them came in the form of the Industrial Disputes Act of 1947 which was enacted in the wake of huge strike-struggles of the workers in that year and the years preceding. These struggles were for security of service and against freedom of contract on which the employer used to rely. Under this Act, the Tribunal could modify contracts between the workers and the employers and lay down fresh conditions of service irrespective of the will of the parties. If a worker was unlawfully dismissed, the employer could not defend his action by citing his contractual right to terminate the service of his employee by just a notice of a month or so. The Tribunal could set aside such action on the part of the employer and,

what is more, would compel reinstatement of the dismissed employee, an action abhorrent to notions of civil law.

But just as the main stream has its eddies, whirls and back waters, progress in legislation has left many contradictions yet to be solved. At the present moment, industrial law and civil law are running in parallel lines and not meeting each other. The result is that, a worker may get reinstatement through an Industrial Tribunal, but not through a civil court which feels itself inextricably bound by the provisions of the Specific Relief Act under which it could not specifically enforce contract of personal service nor prevent breach of the terms thereof. Now and then the Courts have noticed this anomaly, but have not gone forward to remedy the same.

It is however a hopeful sign that an awareness is growing that the conditions of personal service should no longer be attached to service in the establishments of modern days. I am thinking of the observations of Mathew, J., in the case of *Sukhdev Singh v. Bhagatram* (1). These observations were not necessary for the decision of that case, because the employers in that case were not companies but statutory corporations or Government companies where the entire assets and all the shares were owned by the Government. But, in a significant aside, Mathew, J., referred to the giant economic organisations of the present days in these terms :

“Today, probably the giant corporations, the labour unions, trade associations and other powerful organisations have taken the substance of sovereignty from the state. We are witnessing another dialectic process in history, namely, that the sovereign state having taken over all effective legal and political power from groups surrenders its power to the new massive social groups. (Their) growing power...compels a re-assessment of the relation between group power and the modern state on the one hand and the freedom of the individual on the other. The corporate organisations of business and labour have long ceased to be private phenomena...they are public organisms and...constitutional and common law restrictions imposed on state agencies must be imposed upon them.”

The learned judge has proceeded to observe that even state aid may not be necessary element in constituting a public corporation into a quasi-governmental agency. “If a given function is of such public importance and so closely related to governmental functions as to be classified as a government agency, then even the presence or absence of state financial aid might be irrelevant...If the function does not fall within such a description then mere addition of state money would not influence the conclusion.”

Towards the end of his judgement, Justice Mathew said, “law of master and servant has not kept pace with the modern

conditions and the mandate of equality embodied in the Constitution. The law still attaches to the servant a status of inferiority and subjection to the master. Though fundamental reforms can only emanate from the legislature, the principles fashioned by public law if applied to master-servant relationship can bring about a change in law to accord with the social conditions of the 20th century”.

Even the dissenting judge, Alagiriswami, did not accept the contention of the Additional Solicitor General that employments are a matter of personal service and contracts relating thereto could not be specifically enforced. He said, “I do not think that in the modern commercial and industrial world the idea of personal service has much relevance...There is no question of personal service in a large commercial or industrial organisation...”

But, as Mathew, J., has said, fundamental reform can emanate from the legislature. We shall be placing too heavy a burden on the judiciary for meeting “the challenge...to translate the social transformation of these organisations from private associations to public organisations into legal terms.”

In fact, on the very same day, the Supreme Court decided another case, namely, the case of *Sabhajit Tewari v. Union of India* (2) and declined to extend the principles of the case of *Sukhdev Singh* to the Council of

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Working Of A Public Sector Mine

—A Case Study

In a paper published in the September, 1975 issue of 'Decision', Sri R. C. Sekhar, Chief Controller of Accounts, Coal Mines Authority Ltd., has attempted a brief comparative survey of financial principles employed in managing public sector firms in capitalist and socialist countries. Appendix I of the paper gives an interesting case study on working capital management in a public sector mine. The case study is reproduced below.

A case on Working Capital Management in a Public Sector Mine

Scene : *Office of the Mine Superintendent, Jahnum Mines.*

Everyone is in one hell of a spot. The mines had been drowned and were incurring fixed cost of Rs. 1 lakh per month. The production level targetted was 30,000 tonnes/month at a variable cost of Rs. 16/-per tonne and sale price is Rs. 20/ tonne. It has just been reclaimed. But due to mechanical breakdown it has again come to a stop.

RAM KUMAR, Mines Superintendent : Gopal, I had warned you to be careful of those bearings and now you have brought the mine to a grinding halt. The bearings have to be imported and will take at least three months to arrive.

GOPAL TANDON, Chief of Stores : The Personnel Department did not provide me with adequate staff nor would they permit restriction on overtime

to be removed. My ledger postings got delayed by three months and I came to know of the balance only yesterday.

JAGDISH KAPOOR, Chief Engineer : But you issued 10 bearings to the Geology Department twenty days ago when these ought to have been kept in reserve for operations. These had been further machined and modified and fitted into their equipment.

LAMBA, Chief of Geology : But I had the personal orders of the Chairman of the company to help in the preparation of mine plans for the coming year and my machines were out of order.

KAPOOR : I have a friend at Calcutta who has smuggled goods of nearly the correct specification. He is prepared to supply 10 units for Rs. 3 lakhs which would enable us to carry on.

RAMASWAMY, Chief Accountant : The imported ones cost 50% of that price and we have an unutilised import licence available. Moreover my projected cash flow for the quarter is otherwise over booked and my Finance Director will not agree to exceed the quarterly allocation. He has the credit squeeze to look after. The material is admittedly below specifications—it may be even completely spurious.

TANDON : Alternatively, we may cannibalise the equipment in Swargaseema Mines now under construction and use

here. They have also a few in stock.

MUKHERJEE, Assistant Superintendent, Swargaseema Mines : This is against the rules of the company. Capital cannot be appropriated to Revenue and how do I assure commencement of production by the end of this year? Delay will cost money. And why should I, who have been managing my affairs better, suffer for Jahnum Mines a veritable hell?

KAPOOR : In answer to Ramaswami, I can have the supplier Arora Brothers to accept payment after a month provided we pay Rs. 35,000/- more and we buy spares for pumps worth Rs. 2 lakhs which we had proposed to buy from another supplier, Krishnaswami Brothers, on an as-and-when-required basis.

RAMASWAMI : That would swell the inventories. It is all the fault of Tandon who does not have a systematic approach to inventory and management, and Kapoor who has failed to develop a system of planned maintenance and spare consumption. And I do not see why Sharma, the Purchase Manager, at Calcutta should not handle this.

KAPOOR : Sharma is a fool and a corrupt one at that. He is the one who has fixed up his crony Krishnaswami for most supplies.

TANDON : I would on the other hand blame the accounts department as they do not allow us to follow the consultants'

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The System Of Fascism

By

Rajni Palm Dutt

For many years fascism succeeded in deceiving, or at any rate in winning the support of large numbers of respectable, influential, and educated people in all countries. Blinded by its claim to represent their bulwark against communism or democratic advance, they became its apologists and sycophants; they palliated its crimes and extolled its supposed virtues. Statesmen, financiers, and arms merchants vied with one another in supplying the armaments to fascism which were subsequently to be used against their own peoples. The worst infamies of fascism were kept out of the official press; the consular reports on the concentration camps, which were available in the official pigeonholes through all these years, were not made public property until after the outbreak of war; anti-Nazi films like Professor Mamlock were suppressed. Aristocrats and millionaires, press magnates and politicians, professors and publicists paraded in a long series at the Nazi public rallies or intimate gatherings as guests and friends of this crew of blood-stained gangsters, whose touts were received in turn in this country as the darlings of Mayfair and the country house parties. Religion also was drawn into the racket, with Buchmanism and "moral rearmament"; and high placed pacifism had its part. The majority of these gentry have not yet disappeared from public life. Some of them have since had their eyes opened; others are prudent enough to keep their mouths shut, or endeavor for the

moment to sing in a different key in public. But they remain influential; their basic sentiments and outlook of life have not changed; and the danger remains that at an appropriate moment they will seek to return their vomit and by one trotuous means or another work anew for their old sinister aims. This is one of the reasons why the basic exposure of the whole system of fascism remains important; even though it is nowadays universally denounced in public expression in this country.

In addition, some sections of workers in all countries and of middle class democratic opinion have been taken in by the apparent efficiency of the economic and social organization of fascism. They have confused socialism with Hitler's "National Socialism". In this way they have failed to distinguish between propaganda, lies and reality.

Socialism, the aim to which the organized working class movement and large sections of opinion in all countries look as the solution of their problems, the solution of the problems of war and poverty and of all the evils of the old class society, has nothing in common with "National Socialism" or fascism.

Socialism is characterized by the abolition of classes, through the common ownership of the means of production which are socially operated for the general benefit. This abolition of the monopoly of the narrow propertied ruling class established for the first time the conditions for complete democracy,

by removing those barriers which limit the effectiveness of the democratic rights already won by the people in the capitalist countries as the first step to their further advance. The social ownership of the means of production of all in the labour society, and enabling all to share in its fruits on the basis of their labour (finally, in communist society, on the basis of needs alone), ends the exploitation of one section of society by another and provides the indispensable foundation for universal free and equal citizenship, for real freedom.

Fascism, on the other hand, is characterized by the violent maintenance of the class system, of the division between the great monopolist trusts and the mass of the population, who are completely deprived of all rights, even of the rights they have won in the capitalist democratic countries. The power of the monopolies, fused with the state, is established as a statutory power over a serf population (the Labour Code), maintained by every device of ideological domination and bloody terror. This is the essence of fascism, from which all else follows; the destruction of democracy; the war on culture and freedom of thought; the systematic barbarism; the drive to expansion and world conquest.

No wonder the big industrialists and Junker landlords, the banker and steel barons and Hohenzollern princes rallied with enthusiasm to this kind of "socialist" programme as soon as they understood its real purpose. The financial backing of Hitler by big industry was already laid bare in the Hitler-Ludendorff trial of 1924 and in the Bavarian Diet Investigation Committee. Foreign supporters were stated to include Deterding, Kreuger, and Ford. Paul Faure stated in the French Chamber of Deputies on February 11, 1932 that the foreign financial backers of the Nazis included the directors of the Skoda armaments firm, controlled by Schneider-Creusot. In 1927 Kirdoff, the founder of the Coalowners' Association and the honorary president of the Steel Trust, joined the Nazi Party. In 1931 the Coalowners' Association adopted a resolution to pay a levy of 6d. on every ton of coal to the Nazi funds; and for this purpose the price of coal was raised. These subsidies reached fantastic heights in 1932, when for the presidential elections in August 1932 alone the Steel Trust provided over three million marks within a few days for the Nazi funds.

But what of the position of the mass of the people, in this "New Order"? To win the

support of the workers, there was no limit to the lies and deceptions which fascism put across before the winning of power. Thus the Italian fascists called for: abolition of the monarchy; abolition of conscription; confiscation of church property; abolition of the Stock Exchange and dissolution of limited liability companies and banks; transfer of the control of industry to technicians and workers. The Twenty-Five Point Programme of the Nazi Party, adopted in 1920 and proclaimed by the 1926 Congress to be "unalterable", included the following aims among its miscellaneous medley of items (which may be usefully set out with the practices alongside for comparison);

Programme

Point 1. "Union of all Germans to form a greater Germany on the basis of the right of self-determination of nations".

Point II. "Abolition of Unearned Income. Breaking of Interest-Slavery".

Point 12. "Confiscation of all War Profits".

Point 13. "Nationalization of all Trusts".

Point 17. "Death Penalty for Usurers and Profiteers".

As soon as fascism came to power, the workers soon learned that "New Order" meant a paradise for the militarists, profiteers and a hell for the masses of the people, with

limitless exploitation and complete deprivation of rights.

The place of the worker in the fascist regime was statutorily laid down in the German Labour Code:

ARTICLE I. "In a business undertaking the employer as leader, and the employees as followers, shall work together to further the purposes of the undertaking and for the common good of the community and the state".

ARTICLE 2. "As between the leader of an undertaking and his followers the leader shall make all decisions concerning the undertaking" (Law for the Organization of National Labour, January, 1934)

Practice

Violent conquest of Europe.

Increase of multi-millionaires in Germany by 180 between 1932 and 1937.

Krupps' profits in 1940: 421 million marks.

"One of the striking features of Hitler's first four years of power has been the rise of super-trusts in the heavy industries".

(Professor S. H. Roberts.)

Wholesale execution of Communists, Socialists, and trade unionists.

All trade unions and working class organizations were abolished after Hitler's coming to power, and their funds confiscated. In their place was established the "Labour Front", which combines

employers and workers in a single organization under Nazi control. Its officials are appointed by the Nazi Party, not elected. The Labour Front is forbidden to occupy itself with questions of wages, hours, and working conditions.

Similarly the elected Factory Councils, which were the principal gains from the revolution that the industrial workers had succeeded in maintaining throughout the Weimar Republic, were abolished by Hitler, and replaced by "Confidential Committees" nominated by the employer from workers of "unimpeachable political outlook". In form, the list chosen by the employer had to be adopted by the workers in the enterprise; but even this form was dropped after 1935.

The absolute power of the employer to determine all questions of wages, hours and labour conditions in his enterprise (the Labour Trustees being only called upon in the event of labour trouble, and being required not to interfere in the normal conduct of Business) is laid down in the Labour Code. By this enactment the employer is given full authority to lay down "establishment rules" which determine:

1. The beginning and ending of the normal daily hours of work and of the breaks;
2. The times for the payment of remuneration and the nature thereof;
3. The principles for the calculation of jobbing or bargain work;
4. Regulations for the nature, amount, and collection of fines;

5. The grounds on which an employment can be terminated without notice, in case where this does not rest upon statutory grounds;

6. The utilization of remuneration forfeited by the unlawful termination of an employment, in cases where the said forfeiture is prescribed in the establishment rules or contract of employment or statutory provisions.

Not without reason the American commentator, Professor R.A. Brady, observes on this:

"Never in all the bitter annals of labour conflict—including that period of hitherto unparalleled and ruthless brutality known as the beginning of the English factory system—never could the most cynical and inhuman employer have asked more from the state than this". (R.A. Brady, *The Spirit and Structure of German Fascism*, New York, 1937).

How has it been possible to carry through the fascist program of robbery, lies, terror, and war? The programme has only been carried through by methods of blackguardism, demagoguery, corruption, intimidation, and plain thuggery without equal in political annals. The technique of mass deception; incitement to racial hatred and anti-semitism; unrestrained promises and lavish publicity campaigns to bewilder and hypnotize the unthinking; corruption of the youth; bribes for all willing rowdies, hooligans, spies; threats for the timid; beating up, torture and death for resolute opponents—these are the methods of fascism.

(From Britain in the World Front)

Working Of A Public Sector Mine

(From Page 9)

report. Whenever, the systems require orders to be placed, money constraints are thwarting our programmes. And we do not pay the suppliers in time, nor do we experiment with indigenous suppliers as the Finance Director at Calcutta refuses to take risks. Our local finance department at the lower levels is corrupt and scare away good suppliers.

RAMASWAMI: There is an overall money problem as it is and on top of it, Aggarwal is delaying the billing and the Marketing Director at Calcutta has left many sale contracts at loose ends. As for corruption, the Mines Superintendent is aware of how the Chief of Personnel pampers his union representatives who are mainly in the Accounts Department.

AGARWAL, the local Marketing Manager: I get the quality reports very late from the Chemical Department. As for the contracts, the geologist had to advise on the future likely specifications of the ore.

KRISHNA REDDY, Chemist: I am short of chemicals and equipment.

AGARWAL: Why not employ outside analysts?

RAM KUMAR: That is against company policy and socialism.

LAMBA: I had prepared the report three months ago but the Mines Superintendent does not agree with the findings and the report is lying with him.

Nutrition And Calory-gap Among Agricultural Workers In India

Dr. M. C. Swaminathan, Adviser (Nutrition), Director-General of Health Services, placed the following paper on Nutrition and Calorie Gap among agricultural workers before the second meeting of the Standing Committee on agricultural workers held on 31st May, 1975 at New Delhi.

“Agriculture is a most important source of income for a major segment of the population. 80% of the population living in the rural areas, mainly subsist on their own agricultural produce. The food produced in the rural areas consists mainly of food-grains which provide a major proportion of calories and proteins in the Indian diet. Foods rich in other vitamins and minerals were not only not produced in sufficient amounts, but also consumed in negligible quantity due to economic reasons. Apart from seasonal availability of foods, even the limited amounts of nutritious foods like eggs, vegetables, milk etc. produced are invariably sold in the urban market. The three important contributory factors responsible for malnutrition are poverty, ignorance as regards nutritional needs, lack of knowledge about the nutritive value of foods and infections which are favoured by the unsatisfactory environmental conditions.

About 70% of the working population in the country are engaged in agricultural operations. The agricultural labour

who do not possess any land form the important segment of this group. Though the proportion of this group varies, it is usually estimated to be about 30-40% of the rural population. Agricultural labour belongs to the poorest section of the agricultural community. The fact that agricultural operations are seasonal in nature, the capacity for earning income throughout the year is limited. During off seasons they are in search of non-agricultural work and where facilities exists, they migrate to other parts of the region. All these abovementioned factors contribute to the poor dietary intake as well as leads to change in their dietary habits. There is thus a need for taking adequate measures to improve their dietary and nutritional needs in order to enable them to contribute to the overall agricultural production in the country.

Calorie requirements of agricultural labour

Considering the nature of the work undertaken by the agricultural labour, based on their energy or calorie expenditure the Nutrition Expert Committee of the I. C. M. R. has classified these workers as engaged in moderate work. In a study carried out by the National Institute of Nutrition, Hyderabad on males whose mean body weight was 45 kg, the calorie requirement of agricultural labour involved in common

activities like ploughing, puddling, working push-hoe, trimming bunds, making channels for irrigation, harvesting, making of bundles and threshing it was estimated that the calorie requirement of this group will be around 3000 per day for an adult male. Though no studies are available, in view of the less arduous nature of the work carried out by the women, their requirement can be estimated to be around 2200 to 2400.

Food consumption of agricultural labour

“Over the past several years, numerous food consumption surveys have been undertaken in India mostly confined to the low socio-economic groups in the rural areas. The data available on these surveys invariably includes all categories of families including agricultural labour. Specific information on the food consumption of agricultural labour is not available except for a few limited studies carried out for research purposes. In these surveys, it has been observed that the agricultural labour invariably consumed less food than the rest of the population in the rural areas. This is estimated to be about 10% less. Based on this observation, the estimate of intake of calorie by the agricultural labour can be made.

“The average per person per day calorie intake in different States in India during the period 1955 to 1969 was about 1900. More recently during the period 1971-74 the studies of National Monitoring Bureau of the I.C.M.R. (See Table below) in 9

States indicates that the calorie intake per consumption unit varies between 1800 to 3000 among the low income group rural population."

Average intake of calorie in different States in India (Per capita/day 1960-69)

States	Calories
Andhra Pradesh	2040
Bihar	1865
Gujarat	1612
Jammu & Kashmir	2265
Kerala	1842
Madhya Pradesh	2779
Maharashtra	2281
Mysore	2220
Punjab	2832
Rajasthan	2044
Tamil Nadu	1498
Uttar Pradesh	2307
West Bengal	1927
All India	1985
Suggested Allowances :	2400*

*Dr. Ackroyd, an eminent economist, suggested a minimum calorie intake of 3000 for heavy manual workers and 2700 for light manual workers. Since agricultural workers have to do heavy manual work, intake of 2400 calories suggested here is on the lower side. Ed.

"The surveys so far conducted have utilised only the assessment based on the intake of the entire family. The individual intake of the members of the family is not available. This data has been expressed in terms of per capita intake or per consumption unit which takes into consideration the age and sex composition of family as well as the calorie requirements of the different age and sex groups. These methods

of expression of the dietary intake, though inter-related do not reveal the actual intake of individual members of the family. However, it has generally been observed that consumption of the male member exceeds others in the family. So also in the case of a woman, there is a decrease in the intake of diet in relation to the consumption of adult male. These relationships are observed to be invariably constant. Though it is subject to errors, an estimate of the intake of the adult male and female can be computed from the data on community studies using large groups of families. Therefore, from the average per capita per day intake of 1900 calorie, as observed in the different surveys, it can be estimated that the intake of adult man will be around 2800 and in the agricultural labour with a 10% reduction, it will amount to about 2500 calories. This is in line with the careful studies made at the National Institute of Nutrition (Ramamurthy and B. B. Belavady 1966) where it has been noted that the intake of agricultural labour was between 2400 to 2700 calories. In most of the agricultural labour, consumption of alcohol is also very common. This is estimated to provide 100 to 150 calories per day, so that the total calories intake of agricultural labour can be estimated to be about 2600 to 2700 calories. In case of females it can be estimated to be around 2000 to 2100.

"The difference between the requirement and the intake is apparently small—about 300 to

500 calories, but this extra amount may allow the workers to do extra physical work. This will, however, depend on social and environmental factors and on the physical capacity of the workers to under-take the increased work. In a study carried out by the National Institute of Nutrition, a supplement of 600 calories did not show any difference in the work deficiency between the control and the supplemented group (B. Belavady, 1966). The authors conclude that the conditions of the study could not demonstrate this relationship and further studies are necessary.

"Though adequate calorie intake is important for physical activity as in the case of agricultural labour, it is also essential to have adequate intake of other nutrients—proteins, vitamins and minerals—to maintain nutritional status. Studies in rural areas reveal that the diet is based on cereals with small amounts of pulses and negligible amounts of other types of nutritious foods. This is also reflected in the diets of agricultural labour. The diet being based on cereals and pulses, it invariably meets the protein requirement, but the deficiency of vitamins like Vit. A and B Complex and deficiencies of minerals like calcium are observed. Though iron intake is marginal, its availability is poor in cereal based diets.

Nutritional Status of Agricultural Labour

"Specific information on the nutritional status of agricultural
(On Page 15)

Equal Wages For Women Workers

The Ordinance on equal pay to men and women for work of similar nature promulgated by the President of India on 26th September was a step long overdue. The Government of India accepted the I.L.O. Convention relating to equal pay for men and women as early as in 1958 and 16 years have passed since then. By and large the convention remained unimplemented and it was only in 1974 that President of the CITU launched a complaint to the Director General of I.L.O. and things moved after that. Within 3 months of launching the CITU Complaint the Union Labour Minister Shri K. V. Raghunatha Reddy announced in the State Labour Ministers Conference that the Bill would be brought in Parliament ensuring equal wages for men and women workers.

There is however no cause for too much jubilation. Commerce, a financial weekly from Bombay in its issue dated 4 October has already noted, "past experience has shown that such legislation results in a sudden drop in the number of women recruited for the jobs to which the legislation applies." Though the ordinance provides that no employer shall while making the recruitment to the same work or work of similar nature make any discrimination against women, the Commerce again noted, "Difficulties might arise in determining what would consti-

tute same work or work of similar nature."

The Trade Union movement will therefore have to be vigilant and make every effort to ensure that employers are not allowed to use any loophole.

In many industries even after the ordinance the women workers are still paid less than the men workers. The trade union movement should

immediately take up such questions and strive their best to see that the employer do not pay them less than the men workers. Every attempt to reduce the number of women workers should be opposed which alone will be a meaningful implementation of the concept of the I.L.O. Convention.

[N.B. A resolution on this issue was adopted at the CITU Working Committee meeting held in Madras on 10th to 12th November, 1975.]

NUTRITION AND CALORY-GAP

labour is not available, though it has been observed in all surveys that the health status of the agricultural labour is much less than the rest of the population in the rural area. The results of the surveys carried out in the rural areas indicate that average body weight of the adult male is about 45 kg, and adult female about 40 Kg. as against a normal reference Indian weight of 55 Kg. for a male and 45 kg. for a female.

"The nutritional deficiency signs observed were those due to Vitamin B Complex deficiency in both males and females and anaemia among females, but where hook-worm infestations are prevalent, even adult males suffer from anaemia. However, it must be stated that most of the agricultural labour were only apparently normal and biochemi-

cal studies reveals the widespread occurrence of nutritional disorders.

"In conclusion, it may be stated that the agricultural labour forms the poorest Socio-economic group of the population in India. Their dietary intake is inadequate to meet not only their calorie needs, but also other nutrients like vitamin A, B Complex, etc. Their diet is mostly based on cereals and a little amount of pulses with negligible quantities of other foods and hence not a balanced diet. Under these conditions, the contribution of agricultural labour to increase the agricultural production seems to be limited. There is a need for adequate measures to improve their diet and nutritional and health status of this group is necessary."

Magnificent Unity of J. K. Jute Workers Against Management Attacks

The management of J. K. Jute Mills, Kanpur have recently intensified their attacks on workers. Charge Sheets, suspensions, fines and lay-offs have become a general practice.

Lay-offs

Sometime back, the owners of J.K. Jute Mills laid off 1000 permanent badli workers but refused to pay lay-off compensation. The workers unitedly

Legal Notes

(From Page 8)

Scientific and Industrial Research though the Prime Minister is the President of the Council and the Government nominates members to the Governing Body and the Government may also terminate the membership of any member.

This only shows that the judiciary is hesitant in its approach. We should not also expect too much from the courts and moreover, in the context of modern emphasis on legislative sovereignty, it would not be wise to invite any judge-made law on the subject.

It had once been thought, when there was a talk of redrafting the Specific Relief Act, that Parliament would modernise the Specific Relief Act of 1877. It appears, however, the Specific Relief Act of 1963 is only old wine in new bottle.

(1) AIR 1972 SC 1331

(2) AIR 1972 SC 1329

Arun Prokas Chatterjee

protested under the leadership of the CITU union and the employers had to agree to give work to the workers laid off.

On Bonus Issue

In August last, the management notified 4% Bonus. But when workers protested and suspended work for an hour per shift, the management started negotiations with the unions including the CITU which resulted in an agreement for 8.33 per cent bonus to be paid within a period of 2 months. The management later went back on the agreement and except one or two departments, no bonus was paid to the workers. The promulgation of the Bonus Ordinance by the Central Government further encouraged the employers to adopt an adamant attitude. The workers had no other alternative but to stage protest demonstrations. After a show of talk with workers on 29th September, the management issued a misleading notification and delayed payment of Bonus. This persistently anti-worker attitude of the management forced the workers to stop work in protest.

Later, on September 30, the State Labour department intervened and called a tripartite talk to which the CITU-affiliated J. K. Jute Mill Mazdoor Panchayat was not invited. The talks however produced nothing. The call of the CITU Union for talks

to solve the dispute was consistently spurned by the other Unions.

Failing in their machinations to force the workers to accept lower Bonus, the management started a Press campaign to vilify the workers and at the same time launched a brutal drive to suppress the CITU Union.....

The suppression of the CITU Union enabled the management to start the mill with the help of stooges and start a reign of terror inside the mill with the help of goondas.

Great Victory

It was in this background that management announced the election of P. F, Committee of the mill on 28th October. The CITU set up its own candidates. Candidates were also set up by the AITUC, INTUC, HMS, HMP, BMS and some independents. The management tried its utmost so that CITU candidates were not elected. The results, however, showed beyond doubt that no repressive measures can wipe out the CITU from the hearts of the courageous workers of J. K. Jute.

All the three candidates set up by the CITU were elected by overwhelming majority defeating 11 other candidates set up by others. As compared to the highest vote of about 500 secured by the defeated candidates, the CITU nominees secured from 1000 to over 1500 votes. The AITUC and INTUC jointly contested and got between 150-200 votes.

Workers Protest Against Bonus Ordinance

At the call of all Central Trade Unions including CITU, AITUC, INTUC and Labour fronts of DMK and ADMK, workers throughout the State observed protest against the Bonus Ordinance on 15th to 17th October by wearing protest badges.

Workers in Textile, Engineering, Sugar, Cement, Plantation, Tannery, Bidi and Churut and other industries also responded magnificently by participating en mass in the one-day strike call on 24th October given by all Central Trade Unions. Although the INTUC and AITUC withdrew from the strike at the last moment, the workers were not in a mood to heed their call-off notices.

In Madras the entire 10,000 workers of the Simpson group of industries and 12,000 workers in Buckingham & Carnatic Mills went on strike. The DMK also withdrew from the strike, but workers led by DMK MLA Shri Subbu participated in the strike. Thousands of workers in the Engineering factories in the industrial estates of Ambathur, Guindy, Thiruvandmiur, Mathavaram Puzal also joined the strike.

The workers of Madras Rubber Factory, who resumed work only on 22nd October after a 50-day strike, also joined the strike on 24th October. Over 15,000 workers of E. I. D. Parry, Kothari Fertilisers, Ashok Leyland, National Car-

bon, Best & Co., Metal Box, Tata Oil Mills and other factories also joined the strike. The strike in Royal Enfield factory was a success.

Over 55,000 textile workers and 10,000 Engineering workers in Coimbatore district participated in the strike. In Madurai, strike in Madurai Coates, Meenakshi Mills, Pandyan Mills, Kempalur Thyagaraja Mills and several other mills were successful. Workers in Coca Cola, Gold Spot, Metal Powder, and other factories as well as textile workers of Palai Vijay Kumar, Raja Rathna, Murugan, Annamalai and other Mills, handloom weavers and workers in a number of Co-operative Stores also joined the strike.

The strike was also successful in Karur, Thyagarajar, Saberi and other textile mills in Trichi and also in North and South Arcot, Salem, Nellai, and Kumari districts.

Workers' Gain

After a long court fight conducted by the CITU union, Shanmugam, the driver of Rice Mill owner Haji Ali Md. was reinstated with back pay and over-time wages amounting to over Rs. 2650.

K. M. Hari Bhat, General Council member of CITU was elected Vice-President of the Union Carbide Workers' Sangh in the elections held recently.

Led by the CITU Union, the workers of Mettur Micoform have secured their demand for 20 per cent bonus.

More Workers Are Laid Off In SPAIN

The number of unemployed workers in Spain is increasingly larger and reach 2.32 percent of the active labour force as of August last.

The General Employment Department of the Ministry of Labour informed that 312,000 workers were unemployed.

Spanish Labor Minister Fernando Suarez said last week in Albacete, Spain, that the number of unemployed rose to 331,000.

In June the number of unemployed workers rose to 289,000 and in July, to 297,000, a situation which is of concern to officials.

Official statistics indicate that construction workers are the hardest hit by unemployment; 120,000 construction workers are currently unemployed, the equivalent of 9.23 per cent of the active labor force in that sector.

Minister Suarez said that the government is trying to cut down the number of unemployed.

In contradiction with official figures, a magazine estimates the number of unemployed workers to be more than 600,000.

(Source: *Granma*, Havana, October 26, 1975).

Lay-off and Retrenchment in Sugar Mills

In a telegram to the State Chief Minister, R. Umanath, General Secretary, State CITU, has demanded immediate intervention and use of DIR and MISA to stop lay-off and retrenchment in Sugar mills.

Resolutions of the Working Committee

(From Page 6)

landlordism is abolished and land is redistributed to the poor peasants and landless labourers and radical agrarian measures are carried out. But the said ordinance does not speak a single word about agrarian reforms.

This meeting, therefore, demands of the Government that in order to stop this exploitative system of bonded labour, land be redistributed to the poor peasants and agricultural labourers and radical agrarian reforms be immediately undertaken.

Moreover, though the ordinance provided for setting up of vigilance committees at district or sub-divisional levels, no provision has been made for supervision by the representatives of the bonded labourers.

This meeting, therefore, demands that the representatives of the bonded labour and their organisations be given the full right to supervise over the abolition of bonded labour system.

This meeting demands more stringent and deterrent punishment for those who carry on this pernicious system than what has been proposed in the ordinance.

This meeting further demands forthwith liquidation of all debts irrespective of the fact whether any court decree is pending or not. This meeting also demands return of money to the bonded labour paid by him or his ancestors in excess of debt.

This meeting calls upon the working class to ally with the peasantry for building a powerful movement for uprooting this pernicious system of bonded labour.

CONSUMER PRICE INDEX NUMBERS

(Industrial Workers)

Base 1960—100

State/Centre	1975			State/Centre	1975		
	July	Aug	Sept		July	Aug	Sept
Andhra Pradesh				Orissa			
Gudur	326	320	329	Barbil	326	326	322
Guntur	341	336	337	Sambalpur	356	360	345
Hyderabad	326	318	320	Punjab			
Assam				Amritsar	321	323	329
Digboi	336	324	306	Rajasthan			
Doom Dooma	286	284	267	Ajmer	315	312	312
Labac	308	269	260	Jaipur	327	325	329
Mariani	277	263	258	Tamilnadu			
Rangapara	270	264	264	Coimbatore	334	334	333
Bihar				Coonoor	322	308	299
Jamshedpur	301	297	299	Madras	337	334	330
Jharia	314	306	306	Madurai	364	363	363
Kodarma	349	351	356	U.P.			
Monghyr	334	328	340	Kanpur	312	311	309
Noamundi	341	329	329	Saharanpur	323	312	311
Gujarat				Varanasi	353	354	351
Ahmedabad	298	298	296	West Bengal			
Bhavnagar	323	320	314	Asansol	320	324	324
Haryana				Calcutta	285	293	296
Yamunanagar	322	319	319	Darjeeling	259	265	267
J. & K.				Howrah	289	294	297
Srinagar	280	281	287	Jalpaiguri	263	273	279
Karnataka				Raniganj	324	326	323
Ammathi	366	361	358	Delhi	341	332	333
Bangalore	337	336	338	Other Centres*			
Chikmagalur	329	333	340	Berhampur ('49)	495	495	486
Kolar G. F.	344	337	336	Cuttack (1949)	389	386	382
Kerala				Jabalpur (1949)	439	436	431
Alleppey	398	383	382	Beawar ('51-52)	361	348	345
Alwaye	380	365	353	Tripura (1961)	304	274	259
Mundakayam	366	344	345	H. P. (1965)	232	225	227
M. P.				Goa (1966)	222	220	214
Balaghat	365	352	335	Bhilai (1966)	215	205	203
Bhopal	321	314	310	Bhilwara ('66)	219	212	200
Gwalior	330	328	331	Kothagudam ('66)	207	204	199
Indore	355	348	337	Chindwara ('66)	181	180	180
Maharashtra				Rourkella ('66)	227	225	215
Bombay	305	303	301	All India ('49)	394	390	388
Nagpur	341	342	341	do ('60)	324	321	319
Sholapur	353	363	355	* Figures in bracket indicate base year.			

(Labour Bureau, Simla)

Settlement— On What Terms ?

Although the Prime Minister has repeatedly said that the employers should not take advantage of the Emergency to the detriment of the interest of the workers, some Jute Mill owners in West Bengal are putting forward such proposals to their workers which the workers find difficult to accept. The management of Kharda Jute Mill, which is under closure since March 1975, has recently put forward the following proposals for re-opening of the Mill which may be cited as a sample.

Terms and conditions for settlement with the workmen's unions in connection with the re-opening of Kharda Jute Mills.

1. That the present management will re-open the factory near about (the approximate date from which the Mill will start working) by which time it is expected that fund will be available from Bank.

2. That the work will be resumed in a phased manner, starting with maintenance work. The manufacturing work will also be resumed in a phased manner, notices of which will be duly given by the management. The workmen, excess to the requirement will be put off. The period from the date from which the factory stopped working till the date workmen join their duties will be treated as leave without pay.

3. That the working of the sack sewing department will be discontinued and the workmen will be put off.

4. That those workmen who have reached the age of superannuation shall be superannuated. Their dues and the dues of such workmen who have been already superannuated/discharged till now and of such workmen who are put off under clause 2 and 3 of this settlement will be paid their dues in 15 equal monthly instalments beginning from the expiry of 6 months from the date the factory resumes its normal work.

5. That all badli casual workmen who were in employment were on badli registers prior to May 1975 will be treated to have been put off. In their places and subject to vacancies such workmen who are put off under clause 2 and 3 of this settlement will be given preference.

6. That both the management and workmen accept that this mill has been suffering losses and has been uneconomical. Therefore, in order to make this establishment economical, both the parties agree to reduce all avoidable expenses from both the sides and to introduce strict economy.

(i) That the employees/workmen agree not to claim any wages or any other remuneration for the period the factory did not work from March to the date they join their duties under this settlement.

(ii) Excess employees and workmen will be discharged.

7. That it is agreed by and between the parties :

(i) to discontinue the system of payment of fall back wages,

(si) to discontinue the Kharda Jute Mills Primary School or to make it self sufficient,

(iii) the canteen shall be run by the workmen. Management will supply the place, light and furnitures only. All other expenses including wages to the canteen staff/workmen and fuel shall be met by the canteen itself.

(iv) concerned workmen agree to operate double looms and double spinning frames as per Wage Board recommendation.

8. (i) That those workmen who live in majdoor lines agree that the management will deduct the arrear of the deduction charge of the majdoor line from their wages to be earned by them in future. It is also agreed that hereafter the majdoor line occupation charges will be deducted by the management from the wages of workmen who live in the majdoor line.

(ii) That every employee/workmen are expected to complete their allotted work within their duties hours, and no overtime work will be allowed. However if due to any exigencies of work, as overtime work becomes necessary, only such workmen will be engaged who are required.

(iii) That the wages will be distributed on two-weeks basis.

(iv) The workmen accept that it is the management's right to shift machinery from one place

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A. I. Bidi & Cigar Workers Committee Meets

A meeting of the All India Bidi and Cigar Workers' Committee (CITU) was held on 15th and 16th November last at Madras, S. Suryanarayan Rao presided over the meeting.

C. Kannan, Secretary of the Committee placed a report on

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to other, instal new machinery, remove/sell old and or extra machinery and the workmen agree not to create any sort of obstruction and or resistance to the management in doing so.

(v) In view of the economical crisis and continuous loss, and in order that the factory may settle down in business, the employee/workmen agree that they will not be given any increment in 1976 and 1977.

(vi) That the workmen and their union agree not to raise any demands involving money during year 1976.

(vii) That it is agreed by the workmen that on every Sunday night 'B' shift workmen will work in the night.

9. That the workmen individually and collectively also agree not to take any action which may disturb industrial harmony or production. Grievances, if any, will be discussed in bipartite through Conciliation and or Adjudication.

10. That it will be the sole discretion of the management to transfer clerks-supervisors from one section to the other or from one shift to the other according to the exigencies of work.

the organisation and activities of the Committee, which was adopted unanimously after discussions. Members reported on the conditions of Bidi and Cigar workers in their States.

The Committee expressed deep resentment at the fact that, the A. I. Bidi & Cigar Workers' Committee was not invited to participate in the tripartite meeting called by the Central Government at Delhi on 11th November to discuss implementation of the Bidi & Cigar Act and equal wages, although the Committee represents the majority of the Bidi and Cigar workers in the country. The Committee has been demanding such a tripartite meeting for a long time and the Union Labour Minister had earlier assured that the Committee would be invited if such a meeting was held.

The Committee also resented the fact that the Bidi and Cigar industry has not been brought under the purview of the recently promulgated Equal Wages Ordinance, although lakhs of women workers are engaged in this industry. The Committee demanded that in the International Women's Year the Bidi industry be brought under the purview of the Equal Wages Ordinance.

The Committee called upon its State units to observe 15th December as 'Women Bidi Workers Demands Day' through holding of meetings and group meetings, adopting resolutions

and sending telegrams. The Committee also decided to submit a memorandum signed by one lakh Bidi workers to the Prime Minister on or before 31st December next.

The main demands of the Bidi workers are minimum national wage of Rs. 8 for one thousand bidis and linking it with C. L. I.; simultaneous implementation of the Bidi & Cigar Act all over the country; equal wages for men and women workers; guaranteed six days' work in a week or lay-off wages; Provident Fund and E. S. I. scheme for Bidi and Cigar workers; etc.

Profitability In Shipping Industry

According to the balance sheet of Shipping Corporation of India for the year 1973-74, with paid-up capital of Rs. 27.95 crores the gross earnings of the company reached Rs. 175.47 crores and net profit Rs. 13.91 crores. Apart from this the company, a public sector undertaking, has accumulated Rs. 61.16 crores as depreciation and Rs. 60.75 crores as development rebate.

The Scindia Steam Navigation Company, a private company, also earned a net profit of Rs. 15 crores during the same year.