

minutes

CENTRE OF INDIAN TRADE UNIONS

WORKING COMMITTEE MEETING

GHAZIABAD

27 MAY 1999

Agenda item (a) Confirmation of minutes of the last meeting of the CITU Working Committee held at Ahmedabad, 22-24, December, 1998.

Draft Minutes

The following members were in attendance:

E. BALANANDAN, R. UMANATH, M. K. PANDHE, W. R. VARADA RAJAN, TAPAN SEN, NIREN GHOSH, S. DEV ROYE, SUBODH MEHTA, D. BHARATHAN, K. K. DIVAKARAN, P. NANDAKUMAR, K. MOOSA KUTTY, T. P. RAMAKRISHNAN, CHITTABRATA MAJUMDAR, S. SURYANARAYANA RAO, P. R. GOPALAKRISHNAN, K. M. ABRAHAM, K. M. SUDHAKARAN, P. SADASIVAN, BIJOY KUMAR MISHRA, RAGHUNATH SINGH, PARSA SATYANARAYANA, -----, PARAMESWAR SINGH, SANTASRI CHATTERJI, ARATI DASGUPTA, NISHA ROY, GORINDO GUHA, NIMAI SAMANTA, NIKHIL MUKHERJI, KINKAR POSAK, P. K. SOMARAJAN, DEBEN BHATTACHARYA, T. SHADRAK, CH. NARASINGHA RAO, K. VENKATESWARALU, J. S. MAJUMDAR, T. N. SINGH, RAMANIKA GUPTA, A. DAKSHI, SAYEED AHMED, SATVIR SINGH, RAVINDAR SHUKLA, S. KANJILAL, SHYAMAL CHAKRABORTY, DILIP MAJUMDAR, B. MADHAVAN, S. B. BHARDWAJ, MOHAN LAL, K. N. TIWARI, KANAI BANERJEE, CHANDERSHEKAR, MANGAT RAM PASLA, K. L. BAJAJ, KALI GHOSH, PRASANTH GHOSH, JAGDISH DAS, GOPAL BHATTACHARYA, AJIT CHOUDHRY, SOMEN KUNDU, DABANJAN CHAKRABORTY, RAJDEO GOALA, JAYANT DAS GUPTA, T. K. TIWARI, M. NANJAPPAN, R. SINGARAVELU, P. M. KUMAR, D. JANAKIRAMAN, P. V. RAMDOSS, M. M. LAWRENCE, V. B. CHERIAN, A. ANANDAN, V. S. MONEY, K. N. RAVINDRANATH, K. HEMALATHA, LAMBODAR NAYAK, A. K. PADMANABHAN, SAMAR MUKHERJEE, P. K. GANGULY, V. J. K. NAIR, RANJITH BASU, SUBHASH BASU, ZIAUL ALAM, MANIK SANYAL, MONTU BOSE, TARIT TOFDAR.

KASHMIR SINGH THAKUR, P. LALJI BABU, CHINTAN MUNDA, PRADIP CHAKRABORTY, A. VASHISHT, RANJANA NERULA, JAYANTA DEY - Invitees.

The undernoted members had sent requests for leave of absence, which was granted:

MRINAL DAS, SANTI GHATAK, MRINAL BANERJEE, T. K. RANGARAJAN, SUBHASH CHAKRABORTY, MD. AMIN, S. P. LEPCHA, ANAND PHATAK, SUKOMAL SEN, RAGHUNATH KUSHARI, NARAYAN SAHA, RATHIN SEN, BIMAL CHATTERJEE, KOMAL BHATTACHARYA, TUSHAR DEY, B. V. RAGHAVALU, R. SUDHABHASKAR, S. VEERARAJAH, J. HEMACHANDRAN, A. SOUNDARARAJAN, C. GOVINDARAJAN, S. CHANDRASHEKARAN, DEPAK DASGUPTA, AMAL GHOSH DASTIDAR, CHANDIPRASAD, BALWANT SINGH, JIBON ROY, DEEPAKAR MUKHERJEE, C. A. PAULOSE, LAXMAN SETH, BIKAS CHOUDHRY.

E. Balanandan, President, hoisted the CITU flag and chaired the meeting.

Subodh Mehta, President, Gujarat State CITU, welcomed.

The meeting adopted the condolence resolution by observing silence.

E. Balanandan delivered the Presidential address.

The minutes of the last meeting of the CITU working committee held at Chennai on 22, April, 1998, circulated already, were approved.

A credential committee as under was elected:

Ranjit Basu (Convener)
D. Janakiraman
Somen Kundu (Members)

M.K. Pandhe, General Secretary, introduced the report to the working committee.

During the debate on the report, the NPMO campaign and the general strike on the 11th December, 1998 were reviewed. The meeting decided to plan for a further sustained resistance struggle against the policies of the BJP government in consultation with the other constituents of the NPMO.

The working committee decided on an intensive campaign against communalism and other divisive forces. The meeting also called for observance of a month long campaign in January, 1999 on the following issues: price-rise, unemployment, sickness and closure of industries, privatisation and disinvestment, IRA and Patents Bills, anti labour amendment of labour laws. A protest day to be observed on 2nd February, 1999.

The working committee held a separate discussion on the issue of reservation for SC/STs. It was decided that the CITU Secretariat will further discuss the issue in the light of the views expressed at the meeting.

The working committee unanimously adopted resolutions on:

- *Price rise
- *Against privatisation
- *On pension scheme
- *Against communalism
- *Against air-strikes on Iraq
- *Against Patents Amendment Bill
- *Greetings to insurance employees
and extending support
to the fight against IRA Bill
- *Greetings to the struggles of the
working people of Gujarat

Verification of membership of trade unions, likely to be ordered by the government, was discussed and preparations to meet the same were decided.

The meeting accepted the resignations of Nityanandsaswamy and Devi Parameswari, working committee members from Karnataka and Tamil Nadu.

The report of the credentials committee on new affiliations were considered and approved.

The meeting ended with the concluding remarks of the President and congratulations to the Gujarat State Committee of the CITU.

CENTRE OF INDIAN TRADE UNIONS
WORKING COMMITTEE MEETING
GHAZIABAD, MAY 27, 1999

DISCUSSION PAPER

INDIAN INSTITUTE OF LABOUR STUDIES AND EDUCATION (IILSE)
(Sponsored by BTR Memorial Trust)

Background and aims of the Institute

IILSE is an institute for studying the labour and labour movement in India in the perspective of development of international working class movement. Its diverse activities including study in social science and research in the fields of industry, labour and their relations with the society as well as the development of technology, economies and the dynamics of industrial development.

The institute will impart basic and comprehensive knowledge about history of trade union movement, history of development of working class, its role in shaping the socio-political history of the world, the role of trade union and working class to charter the course of human development and also its objectives of the future.

The characteristics of the Institute is its interdisciplinary comparative approach to the analysis of global and local issues in development, both social and economical, and is to impart both theory and practical aspects of development through teaching and research work.

The Institute will impart a comprehensive knowledge about labour laws, their applications, international and ILO conventions, important judgements by apex courts, in the country and abroad, and all matters related to rights privileges, safety-net and social securities - the working class in particular and the people in general are covered by or entitled to. In relation to this, the institute will also sponsor research work about the status of implementation of different statutes related to labour in the country independently or in association with Governmental and non-governmental organisations with a view to ensure better or fuller of compliance.

The Institute will impart a basic theoretical and practical knowledge about industrial safety, matters related to pollution, environment and occupational health and will train the workers to be involved in the implementation, use of protectives and encourage innovation of the systems, appliances, equipments, etc.

In the technological front this Institute will impart a general knowledge about the development of technology through the ages and also about fundamental changes specific to different branches of industries, in both theory and practice. It will help to analyse or identify the correlation between technological development and trade union movement and also the impact of both of them in shaping the course of civilisation in the world.

TEACHING

The primary activities of this institute will be teaching and in some cases, training. Through teaching and providing a quality education in social sciences and all other matters mentioned earlier, the main objective will be capacity enhancement and acquiring of leadership qualities among young trade union activists spread over the entire industrial spectrum in the country. It will provide an application-oriented form of education enabling trade union and social workers to meet their obligation to bring about qualitative changes in working conditions, life and living standards of working class in the country.

Specific curriculum will be introduced for higher leadership in respective trade unions in specific industries to impart technical knowledge about production processes, accounting systems, materials management, marketing and business informations in order to enable them to effectively participate in joint bi-partite and tripartite fora on similar matters.

IILSE will give emphasis to development of writing skills, of skills of communication, articulating in presentations of subjects and also in effective participation at negotiations, through intensive and rigorous processes of group dynamics.

FACULTY

The faculty of the Institute will comprise of senior trade union leaders from within CITU or from outside, eminent lawyers, economists, social scientists, managerial personalities, and experts in different branches of industry/service. The faculty will be of two categories:

- a) permanent members
 - b) invitees, volunteers, mainly for class room teachings
- Apart from the above, the Institute will undertake, in selected cases, outdoor programmes like visit of factories, establishments facility centres for on the job/sport study or orientation training to be assisted by professionals.

COURSE AND COURSE MATERIALS

Courses will be generally between 10 days to one month as the case may be depending upon the subject(s) and the participants. Similarly the courses may be comprehensive or may be divided into parts comprising general and/or specific areas subject to requirements.

Course materials will be supplied by the Institute according to the requirement of the course, non-traditional approaches like audio-visual technique, computer practice will also be used if so required.

RESEARCH:

Research work will be conducted independently by the Institute in specific areas as below:

- i) Human Resource Development
- ii) Child Labour and related issues
- iii) Status of compliance of ILO conventions
- iv) Different aspects of Labour laws, compliance status of those and suggestion for

changes, modifications, amendments, and introduction of new enactments.
v) Women workers' problems and remedies,
vi) Contract workers' problems and remedies,
vii) Development of wage pattern, social securities, and allied subjects
viii) Development of workers cooperatives, in various areas including management of industries.

Health Safety & Environment

The above are illustrative and not exhaustive.

Research work will also be undertaken in collaboration with international organisations and ILO or, if willing, Indian Management Institutes, etc on subjects mutually agreed upon but mainly about labour and allied matters.

Research work will include case studies and integrating those finding in the general reports on compliance of statutes or the lack of it.

FUNDING

BTR Memorial Trust will maintain a separate consolidated fund as decided by the Board of Trustees for IILSE and the Institute will carry out its activities from the interest earned thereof.

The Institute will also accept grants/ donations from affiliated unions or like minded organisations.

IILSE will be open for accepting LIFE MEMBERSHIP by individuals after paying a subscription of Rs.

The "LIFE MEMBERS" will be of the status of patrons and nominate a maximum of 2 members in the Board of Trustee.

LIBRARY

The Institute will have a well equipped library consisting of books on the subjects mentioned before. It will also have arrangements for photo-copying, micro-filming, video-taping and recording in floppy.

The library will preserve old and historical documents and important publications.

ADMINISTRATION

IILSE will be administered by a "Committee of Management".

- a) The Committee of Management will be nominated by the BTR Memorial Trust.
- b) The Committee of Management will consist of 9 members to be called as Members, COM.
- c) Members will be appointed from amongst academicians, economists, engineers, industrial hygiene and safety specialists of eminence and also senior veteran trade union leaders.
- d) The Executive Principal of IILSE will be ex-officio member of the the Board.