



RESOLUTIONS
AND
PROCEEDINGS
OF THE
Second Conference
Of The CITU

ERNAKULAM
April 18-22, 1973

CITU PUBLICATION

A Review of The Second Conference of the Centre of Indian Trade Unions

Ernakulam : April 18-22

The Second Conference of the CITU was held at Azhikodan Raghavan Nagar, Ernakulam (Kerala), between April 18 and 22, 1973.

The Conference began with the hoisting of the red flag by Com. B.T. Ranadive, President of the CITU, at 2 P.M. on April 18. This was followed by the placing of wreaths at the martyrs' column at C.H. Kanaran Nagar where the delegates came in a march.

Delegates returned to the main pandal afterwards as the Conference began its business. Com. Ranadive took the chair.

Com. M. M. Cherian, Chairman of the Reception Committee, then read out his welcome address to the delegates.

A resolution on martyrs was moved from the chair. Two other resolutions were also moved from the chair subsequently—one of condolence and the other on the death of Com. Ram Asrey, a member of the CITU's Working Committee. Delegates rose and observed a minute's silence; all the three resolutions were adopted unanimously after slight modification.

Delegates from South Vietnam Trade Unions who arrived at the Conference were given a standing ovation. They were introduced by Com. Ranadive.

The Conference then adopted the agenda and timetable. Later, Com. B. T. Ranadive read out his Presidential address.

On behalf of the delegation from the South Vietnam Federation of Trade Unions for Liberation, Com. Nguen Cai Nhan delivered a written speech in Vietnamese. The

South Vietnam delegates presented the CITU a flower-vase made out of the body of an U.S. aircraft shot down by the Liberation Army. The gift was received by Com. Ranadive amid thunderous applause.

Messages received from different fraternal organisations were read out by Com. Niren Ghosh, Secretary of the CITU. Messages came from (1) The Committee For The Support Of Workers In Spain; (2) Egyptian Federation of Labour; (3) ILO; (4) AIKS; (5) UTUC; (6) TUCC and (7) WBA of Democratic Lawyers.

Then Com. P. Sundaraya, General Secretary of the CPI(M), greeted the Conference. On behalf of the Marxist Forward Bloc, Com. Suhrid Mullick Choudhury also greeted the Conference.

Com. P. Ramamurti, General Secretary of the CITU proposed the following names for the Credentials Committee : Comrades Santi Ghatak (Convener), Bimal Chatterjee, Bisweswar Ganguly, Govindarajan and P. Satyanarayana.

Com. Ramamurti also proposed the following names for the Resolutions Committee: Comrades Sudhin Kumar (Convener), Niren Ghosh, Samar Mukherjee, Biren Roy, N. Prasada Rao, S. Y. Kolhatkar, G. Pereira, S. S. Bose and R. Umanath.

Both proposals were accepted unanimously.

After this, Com. P. Ramamurti placed before the Conference the General Report which was printed in English and several other Indian languages. He introduced the report by discussing its salient features.

On April 19, at the outset, Com. Ramamurti read out two more messages which had come in from the following fraternal organisations : (1) The Marxist Review and (2) The Central Council of General Federation of Trade Unions of Korea.

Com. K. G. Basu greeted the Conference on behalf of the National Federation of P & T Employees.

Then discussions on the General Report began. The following delegates took part in the discussion: (1) G. Pereira (Goa); (2) Santi Ghatak (West Bengal); (3)

Krishna Kanta Varma (Rajasthan); (4) V. Karmegam and (5) Balaji Das (Andhra).

When the discussions were in progress, delegates from North Vietnam arrived at the Conference, and were given a rousing reception. Com. B. T. Ranadive, while welcoming them, paid glowing tributes to the fighting people of Vietnam. Dr. Da Dao Tiem who headed the delegation of the Vietnam Federation of Trade unions, read out his written address. Later, Dr. Tiem offered to the CITU a gift which was received by Com. Ranadive.

Discussions on the General Report were resumed with the following delegates participating: (1) C. Kannan (Kerala); (2) P. K. Kurane (Maharashtra); (3) Biren Dutta (Tripura); (4) P. Ramachandra Rao (Karnataka); (5) Chandi Prasad (Bihar); (6) Amal Ghosh Dastidar (Assam); (7) Hare Krishna Shah (Gujarat); (8) Shivaji Patnaik (Orissa); (9) Chandra Sekhar (Delhi); (10) Bimal Chatterjee (West Bengal) and (10) R. Umanath (Tamilnadu).

On April 20, the Conference began its business at 1 P.M. A message from the Trade Union International, was read out to the Conference. The following resolutions were moved: (i) On International Solidarity; (ii) On Laos and Cambodia; (iii) On the 125th anniversary of the Communist Manifesto; (iv) On Indo-Pak friendship and (55) On greetings to Kerala's working class.

All the resolutions were adopted unanimously.

Discussions which were inconclusive the previous evening continued with the following delegates speaking on the General Report: (1) Dinen Bhattacharya (West Bengal); (2) P. Kunhikanhan (Kerala); (3) S. K. Krishnamurty (Tamilnadu); (4) Biren Roy (West Bengal); (5) M. Punamia (Rajasthan); (6) C. Paulos (Kerala); (7) Ardhendu Bakshi (West Bengal) and (8) K. Khopkar (Maharashtra).

At the end, Com. Ramamurti replied to the debate. The General Report was accepted by the Conference.

Com. Jyoti Basu moved the resolution on the approach to the 5th Five Year Plan. The resolution was adopted.

Com. M. K. Pandhe, Secretary of the CITU, placed

the Report on organisation and activities before the Conference. With this, the session ended for the day.

On April 21, the session began at 1 P.M. with a discussion on the Report on organisation. The following Comrades took part in the discussion : (1) R. Sharma (M.P.); (2) Ravi Sinha (U.P.); (3) Hari Singh (Punjab); (4) Santi Bose (West Bengal); (5) K. Ramani (Tamilnadu); (6) N. Prasada Rao (Andhra); (7) K. K. Rai Ganguli (West Bengal); (8) Ajoy Routh (Orissa); (9) Harikrishna (Bihar) and (10) Jawahar (Kerala).

Com. Pandhe later replied to the debate. The Report was accepted.

Then Com. Balanandan announced to the Conference, the publication of the first issue of *CITU Sandesam*, the Malayalam monthly of the CITU's Kerala State Committee and presented a copy to the Presidium.

Afterwards, Com. E.M.S. Namboodiripad addressed the Conference and conveyed to it his greetings.

Com. Krishnapada Ghosh moved a resolution on West Bengal. The resolution which was supported by Com. R. Umanath was adopted.

Com. Sudhin Kumar moved another resolution on Vietnam.

Com. Niren Ghosh moved a resolution on unemployment which was supported by Com. Md. Ismail.

Com. Mohan Punamia moved a resolution on famine. It was supported by Com. S. Y. Kolhatkar.

A resolution on working women was moved by Com. Susheela Gopalan and supported by Com. Nirmala.

Com. Manikkan moved a resolution on the tobacco industry.

All the resolutions were adopted unanimously.

Then a message of greetings from George Fernandes, General Secretary of the HMP, was read out.

The Statement of Accounts was placed before the Conference by Com. Kamal Sarkar, treasurer to the CITU.

Afterwards, Com. Santi Ghatak presented the report of the Credentials Committee, according to which a total of 1009 unions with a membership of 655,246 workers had

sent 2038 delegates to the Conference. There were 228 observers and fraternal delegates, bringing the total number of participants up to 2261. More than 2000 unions representing an estimated 9.75 lakh workers had paid affiliation fees. West Bengal had the largest membership, followed by Kerala and Tamilnadu.

The Credentials Committee's report was adopted by the Conference.

A number of amendments to the Constitution was proposed and presented to the Conference.

Meanwhile, Com. B. T. Ranadive welcomed a delegate from the Andamans who had come to greet the Conference. Com. K. K. Tiwari, a representative of the TISCO Karmachari Union, also greeted the Conference.

Com. Robin Chatterjee moved a resolution on the coalmines takeover. The resolution was adopted after it was supported and subsequently amended by Com. A. K. Roy.

Several other resolutions were placed before the Conference. A resolution on the ESI scheme was moved by Com. Dinen Bhattacharya and supported by Com. M. K. Pandhe.

Com. S. Y. Kolhatkar moved a resolution on the 3rd Pay Commission. It was supported by Com. R. Umanath.

Resolutions supporting the Kanpur workers' strike and the Delhi textile strike were also moved.

All the resolutions were adopted unanimously.

Then Com. Sudhin Kumar placed a number of resolutions before the Conference: (1) on Industrial Relations; (2) on UCTU; (3) on Automation; (4) on Index Fraud; (5) on Diversionary Tactics; (6) on Bonus; (7) on Sick Mills; (8) on Provident Fund; (9) on Power Famine; (10) Against Repression; (11) Against MISA and (12) on Harijans.

All the resolutions were adopted.

Com. Sudhin Kumar proposed that a number of resolutions which were pending with the Resolutions Committee should be finalised by the Secretariat. The suggestion was accepted.

Then Com. B. T. Ranadive delivered his concluding speech and summed up the deliberations.

After Com. Ranadive had spoken, the Conference elected new office-bearers and an 181 member General Council for the CITU.

Com. Krishnapada Ghosh proposed 14 names including that of B. T. Ranadive for President and P. Ramamurti for General Secretary. The office-bearers were elected unanimously.

Com. Ramamurti proposed the names for the General Council. These were accepted by the Conference.

The Conference adjourned briefly as the newly-elected General Council met to elect a new Working Committee.

After the delegates had reassembled, Com. P. Ramamurti, on behalf of the Conference, proposed a vote of thanks to the Kerala State Committee of the CITU, to the volunteers and to the office staff who had worked so hard for the success of the Conference.

The delegate session ended at 1 A. M. with shouting of slogans all around.

On April 22, the open session was held at C. H. Kanaran Nagar in the afternoon. From early morning, decorated processions started to pour into Ernakulam town and by the evening, the whole town turned into a sea of humanity. At the rally, which was presided over by Com. Ranadive, garlands and gifts were presented to the delegates from Vietnam. Among those who addressed the huge gathering were Comrades P. Ramamurti, Jyoti Basu, A. K. Gopalan and B. T. Ranadive.

Resolutions adopted in the Second Conference of the Centre of Indian Trade Unions

I. ON MARTYRS

This Conference of the CITU pays its homage to the hundreds of martyrs who laid down their lives fighting for the cause of the working class, and the toiling people of India. This meeting salutes the courage and valour of these comrades who defied the bullets of the Congress-hired gangsters, the CRP and the police and made the supreme sacrifice to defend the rights of the working class, and democratic values.

The meeting pays its homage to the memory of Comrade Sunil Sen, a member of the General Council and respected leader of the unions in Dum Dum area, who fell victim to the bullets of Congress gangsters, and to the memory of Com. Azhikodan Raghavan, a member of the General Council of the CITU and a beloved leader of the people of Kerala, who was murdered in cold blood by the goondas under the coalition Government of the Congress and Right Communist Party of India, and to the memory of Comrade Bimal Chowdhury, member of the Hindustan Steel Engineering Employees' Union, Durgapur who was murdered in cold blood. This Conference also pays its homage to the memory of several hundred other martyrs who fell victim to the assassin's dagger and bullets in West Bengal and other States.

The names of these martyrs will for ever be remembered by India's working class with pride and deep respect, and ever be a source of inspiration in future struggles.

2. ON CONDOLENCE

This Conference of the CITU expresses its deep sorrow over the passing away of the leaders and active workers of the trade union movement and pays its homage to their memory. It offers their bereaved families its deep condolences.

This Conference mourns the death of Com. C. H. Kanaran who was an outstanding leader of the people of Kerala, the Secretary of the State Committee of the CPI(M) and a founder of Kerala's trade union movement. With his passing away, the democratic movement of Kerala has suffered an irreparable loss. The meeting mourns the death of Com. Rajen Sinha, the leader of the plantation workers in West Bengal, a member of the General Council of the CITU and a devoted fighter in the cause of the working class.

3. ON COMRADE RAM ASREY

The CITU deeply mourns the death of Com. Ram Asrey, a prominent member of the Working Committee of the CITU and outstanding leader of the Trade Union movement in Uttar Pradesh. Recently, Com. Ram Asrey was engaged in leading a protracted strike of Kanpur jute workers against attempts of the jute bosses to impose additional workload on the workers. The prolonged resistance of the workers under the leadership of the CITU union of which Com. Ram Asrey was the Secretary evoked solidarity and admiration from all sections of Kanpur industrial workers. Ram Asrey was associated with the trade union movement for more than two decades. His patient efforts succeeded in building a number of important unions in the city of Kanpur. His death is an irreparable loss to our Trade Union and working class movement in Uttar Pradesh and the country.

The CITU places on record the services rendered by Ram Asrey to the cause of the trade union movement and offers its heartfelt condolences to his daughter.

4. ON THE 125TH ANNIVERSARY OF THE COMMUNIST MANIFESTO

The CITU hails the 125th Anniversary of the publication of the Communist Manifesto, that historic document which gave a revolutionary vision and objective to the working class movement.

Pledged to defend the gains of World Socialism the CITU raises the banner of proletarian unity and international solidarity in the struggle to end imperialism and capitalism and expresses its determination to carry forward the teachings of proletarian internationalism embodied in the historic Manifesto.

5. ON INTERNATIONAL SOLIDARITY

This Conference sends its fraternal May Day Greetings to the workers and peoples of the Soviet Union, China and other Socialist countries. This Conference congratulates them on their great achievements in economy, science, culture and other spheres of life and wishes them further successes in the coming years.

The Conference of the CITU considers that the gains of Socialism in these countries constitute the common achievements of the International Working Class and pledges to defend these gains against all imperialist machinations and threats.

On the eve of the May Day, this Conference of the Centre of Indian Trade Unions sends its fraternal greetings to the working class and toilers of the world fighting against imperialism, for national liberation and for peace, democracy and socialism.

This Conference assures the International Working Class that the Indian working class will continue to fight for the common goal of Socialism which alone will end exploitation of man by man and put an end to poverty and unemployment.

This Conference denounces imperialism as a source of war, and pledges to work relentlessly and ceaselessly for

world peace, in firm conviction that the liquidation of imperialism alone will free the world of the danger of war.

This Conference pledges to continue its fight against designs of American imperialism which constitutes the main enemy of International Working Class and the main source of war.

6. ON VICTORY OF VIETNAMESE PEOPLE

This Conference of the CITU hails the valiant people of North and South Vietnam for their great victory in the war of liberation against American imperialism.

This Conference conveys its warm revolutionary greetings to the people of the Democratic Republic of Vietnam which under the leadership of the Workers' Party has achieved this glorious success.

This Conference sends its warm revolutionary greetings to the National Liberation Front whose inspiring political guidance has succeeded in leading the people of South Vietnam to secure their demand for withdrawal of American forces paving the way for re-unification of their country.

The heroic people of Vietnam carried on this prolonged armed struggle for three decades withstanding unprecedented devastation and massacres. The American imperialists dropped conventional bombs in Vietnam nearly three times over the total tonnage dropped in Europe, North Africa and the Pacific during the World War II. Even near nuclear bombing was resorted to. Hundreds of thousands of men, women and children were maimed, tortured and killed by the imperialists and their stooges. But the glorious Vietnamese people by their unparalleled valour have brought the U.S. imperialists to their knees and forced them to accept the truce.

This Conference views with indignation that the U.S. imperialists are still conspiring to undermine the victories of the Vietnamese people and are violating the terms of Agreement. Over ten thousand U.S. army personnels have been left behind in the guise of civilian advisors and arms,

weapons and amunitions have been illegally imported into South Vietnam. The Saigon administration have not released any political prisoner. The representatives of the Democratic Republic of Vietnam in the Joint Commission have been attacked and assaulted and obstacles are deliberately created in the functioning of the ceasefire.

This Conference emphatically demands that U.S. imperialism immediately stops illegal shipment of arms, ammunition and other war materials to South Vietnam and stops military involvement and interference in the internal affairs of South Vietnam. It demands that Saigon administration immediately stops terror, returns all political prisoners to P.R.G., releases all detained civilians with guarantee of democratic liberties and fully implements the ceasefire agreement.

This conference notes with indignation that the Government of India has still not given recognition to the Provisional Revolutionary Government of South Vietnam and have restrained from voicing its protest against the violation of the cease-fire by U.S. imperialism and Saigon administration. The Conference demands of the Government of India to give immediate recognition to the P.R.G. of South Vietnam and take a forthright stand condemning U.S. imperialism and Saigon administration and demand full implementation of the ceasefire Agreement.

This Conference calls upon the working class and the people of India to raise its voice of protest against all attempts of the U.S. imperialism to wriggle out of its commitments and to embroil South Vietnam in a prolonged civil war and intensify the solidarity campaign all over India in support of Vietnamese people.

The Conference is confident that the valiant people of Vietnam supported by the international working class, the Socialist countries and democratic forces all over the world will defeat the new conspiracies of U.S. imperialism and finally rid their soil of all aggressors.

7. ON LAOS AND CAMBODIA

This Session of the CITU sends its warm fraternal greetings to the People of Cambodia and Laos who are fighting valiantly against the forces of the U.S.-controlled puppet regimes.

The very day the U.S. imperialists installed their puppet regime in Cambodia, the People of Cambodia rose in revolt, organised their guerilla and liberation forces and have been inflicting defeat after defeat on armed forces, who are deserting it in large numbers.

Just at this time, President Nixon has started massive bombing with B-52 bombers as he did in Viet Nam, and at his biddings the South Vietnamese puppet troops have entered Cambodia.

In Laos also, unable to stem the advance of the liberation forces of Pathet Lao, the Royal Government at Vientiane was prepared to come to terms with the Pathet Lao.

Precisely at this time President Nixon has ordered carpet bombing of the areas held by the Pathet Lao, with a view to preventing a peaceful settlement through bilateral negotiations. The CITU denounces these flagrant acts of aggression by American imperialism.

The CITU calls upon the working class of India and all democratic and freedom-loving people to raise their voice of protest against these conspiracies of U.S. imperialism.

It calls upon the Government of India to raise its protest and call for halt to the bestial bombing in Laos and Cambodia.

It calls upon the Soviet Union, China and other Socialist countries to take a united stand against the machinations of U.S. imperialism in South East Asia, render all help to the fighting people of Laos and Cambodia and ensure the defeat of U.S. imperialism and its puppets.

8. ON INDO-PAK FRIENDSHIP

This Conference of the CITU deeply regrets to note

that despite the successful delineation of the Line of Control between India and Pakistan, the situation continues to drift without any effective steps to normalise relations between the two countries.

The CITU considers that the establishment of friendly and peaceful relations between the two countries is absolutely essential in the interest of the democratic and socialist movements in both the countries and the sub-continent. The years of tension and hostility with the interlude of two wars have done great damage to the interests of the people, to the cause of democracy and socialism and stalled their progress.

This Conference strongly urges the parties concerned to settle the question of prisoners of war so that the thousands of captured Pakistani armed personnel detained in India are repatriated to their homes and a great cause of anguish for the people of Pakistan is removed. The Conference also strongly urges that the lakhs of Bengalis who are detained in Pakistan and who are desirous of going back to Bangladesh be repatriated to Bangladesh and those in Bangladesh desirous of going back to Pakistan be repatriated to Pakistan.

This Conference warns the people of Pakistan and India against the designs of the U.S. imperialists to create perpetual tensions and conflicts in the sub-continent by supply of arms and 'aid' to one or the other of the countries. It is essential to defeat this game in order to ensure and develop friendly relations between the three countries of the sub-continent.

The Conference is of the opinion that firm ties of peace and friendship should bind the three big countries of the sub-continent. The Conference considers it unfortunate that vital questions of relations between millions of people are to-day made dependent on whether a meeting between two statesmen comes before or after formal recognition of one by the other. The Conference sends its warm and fraternal greetings to the workers of Pakistan who like the workers of India are fighting against unbearable economic conditions and braving repression to assert their right to

organisation and better conditions. The Conference wishes them success in their struggle.

The Conference sends its greetings to the democratic parties and individuals in Pakistan who are courageously voicing the need for amity between Pakistan and India and advocate recognition of Bangladesh. The Conference wishes them success and is confident that with the cooperation of democratic and working class force on both sides, normalisation of relations will be quickly achieved.

9. ON BANGLADESH

The Conference of the CITU warmly greets the working class and the democratic people of Bangladesh, who are still facing attacks on their independence. It is confident that they will be able, by forging unity, to overcome these attacks and take the democratic movement forward.

The CITU warns that the American imperialists are spreading their tentacles in Bangladesh under the guise of aid in the reconstruction of its shattered economy. If their machinations are not defeated the danger of compromising its hardwon independence is real.

The CITU is aware that the activities of some Indian traders who indulge in large-scale smuggling, harm the economy of Bangladesh and this is utilised by the reactionaries in Bangladesh to sow discord between the two peoples and democratic movements of the two countries.

The CITU calls upon the Government of India to effectively put an end to the activities of these anti-social elements.

While the CITU assures the working class of Bangladesh that it would do everything in its power to mobilise public opinion in the country and bring pressure on the Government to put an end to this smuggling, it appeals to the working class and democratic forces in Bangladesh not to fall a prey to the propaganda of such reactionary forces in Bangladesh. It is only the unity of the working class and democratic movements of the two countries and their vigilance which can foil the machinations of the U.S. im-

perialists and ensure the success of the democratic movements of the three countries of the sub-continent.

10. ON MURDER OF COM. AMILKAR CABRAL & ON FREEDOM STRUGGLES IN PORTUGUESE COLONIES IN AFRICA

This Conference of the Centre of Indian Trade Unions pays its homage to the memory of comrade Amilkar Cabral, the leader of the popular movement for the Liberation of Guinea (Bissau) whose assassination at the hands of the hired goondas of the Portuguese Fascists and their supporters, the U.S. imperialists, is a great loss to the freedom struggle in Guinea (Bissau) and other Portuguese colonies.

The Portuguese colonies of Angola, Mozambique, Sao Tome, Cape-Verde and Guinea (Bissau) are today waging a grim struggle against great odds to free their countries from the Portuguese Fascist regime. With the inspiration and experience gained by the struggle in Vietnam, they are today leading armed struggles against the colonial forces who are perpetrating inhuman atrocities, destroying villages, torturing the patriots, resorting to bombing from the air, and burning the people alive. These valiant freedom fighters have succeeded in liberating large areas and establishing the rule of the liberation forces.

This Conference fully supports the liberation movements in the Portuguese African colonies.

11. ON THE "APPROACH TO THE 5TH FIVE YEAR PLAN"

This Conference of the CITU holds that despite the bold assertions by the Planning Commission in its document "Approach to the Fifth Five Year Plan, 1974-79" that fifth plan is designed to link growth with attack on poverty and unemployment and is based on 'self-reliance', the actual policies spelt out are no different from those of the earlier Four Plans.

As is known the previous plans were based on compromise with feudal landlords and dependence on foreign aid and collaboration between Indian and foreign monopolists for industrial development. Despite all prattle about socialism, the Government was actually building capitalism.

These policies have led to tremendous loot of the country by imperialists and foreign monopolists, sabotage of production, supply of outmoded machines, faulty planning and construction whose disastrous results were seen in Durgapur Steel, Alloy Steel, Rourkela Fertilisers and in many other projects. Monopoly houses, speculators and landlords grew apace. Prices rose. Poverty and unemployment galloped. All these inflicted on the country a pitiful rate of growth of economy—the lowest among even the developing countries. Despite all the vaunted growth of new and heavy industries the country's dependence on foreign loans and in other ways has actually grown.

Faced with the intensified resistance of all sections of the people against the attacks on their living standards by the Government and employers, the Government has now pompously declared in the "Approach to the Fifth Five Year Plan" document that raising the standards of poor will receive priority in the Fifth Plan.

However, it has arbitrarily fixed an income of 67 paise per day at 1961 prices as the poverty line, whereas minimum subsistence cannot be less than one rupee per day at 1961 prices. The document has somehow estimated that this poorest section constitutes 30% of the population. The entire industrial workers, employers, vast sections of the unorganised workers and rural poor whose income is above 67 paise at 1961 prices is declared not to be poor.

Under the pretence of uplifting this lowest 30% of the population, the document seeks to pit this section against the workers and middle class employees. The Wage policy spelt out in the document seeks to impose a virtual wage-freeze for those sections, under the pretext that any improvement will eat up the resources for uplifting the poorest section and that it would lead to price increase. The concept of need-based minimum wage unanimously

arrived at the 15th Tripartite Indian Labour Conference has been buried for ever. This fraud must be exposed and fought and defeated.

Actually, the poorest sections are also to get a raw deal. The most effective way of solving unemployment in the rural areas and improving the lot of the vast agricultural labourers and poor peasants is to take away the lands of all landlords and distribute them to the former. The document does not propose to do so. Moreover, although it accepts that "statutory minimum wage will be an important device to raise the consumption of the poorest sections to the desired levels", it has rejected the instrument on the plea that statutory minimum wage cannot be enforced and evasions cannot be stopped. Thus these lowest sections are denied both land and wage increase.

The Government's claim to uplift these sections was exposed when the recent conference of Labour Ministers rejected the demand of the beedi workers to fix their minimum wage at Rs. 165/- per month for a family of four which was still lower than the poverty line at January 1973 prices and recommended only Rs. 93/-. Actually in most of the states-the Beedi workers are getting more than this Rs. 93/- per month.

Its solicitude for this sections stands further exposed when the document rejects provision of unemployment relief. Its talk of providing self-employment on a large-scale, viz., distribution of land to the landless is rejected. In reality, even existing employment will be attacked on a large scale by modernisation and computerisation in the name of export promotion. The document also seeks to attack education by drastic reduction in the intake in technical institutions and colleges with a view to keeping the problem of educated unemployed within "manageable proportions".

The plan offers to build roads, provide drinking water, some housing etc., which it claims would make a dent on rural poverty and unemployment. This Conference declares that the provision of the minimum necessary amenities which any civilised Government is required to provide to

its citizens, is attempted to be paraded as fulfilment of its commitment to eliminate poverty and unemployment.

Thus the professed solicitude for the poorest 30% of the population turns out to be a huge hoax and a fraud and is a diabolical manoeuvre to pit this section against the other working people and to depress their standards as well.

On the other hand the affluent sections, particularly the monopolists, are not to be touched in any way. Not even any control on their incomes is envisaged. This is justified by saying "in the case of well to do section, it is not so much the accrual of incomes that has to be controlled,as the disposal of accrued incomes".

Despite tall talk of self-reliance, the document provides for foreign aid to the tune of Rs. 3,000 crores. This is to be supplemented by colossal private foreign investments in collaboration with Indian monopolists. Industrial Licensing policy has already been revised for wooing foreign private capital and in the interest of Indian monopolists.

Thus these policies of the Approach document, if carried on, will intensify the misery of the masses, increase poverty and unemployment, widen the gulf between the rich and the poor, lead to increased loot of the country by foreigners and far from paving the way for a self-reliance and growing economy, will intensify the crisis, increase dependence and, as a result, may lead to compromising our political independence.

This Session of the CITU declares that the working class stands foremost in the struggle for eradication of poverty and unemployment, and for an end to all exploitation. It knows by experience that only a self-reliant and resurgent economy can lead to stable improvement in its own living standards free from the threat of unemployment. It is therefore vitally interested in the rapid development of the country's economy.

The rapid development of the economy of the Socialist countries where the working class is in power, the complete abolition of the scourge of poverty and unemployment, demonstrate that this can be done in our country too. But this cannot be done within the framework of the existing

property relations in land and industry, and by reliance on foreign aid and collaboration with foreign monopolists. This Session of the CITU declares the following to be the main elements of its programme which are the pre-requisites of planned development.

1. Ensure a guaranteed minimum wage to the agricultural labourer and workers and the unorganised sector immediately.
2. Genuine land reforms without compensation rendering surplus vast lands which should be distributed gratis to the landless and poor peasants.
3. Unemployment allowance to the unemployed in urban and rural areas.
4. Need-based minimum wage to the urban labourer.
5. Moratorium on foreign debts.
6. Nationalisation of foreign and Indian monopoly houses.
7. Takeover of wholesale trade in foodgrains on the basis of monopoly procurement guaranteeing fair price to the peasant and distribution of all essential commodities at reasonable price through fair-price shops to all.

The implementation of such a programme alone will ensure rapid growth of the economy, remove disparities and unemployment and put the country on the road to progress and prosperity.

The Conference wants the working class to take note of the ideological offensive already launched by the Government and bourgeois ideologues. They seek to present the working class as a privileged class, not suffering from poverty, by comparing its earnings with those of the pauperised peasantry or agricultural labourers. The utter destitution of the rural masses defies description and would rouse the anger of all honest men. This in reality constitutes the biggest condemnation of the Congress Government. But this utter bankruptcy of the Government is

being sought to be utilised to increase the offensive against the working class and employees.

Under these conditions, the CITU appeals to the working class to realise that unless it effectively champions the cause of the rural masses, it cannot march forward or defend its own interests. It appeals to them to organise these masses and defend their cause. This has become all the more urgent and necessary to defeat the manoeuvres of the Government to pit these against the working class.

The Conference therefore calls upon all trade unions to work for the unity of the working class, the unemployed and the rural poor and raise their struggles for work and wages to the level of struggle for policies for achieving the above programme.

12. ON WEST BENGAL

The Conference of CITU sends its warm revolutionary greetings to the working class and the people of West Bengal for courageously defending the trade union and democratic rights in face of the semi-fascist attacks and terror launched by the ruling Congress Party with the help of the police and organised gangsters.

More than 700 workers and leaders of trade union and democratic movement were murdered and killed by the armed gangs, police and C.R.P. since the toppling of the U.F. Government in March 1970. Seventy four have been murdered and killed after the rigged election of 1972. Murders were committed in police lock-ups and prisons also. Thousands of workers and leaders of trade union and democratic movement have been implicated in false cases and imprisoned and hundreds have been detained without trial under Maintenance of Internal Security Act (MISA) some of the provisions of which have recently been declared ultra-vires by the Supreme Court of India.

Twenty thousand workers and supporters of left democratic parties who were uprooted from their hearths and homes by the armed gangs of the ruling Congress Party after 1972 election have still not been able to return to

their homes. More than 300 unions of CITU alone have been forcibly captured or made defunct in order to foist upon the workers the unions of the ruling Congress Party. The workers are forced to join the unions of the ruling party under threats of assault and murder. Hundreds of trade union workers and leaders who are forcibly prevented from reporting for their duties are not given any protection by the police in spite of High Court orders to provide such protection, and they are now being retrenched by the employers on the plea of unauthorised absence. Strike have been declared illegal under Defence of India Rules (DIR). Trade union freedom has virtually been withdrawn and trade union movement illegalised in large areas of West Bengal.

In the rural areas large scale eviction of peasants from their lands has been resorted to by the ruling Congress party in the interest of jotedars and landlords.

This Conference notes with pride that the working class and the people of West Bengal are undauntedly organising united movements against unemployment, price rise and high taxation, for wage-rise, against eviction and for realisation of other economic demands while carrying on a relentless struggle for restoration of trade union and democratic rights.

This Conference calls upon all CITU units, the working class and the democratic masses of India to raise their voice of protest against the brutal repression in West Bengal and come forward unitedly to demand:

1. To stop terror and repression and all types of gangsterism.
2. Restoration of Trade Union and democratic rights and returning back the captured unions.
3. Withdrawal of National Emergency, MISA and DIR.
4. Release of all political prisoners and those connected with democratic movement and withdrawal of all false cases and arrest warrants.
5. Stop eviction of peasants and relief for draught affected people.

6. Withdrawal of C.R.P.
7. Immediate reinstatement of workers retrenched for forced absenteeism and adequate protection to affected workers for resuming their duties.

The fighting people of West Bengal stand today at the forefront of the struggle against the misrule of the Congress Government. The purpose of this repression is to crush the vanguard of the democratic forces in India in pursuance of the aim of the ruling Congress to impose one party rule on the people.

This Conference appeals to all Central Trade Unions, and all democratic organisations to fight this growing menace which threatens the very base of democracy in our country and come forward in united struggle to defend the denounced right of the people.

13. ON REPRESSION AGAINST DEMOCRATIC MOVEMENT

This Conference of the Centre of Indian Trade Unions strongly condemns the brutal and barbarous repression launched by the Central and State Governments against fighting workers, kisans, agricultural labour, teachers, students, Central and State Government employees and other sections of wage-earners and democratic people, fighting for economic demands, land and democratic rights.

Firings and lathi charges have become a normal occurrence in all the States. Requisitioning of CRP to perpetuate its brutalities on the people for anything and everything has become a matter of routine for many State Governments. Large-scale arrests of participants in mass movements, subjecting them to harassment inside jail by refusing them even their statutory rights as per Jail Manual is another feature of the situation. Essential Services Maintenance Act, DIR, MISA, Preventive Detention Acts and similar other Acts are freely pressed into service to ban strikes and detain the participants. Use of Section 144 during struggles and mass movements is becoming a matter of normal routine in some States. Escorting of black-legs to break strikes and

democratic struggles have become a normal activity of the employers and governments.

In some places, Section 307 (attempt to murder) is being invoked against large number of strikers to strangle the strike. Murder of prominent trade union leaders, pressing of armed ruling party men into service to attack peaceful strikers, murder workers and capture union offices—a gruesome pattern extensively used in W. Bengal is being inducted in a miniature way in some States where the intensity of struggle is growing.

The Conference considers this unprecedented and growing repression, to be part of the ruling party's drive to abrogate all democratic liberties and establish a one-party dictatorship in face of the rising resistance of the masses to the ruling party's onslaught to transfer the burden of the acute economic crisis to their shoulders.

The Conference demands that:

1. Call a halt to all forms of repression against working class, kisan and other democratic movements.
2. Scrap all black Acts—DIR, MISA, PD Act.
3. Central and State Governments must put a stop to police intervention in any form in working class or kisan disputes or in any democratic movement.
4. An end must be put to the practice of giving police protection to armed ruling party men or remaining passive when they resort to terror.
5. All persons arrested and detained in connection with the working class or democratic movement shall be released forthwith and cases against them, if any, shall be withdrawn, pending which they must be treated as political prisoners and classified as 'special'.

The Conference notes with pride and admiration that working class and other toiling sections among whom CITU unions and its fraternal organisations have been in the forefront, have heroically braved and defied these brutal and barbarous attacks and achieved significant successes in their struggles.

The Conference urges upon all Central Trade Union Organisations of workers, kisans and all sections of democratic minded people to be alive to the gravity of the situation and rally together in one front in defence of trade union and democratic rights and to stem the drive towards one-party dictatorship in the country.

14. ON WITHDRAWAL OF EMERGENCY, DEFENCE OF INDIA RULES ACT AND MAINTENANCE OF INTERNAL SECURITY ACT.

This Conference strongly condemns the lawless law called the MISA, under which citizens are detained without trial, and also the continuation of the Emergency and the DIR by the Government of India despite the end of the war with Pakistan and conclusion of the Bangladesh freedom struggle. These measures are being used in the interest of ruling Congress Party and its Government and against the opposition and all democratic movements of the working people.

This Conference of the CITU therefore demands the immediate withdrawal of the Emergency, the D.I.R. and the MISA and calls upon all democrats to build up a powerful movement for the purpose.

15. ON DIVERSIONARY TACTICS

The Conference of the CITU warns the working class and the toiling people that the ruling party and the ruling classes, faced with growing unemployment and deteriorating economic conditions, are deliberately using the weapon of linguistic chauvinism and parochialism, to undermine class solidarity and unity and divert the anger of the oppressed masses into fratricidal channels.

Slogans like "sons of the soil", "jobs for sons of the soil" are raised not only by avowedly reactionary parties like Shiva Sena in Bombay but are raised by Congress ministers. The purpose is to set worker against worker, and disrupt the common fight of the working class against unemployment.

Besides, in their factional struggles for power in the States, Congress groups freely appeal to local chauvinism, encourage attacks on the democratic rights of the minorities, incite physical violence against them thus disrupting democratic unity and undermining national solidarity.

In Assam under the Congress regime, open attempts are being made to suppress the language of the Bengali minority and forcibly uproot the Bangalees from their jobs and professions. Physical violence, murder and arson have been employed against them with impunity, with local police encouraging the attackers. Many workers, employees, teachers and others have been driven out of their houses and deprived of their jobs.

The CITU notes with pride that the working class of Assam as a whole stood outside this flood of chauvinism and maintained its unity and solidarity.

In Andhra, the Congress High Command has been openly supporting the reactionary separatist landlord group from Telangana for its factional ends. Finally it gave its support to the iniquitous Mulki Rules which are openly discriminatory against residents from the Andhra area. This has resulted in disrupting the unity of the people of Andhra Pradesh and enabled Jana Sangh, Swatantra and Congress opportunists to raise the demand for the bifurcation of the State.

The Conference condemns this despicable role of the parties of vested interests and calls upon the working class to resist it unitedly. The problem of unemployment, of deteriorating economic conditions cannot be solved by dividing the ranks of the workers, by setting toiler against toiler. The problem of jobs and backwardness cannot be solved by holding the minorities as hostages. Disintegration of national unity will mean only an invitation to the imperialists to intervene and undermine our freedom.

The Conference warns the working class of Assam, Telangana and Andhra that the entire democratic movement in these States will remain a captive of the landlords and the vested interests, a play thing of the Congress Party if they do not see this game and defeat it by forging the

unity of the democratic masses from majority and minority linguistic groups and regions.

The Conference calls upon the working class to defend its class unity and forge the unity of the democratic forces against this onslaught. There is no democracy and no socialism for the working class if it does not defeat this chauvinistic offensive and realise that unemployment cannot end without ending the Congress rule, the rule of the capitalists and landlords.

16. ON RECOMMENDATIONS OF THE THIRD PAY COMMISSION

The Second Conference of the CITU strongly condemns the Third Pay Commission for its rejection of the long-standing demands of the Central Government Employees for need-based minimum wage and cent-per-cent neutralisation in the rise in the cost of living.

The Third Pay Commission has recommended minimum wage of Rs. 185/- which in effect amounts to granting just another interim relief which was due to the employees on account of the rise in prices after the last interim relief was paid. The Government employees thus get practically no rise whatsoever in their present emolument.

The Third Pay Commission has calculated Rs. 314/- as the minimum need-based wage as per its own computation of the norms laid down by 15th Indian Labour Conference, which in fact is much lower than the employees are entitled to get if these norms are properly worked out. However the third Pay Commission has arbitrarily changed even these norms of nutritional requirements of the workers as well as the basis of standard family unit prescribed by the 15th Labour Conference and worked out a wage of Rs. 196/- as the need-based minimum wage. Thus the Pay Commission has torpedoed the unanimous decisions of the 15th Indian Labour Conference and virtually upheld the wage-freeze policy advocated by the Government.

While lowest paid workers are thus given stepmotherly treatment the Pay Commission has awarded education

allowance to the top officials which exceeds the total wages of the Class-IV employees. Similar other facilities and benefits for the higher paid officials are to be found in the report of the Commission.

By increasing by half an hour the duty hours of the Govt. employees the Pay Commission has facilitated the new offensive of increase in the workload on Government employees. The Pay Commission has thus recommended what the Central Government wanted it to recommend.

The CITU therefore welcomes the decision of the Central Govt. employees to reject the reactionary recommendations and carry forward the struggle for a need-based minimum wage, and other decrees and calls upon the working class to rally behind the Central Govt. employees to defeat the wage-freeze policy of the Government.

17. ON RISING PRICES

This Conference of the Centre of Indian Trade Unions views with grave concern the continued spiralling of prices of all essential articles, particularly of foodgrains. It expresses its solidarity with all sections of the toiling people, the peasants, agricultural workers, the teachers, employees, industrial workers and students whose life has become miserable. The working class itself, with the rate of D.A. arbitrarily fixed, with the fraudulent character of cost of living index and with no grant of full neutralisation has been one of the worst sufferers. Its effect on the workers belonging to unorganised sections and on the agricultural labour who have neither D.A. nor linkage, has been most crippling.

The Conference draws the attention of all sections of toiling people and of the Trade Union movement, that the Government of India's bankrupt policies of taxation of essential commodities and of deficit financing are primarily and directly responsible for the continuing price spiral. The sudden and immediate spurt in prices closely following the upward revision of passenger fares and freight rates in the railway budget as well as the new imposts announced in

the general budget, is the latest demonstration of this truth. With the prospect of a further heavy dose of deficit financing for the year 1973-74, the price situation is going into a critical stage.

Thriving on the general inflationary situation caused by these policies of the Govt. the monopolists, landlords, wholesalers, and speculators further raise the prices and fleece the people. The huge amount of accumulated black money is extensively used by them for this purpose, without any hindrance from the Govt.

The Conference wishes to point out that high prices, restricting consumption and depreciating the real earnings of the working masses through deficit financing, etc. are intended to transfer wealth from the pockets of common man to the pockets of big business and of the Government for the purpose of capital formation in furtherance of their path of building capitalism in our country.

The Conference wishes to warn that unless the working class unites itself and aligns with other democratic masses to defeat these policies and rout the Congress Government, the people will continue to suffer more depredations and privations in future.

The Conference, therefore, calls upon all central T.U. organisations, other mass organisations, and democratic political parties to unitedly demand and fight for:

1. Immediate and effective control of prices through a halt to deficit financing, and drastic reduction of Government taxation on necessities of life and withdrawal of recently imposed levies;
2. Nationalisation of wholesale trade in necessities of life under the guidance and supervision of democratic parties and mass organisations ;
3. Commandeering of all stocks of landlords, surplus holders and wholesale dealers ;
4. Ensuring fair prices to the peasants for their produce ;
5. Full assurance that necessities will be supplied at reasonable prices ;

6. Full compensation or neutralisation of rise in the cost of living to all earners;
7. Steady and adequate supply of foodgrains and other essential articles.

18. ON UNEMPLOYMENT

This Conference of the CITU views with grave concern the alarming situation created by the continued growth of unemployment among industrial workers, educated middle class and rural poor.

According to official figures, number of those registered in the employment exchanges is as high as 68,90,000 of whom 25 per cent are educated unemployed. The number of those without work in rural areas has increased to 3 crores. The number of total unemployed, urban and rural, is estimated to exceed 4 crores. According to one calculation, by 1980, there will be at least 7 crores of people without jobs.

This Conference asserts that the basic cause of unemployment is the capitalist planning of the Congress Party with its reliance on feudal land relations and on foreign and Indian Monopoly capital. It is the experience of the international working class movement that capitalism is invariably accompanied by unemployment, and to put an end to unemployment, it is necessary to put an end to capitalism and establish Socialism.

The Conference wishes to draw the attention of the unemployed millions that while the Government talks loud about its concern about unemployment and measures to check it, is simultaneously taking steps towards large-scale retrenchment and further shrinkage of the existing employment potential by financing the 'modernisation' of the textile and jute industry by deliberate introduction of new automatic machinery in certain industries, further mechanisation of agriculture and planned production of 1,300 electronic computers in the next five years. All proposals for reducing unemployment during the Fifth Plan period, the formulation of "employment oriented schemes" and provision

for expenditure of certain sums etc. are just meagre palliatives which will neither give substantial relief nor affect the basic problem, while they screen the introduction of job-killing measures with Government support.

The Conference demands:

1. Right to work to be ensured as a fundamental right in the Constitution;
2. Compulsory registration of all unemployed and underemployed;
3. Compulsory recruitment through employment exchange in accordance with seniority;
4. Responsibility of the Government to provide work or unemployment relief to urban and rural unemployed;
5. Prohibit all evictions of peasants;
6. Aid and loans to cottage and small-scale industries; expansion of rural reconstruction work; introduction of compulsory free primary education and free secondary education;
7. Prohibition of retrenchment, lay-off, lock-out, closure and automation and use of other labour saving devices;
8. Utilisation of full capacity in all industrial establishments.

The Conference calls upon the unemployed to unite and fight for the fulfilment of the above demands in co-operation with the trade unions and to integrate their movement with the general democratic and working class movement working for fundamental social changes.

This Conference wishes to warn the working class and the T.U. movement in the country that unless the organised workers champion the right to work of the unemployed, the very existence of the T.U. movement will be jeopardised and as such, calls upon the TUs to lead the common struggle for these demands and forge unity of the working class and the unemployed.

19. ON AUTOMATION

This Conference of the CITU views with grave concern the threatened growth of automation, from a trickle into a virtual invasion. The steady increase in the import of electronic computers and their introduction in different establishments have resulted not only in retrenchment and displacement of a large number of workers and employees but also in reducing employment potential. Workers and employees of Voltas, Reserve Bank of India, Calcutta Electric Supply Corporation are heroically fighting automation. Employees of Air India, Railways and of many other establishments and industries are on the path of resistance to automation. The recent announcement of the Prime Minister about the proposed programme of achieving self-sufficiency in the production of electronic computers, which means 1,300 in five years, threatens to unleash a further offensive on the employment opportunities for the educated of whom more than a million are already unemployed.

To facilitate the execution of this job killing plan, the Government has secured the assistance of the pliant Dandekar Committee, which has readily obliged the Government with its recommendations. As per these recommendations, every employer who is desirous of introducing automation must submit a justification report to an expert Committee for approval. On approval of the scheme, it will be negotiated with the workers' representatives in the plant. In the event of failure to reach an agreement, the matter will be referred to a tripartite machinery at the national level, in which the same organisations that are represented in the Indian Labour Conference will be represented.

This Conference is of the view that these recommendations mean that where treacherous trade union leaders are not available to impose automation on the fighting workers, the introduction of the same is left to the tender mercies of a tripartite body, where pliant leaders will be available in plenty.

This Conference considers that the representatives of

the HMS, INTUC & AITUC on the Dandekar Committee have compromised the interests of the working class by lending their approval to the committee's recommendations along with the representatives of the Tatas and other employers in the Committee. The Conference notes that the LIC employees by their sustained united movements, heroic actions and with the support of other sections of working class and democratic sections, have been successful in defeating the proposal of the Government of India to instal a computer at Calcutta. The Conference is therefore, confident that if the entire Trade Union movement of the workers and employees in the country unites and fights determinedly and doggedly, the automation offensive can be defeated. This Conference wishes to point out that while under capitalism automation and mechanisation leads to retrenchment, unemployment, increase in workload and intensification of exploitation, it is only in a socialist society where there is guarantee of employment, that automation lightens labour, and improves living conditions.

The Conference urges upon the employees who have hitherto kept themselves away from the main trade union current to realise the grim danger from the automation drive and join hands with the workers' organisations to defeat it.

20. ON INDEX FRAUD

The Conference condemns the Government of India as well as the various State Governments for continued defrauding of the legitimate rise in Dearness Allowance of the working class, by continued manipulation of the cost of living index.

For several years the Trade Union movement in the country has been charging the Government with manipulation in the compilation of the index and demanding its rectification. The findings of the expert Committees in Bombay and Ahmedabad have conclusively substantiated this charge. Recently, a non-official Committee which went into this question in Tamilnadu, also found that the

index was being manipulated. During the year ending July 1972 the percentage variation in the wholesale price index for food articles in the country has been of the order of 14.1 per cent. Retail prices have shown larger increases and the official index recorded only a 6.2 per cent rise for the year.

The Conference holds that the entire fraud consists in the collection of unrepresentative and bogus prices. Prices of foodgrains are doctored. Prices of cloth, sarees and other items of consumption are openly manipulated. Substitution of higher quality goods by lower quality ones, arbitrary removal of consumption items from family budgets and replacing them with those costing less, reliance on prices declared in official fair price shops when the bulk of supplies have to be purchased from the blackmarket—all these constitute part of the method used to cheat the workers. The conversion factors worked out for the new series have been another fraudulent element in the manipulation of the index.

The Conference strongly condemns the attempt to continue the fraud in the new series proposed by the Govt. of India. The Conference demands the immediate appointment of an Expert Committee with adequate representation for Trade Union centres to go into the question to determine the source of manipulation, suggest remedies against it and rectify the conversion factors linking the old and new series. The Conference demands the formation of a Committee with these union representatives to supervise collection and compilation of data regarding prices.

This meeting appeals to all TU centres to come forward to organise a united movement to compel the Government to put an end to this fraud.

21. ON WORKING CLASS WOMEN AND TRADE UNIONS.

The strengthening of the working class movement involves the full participation of women workers in the trade union movement. The trade unions must focus atten-

tion on the special problems of the women workers to ensure their participation in daily activities. Women workers participate in strikes and other mass struggles, but their membership in the unions is low compared to their percentage in the organised industry. They are not represented on the Committees of the Unions.

The Conference notes that the working women have played a valiant role in the struggles on common issues like bonus, wages, etc. But due to social position and household responsibilities their participation in struggles have remained limited unless the issue is burning and the tempo high. The experience of the trade union movement shows that once they join the struggle they stick to the last, taking leading part in the struggles overcoming all the difficulties in their way.

This Conference expresses its deep concern at the retrenchment of women workers in various industries like plantations, mines, tobacco etc. Thousands of women workers have been thrown out of employment under various excuses depriving them of their source of livelihood.

The working class women are denied equal pay for equal work in plantations, mines, cashew industry and others, the difference being from Rs. 0.25 to Re. 1 or sometimes even more between men and women workers. The employers are determined to use the women workers as cheap labour by utilising their inferior status in the society. Whenever their wages are brought at par with men the women workers are thrown out of jobs. This has happened in mines, in textiles and jute industries.

Because of this threat the women workers have not been able to fight against this discrimination. The trade union movement has paid insufficient attention to the struggle for equal pay for equal work.

With regard to the provision of maternity benefit, it is an established fact that a large number of women workers are deprived of cash benefit by various dubious methods. Thousands of women who are employed in small factories do not come under the purview of Maternity Benefit Act. Their wages are appallingly low.

The average amount of maternity benefit paid to women workers is very small and varies from Rs. 46 to Rs. 117.

This Conference notes that the laws relating to women workers are inadequate to protect the interest of women workers and actually help the management to evade whatever little benefit they are entitled by law. The equality of sexes, equal opportunities for work, equal pay for equal work, etc., which are proclaimed in the Constitution, thus remain on paper only.

The Conference takes note that the trade unions have to pay special attention to the task of organising the women workers on their special problems. It is not a question of passing some resolutions but of concertedly undertaking this important task. The representation of women workers on the union committees is either nominal or totally absent, in spite of their large percentage in industries like plantation. The unions must take immediate step to organise them on their special problems so that they participate in the struggles on a large scale and their consciousness is roused, conscious efforts are to be made by the unions to educate them politically, encourage and promote them by giving them more responsibilities and opportunities at all levels.

To fulfil the above tasks this Conference supports the following demands of women workers:

- (1) Equal wage for equal work.
- (2) Extension of the application of the Maternity Benefit Act to cover all working women irrespective of their size in the industries. The abolition of the discrepancy in cash benefits in various States. Increase in the quantum of maternity benefit, 16 weeks of maternity leave instead of 12 weeks. Strict observance of the present Maternity Benefit Act in the interest of women workers. Stringent punishment to the employers for violation of the provisions of the Act. No claim to maternity benefit to be rejected without the approval of the union or a women workers' choice.

- (3) Retrenchment of women workers should be stopped forthwith.
- (4) Better creche arrangement, provision of better latrines etc., for women workers.
- (5) Provision for special medical facilities for women workers.

22. ON USE OF MAINTENANCE OF ESSENTIAL SERVICE ACT, DIR & SEC. 311(2)(C) AGAINST GOVT. EMPLOYEES

The 2nd Confereneec of the CITU notes with deep indignation that the G.O.I. seem bent upon prohibiting all Trade Union activities of its employees. The Government of India is invoking the Maintenance of Essential Service Act and the D.I.R. to ban strikes by its employees, prosecute and victimise the trade union functionaries and suppress the Trade Union movement as such of the Government employees. The Government has gone so far as to use the special powers under article 311(2)(c) of the Constitution to dismiss 34 Trade Union leaders of West Bengal and 2 of Kerala, because the Government has no valid reasons for such dismissals.

It is to be noted that the Maintenance of Essential Service Act, the DIR, the powers under Section 311(2)(c) were never meant to be used against perfectly legitimate trade union activities and struggles, and their use in these respects is the grossest possible abuse of these powers, for which the Conference of the CITU condemns the Govt. of India.

The CITU assures its unstinted support and co-operation to the employees of the Government in their just struggles in defence of their trade union rights and for the betterment of the living and working conditions.

The CITU demands that the Government immediately withdraw all orders imposing penalties, disabilities, dismissals, under the above laws, restore full democratic and trade union rights of the Government employees.

23. ON AMENDMENT TO BONUS ACT

This Conference of the CITU strongly condemns the continued delay in submission of the report of the Bonus Commission.

The Conference draws the attention of the Government of India to their statement in the past, that the statutory provision for the enhancement of the minimum bonus to 8.33% was limited to the year 1971-72 pending the final recommendations of the Bonus Committee before '72-'73.

Now the financial year 1972-'73 is over. The Bonus Commission has not yet concluded its work. The situation thus created is being utilised by the employers to reduce even the minimum bonus received in '71-'72.

This Conference condemns the Government of India for not taking any action to rectify the situation. The Conference demands:

- (1) That the minimum bonus be enhanced to 10% for the year 1972-'73, with a 1% increase in each subsequent year till it reaches 15%.
- (2) Pending legislation on this, no employer shall be permitted to reduce the minimum bonus paid in 1971-'72.
- (3) The Conference also demands that the statute should provide for payment of bonus to all categories of workers and employees in all establishments, industries and services whether in public or private sector or in Government and local bodies, irrespective of the number employed, and without any discrimination or exemptions of any kind whatsoever.
- (4) The Conference also condemns the Government for having provided for compulsory remittance of part of bonus to the Provident Fund and demands that the said legal provision be dropped and entire bonus paid in cash.

The Conference calls upon all trade union centres

of the country to unite and jointly fight for the achievements of the above demands.

24. ON BRUTALITIES AGAINST HARIJANS

After 25 years of independence Harijans continue to be subjected to inhuman social oppression and exploitation. The tall talk of Harijan uplift, constitutional guarantee, legal protection and elevation of individuals to high posts has proved to be a cruel joke and Harijans as a class are still treated as pariahs, outcastes and degraded slaves under the Congress rule. The Conference of the CITU condemns the Govt. of India for this state of affairs.

In the past few months alone, in various States, such as Maharashtra, Gujarat, Bihar, U.P. Harijans have been attacked, severely tortured and even murdered, their women molested and raped, their homes and whole villages burnt down and their properties destroyed. Complaints and public agitation against this kind of barbarism goes unheeded; the police and the administration do nothing to protect these citizens of India. The attempt to exercise the right to use public wells, tanks, paths, schools, and eating establishments has become, in the eyes of upper caste, landlords and mahajans, a crime, a revolt to be punished with murder, arson, rape and destruction of property. The exercise of right to elect and get elected to civic bodies and legislatures—a right guaranteed by the Constitution is, in the view of these vested interests, an impermissible ambition to be corrected only by heavy punishment like murder. In many places, the ruling Congress party men themselves associate with these crimes.

The Conference of the CITU condemns the callous attitude exhibited by the Congress party and the Governments towards such inhuman oppression and torture of the Harijans.

The Conference of the CITU is of the considered opinion that the struggle of the Harijans for their social emancipation and economic uplift is a part of the general

struggle for democracy and socialism. To the extent that this struggle for social and economic uplift advances, it is a gain for the general democratic movement and the working class.

Hence, the Conference of the CITU calls upon the trade union movement to take up seriously the genuine cause of the Harijans and help them in their struggles against the social and political oppression practised by the Govt., the exploiting classes and the upper castes.

25. ON FAMINES

The CITU expresses its solidarity and deep sympathy with the vast masses of peasants and agricultural workers who are undergoing extreme sufferings under conditions of widespread famine. In Maharashtra, Rajasthan, Andhra Pradesh, Madhya Pradesh and other States, lakhs of peasants are starving and are a prey to disease. Thousands have flocked to the cities uncared for and unattended.

The major concern of the Congress Governments at the Centre and in the States is to conceal the truth about the sufferings and distress, to hide the slow deaths that are taking place and create a sense of complacency among the people.

The relief works constitute a scandal and relief wage is also not regularly paid in many places. In the name of famine relief thousands of peasants in Maharashtra and elsewhere have been provided with the job of stone-breaking on miserable pittance of a wage. Several have turned blind due to this monstrous work, there have been large-scale protests because of failure to give the wage for work done. In many States the prescribed wage itself is farcical and some times amounts to 50 to 75 paise per day. In a large number of cases anti-social elements and bureaucrats deprive the peasants of the officially sanctioned wage.

The Congress Government intends to close the relief works on the arrival of the monsoon and compel peasants to shift for themselves. If this happens thousands will die unnoticed and the people will be made to believe that the famine is already over.

The destitute peasant with his cattle dead, implements sold or pawned, will neither be able to undertake agricultural operations nor maintain himself during the days immediately following the outbreak of the monsoon. The working class and the CITU must raise their voice in defence of the agricultural workers and peasants and counsel the Government to maintain relief works till the next harvest.

The situation in many rural areas has become extremely serious in the last few weeks with the Government shops and stores declaring that they have no stock of foodgrains to offer for sale. People working on famine relief are unable to buy their requirements in many places and are facing utter starvation. In spite of this, the Government is spreading complacent reports about easing of the situation and its agencies often supply adulterated foodgrains to the starving masses. The cases of imported American milo mixed with dhatura is not the only case of its kind. Foodgrains internally procured have also been found to contain grains of iron and other things injurious to the health of the consumers.

The CITU strongly denounce these policies of the Government and demands adequate relief measures, adequate food supply to the rural areas and its equitable and effective distribution in association with opposition parties and mass organisations.

The CITU is of the opinion that the working class has yet to make its contribution for the protection and relief of the peasant masses. Though some sections have liberally contributed towards financial relief it cannot be said that the working class has discharged its duty. Much less can be said that it has brought its full strength to bear on the Government and compel it to provide adequate relief to the peasantry. Failure in this respect will be an act of callousness, political suicide and betrayal. The talk of socialism and democracy will be a mockery if it is unable to defend the peasant, the firm ally in the struggle for democracy and socialism.

The CITU, therefore, urges all its affiliates to take

urgent and energetic steps to demand change in official policies and protect the interests of the peasant masses.

26. ON THE PROPOSED INDUSTRIAL RELATIONS BILL

The Second Conference of the CITU considers the outline of the Industrial Relations Bill circulated by the Union Labour Ministry as a calculated move directed against the rising militant movement of the working class and is meant to impose the company unions on the workers. The proposals also take away whatever T.U. rights the workers have secured through bitter struggles over decades.

The proposed Bill gives wide powers to officials to interfere in internal affairs of the unions while registering and deregistering of unions. The registrar can interfere even in the matter of elections, administration and finances of unions.

The Bill seeks to prohibit strikes on the plea of a particular concern being essential and impose compulsory arbitration on the trade union movement, thus making a mockery of collective bargaining.

The proposals of the Government compel a union to accept condition that it would not indulge in the so called unfair labour practice which would virtually amount to giving up all struggles and trade union rights. It provides for heavy penalty for "isolation" of the provisions relating to these "unfair practices". If this is allowed to be passed, it would only arm the Government with arbitrary powers to suppress the militant trade union movement.

The proposed Bill further rejects the principle of recognition of a trade union by secret ballot and imposes the verification procedure through the Government officer which would only boost the unions favoured by the employers and the Government. It gives powers to only such recognised union to give strike notices and deprives other trade unions of any right of trade union activities. If the "unrecognised" union dares to go on strike its office

bearers would be liable for imprisonment for three years and workers participating in such a strike for one year.

The Bill provides for the Industrial Relations Commission with wide powers in the matter of settlement of disputes and the trade unions cannot even go in for an appeal against their decisions. The employees, the recognised unions and the Government are empowered to refer any dispute for arbitration making every strike illegal and binding the award on all workers. Thus the fate of the workers would be bound hand and foot to the caprices of the personnel of the Industrial Relations Commission. The Government's claim of its being independent is only a smokescreen to hoodwink the workers.

These provisions nullify the fundamental right of the working-class to organise and form Association—a right which cannot be separated from the right to strike.

This Conference condemns the Government of India for bringing forward such proposals detrimental to the interests of the working class. The Conference notes that the State of Maharashtra under the Congress rule, has already enacted a similar statute which has secured assent of the President.

The Conference demands that these proposals be scrapped and a new bill be prepared which would provide for:

- (i) Prohibition of police interference in industrial disputes in any form whatsoever and Industrial Disputes should not be rigorous as a law.
- (ii) Absolute recognition of the right to bilateral negotiations and unfettered right to strike.
- (iii) Recognitions of unions by secret ballot, without stipulations of any conditions whatsoever, with the provision for right to minority unions to participate in negotiations on the basis of proportional representations without any power to veto the terms of final settlement.
- (iv) The Bill should cover all establishments, factories, undertakings or services irrespective of the

number of workmen employed or nature of ownership.

The Conference urges upon all central trade union organisations to unite and defeat the official move to put this treacherous measure on the statute book.

The Conference welcomes the rejection of this proposed Bill by the HMS and AITUC and appeals to them to come forward for joint action so that the diabolical move of the Government to crush the T. U. movement is nipped in the bud.

27. ON REPRESSION IN COLLIERIES

This Second Conference of the CITU strongly condemns the gangsterism indulged by the INTUC under the leadership of the contractor and management of East Basuria Colliery on the workers of the colliery in general and leaders of Bihar Colliery Kamgar Union, the CITU affiliated union in Bihar, on 2nd April. As a result of this attack Thammu Mandal, Jagannath Mandal, Kader Mian and Samar Mian were killed and ten others were injured. The killing and shooting took place in presence of armed Central Security Force, Bihar Armed Police and a Magistrate. Not only the local management of the East Basuria Colliery but also the entire managements of Bharat Coking Coal Ltd. and Mines Authority are responsible for these criminal attacks.

The attack was designed to uproot the CITU flag from East Basuria Colliery and from Dhanbad Coalfield, but they have refused to be intimidated and remained loyal to their CITU union.

The CITU lowers its flag in honour of these heroic comrades who died to keep the CITU flag flying and calls upon the working class in general to prepare themselves to resist the fascist gangsterism of the Government and the Colliery management.

28. ON TAKE-OVER OF NON-COKING COAL MINES

The much advertised take-over of the management of non-coking coal mines as a proof of Smt. Indira Gandhi Government's sincerity to take radical steps towards socialism, ultimately turned out to be a "rescue operation" for the private sector mining industry.

The take-over of 464 mines spread over several States and employing two lakh workers on January 30 last came in the wake of an All India strike organised by all the central trade unions on January 15th, in support of the demand for nationalisation of all coal mine industry. The trade unions had drawn the attention of the Government on several occasions that the profit hungry mine-owners resorted to "slaughter mining" and destroying valuable natural resources, but the Government paid no heed to the warnings.

Emboldened by the attitude of the Government, in West Bengal alone the mine owners swindled Provident Fund and legal arrears of workers amounting to Rs. 30 crores. They did not pay royalty to the Government of West Bengal to the tune of Rs. 24 crores, nor did they pay the due income tax, sales tax and other taxes. The performance of mine owners in Bihar and other States was not in any way different.

As a result of deliberate delay in taking over of the mines valuable equipment worth crores of rupees was shifted to different places and the Government got the possession of mines in ramshackle condition. Yet the Government agreed to pay compensation of 20 paise per tonne of production which comes to over Rs. one crore in a year.

While allowing the mine-owners to continue this loot, the Government launched a new attack against the mine workers. Thousands of workers who were casual or under contractors had to remain under constant threat of losing their jobs since the Coal Mining Authority refuse to absorb them into the new set up. The gangster elements who were in the pay roll of the former mine owners found

their job secured under the C.M.A. A large number of workers evicted by anti-social elements have yet to get their jobs back. The new administration further refused to pay all the arrears of workers accumulated with the former mine owners.

The second Conference of the CITU warns the Government that many custodians in league with the former mine owners are tampering with records leading to further loss to the Government. Instead of taking action against such custodians, the administration continues to penalise the workers for raising a voice against the corrupt custodians.

The CITU congratulates the coal mine workers at Raniganj belt and Dhanbad areas for raising their voice against the malpractices of the new administration and calls upon the coal mine workers to carry forward their struggle in defence of the coalmines workers and against the anti-worker policies of the new custodians.

The Second Conference of the CITU therefore demands:

- (a) that all non-coking coal mines including those of TISCO and IISCO be immediately nationalised without any compensation whatsoever;
- (b) that all pending arrears of workers' dues be forthwith paid;
- (c) that Sec. 9(2)b of the coking coal Mines (Nationalisation) Act which deprives the workers of either rights and dues be deleted;
- (d) that different sets of rules and regulations still prevalent in various NCDC coal mines, due to which workers lose benefits of ESI, be standardised and uniformly applied;
- (e) that workload of workers of collieries in M.P. be at once brought at par with that of Bihar and West Bengal Collieries;
- (f) that the contract and sardar system be immediately abolished;
- (g) that CRO be abolished and workers under CRO be absorbed as regular workers;

- (h) that the thousands of workers forcibly driven out of mine areas be brought back and given their old jobs; and in each colliery workers' committees be formed for ensuring that old workers are reinstated first ;
- (i) that full democratic and trade union rights are restored immediately;
- (j) that employment of temporary and irregular workers be immediately regularised;
- (k) that the economic demands of the workers as contained in the Charter of Demands be conceded;
- (l) that all Central Trade Unions engaged in T.U. activities in the coal mining areas be represented in the advisory committee without discrimination.

29. ON THE ESI SCHEME

The Second Conference of the CITU takes note of the deep resentment growing among the workers about the working of the ESI scheme which has totally failed to give adequate medical relief during illness of a worker.

Despite the Congress Government's claims of its being a social security measure, due to bureaucratic bungling, defaulting of contributions by the employers, swindling by the medical stores, most of the funds of the scheme go into the pockets of these unscrupulous elements while very little is left for the medicines to the workers. Huge construction costs of the hospitals, dispensaries and office building have also been eating large funds of the Corporation.

Though the Government is not contributing anything to the scheme, the bureaucracy dominates its entire operation. At all levels the ESI committees are dominated by the representatives of various departments of Central and State Governments. The trade union representatives are in microscopic minority, while most of them are from the organisations favoured by the Government. The worker's voice is thus conspicuously absent and worker's

complaints about the working of the scheme are totally unattended.

A section of the panel doctors are looking at the scheme from the point of their personal gains and evade all the rules to deny proper attention to the insured workers. The medical profession should ensure that such malpractices are stopped forthwith in the interest of proper working of the scheme. The much advertised official propaganda regarding coverage of worker's family under the scheme is fictitious since not more than 9 per cent of the families are entitled to get the so-called full medical benefit under the scheme.

The medical store resorts to series of malpractices by preparing false and inflated bills of medicines supplied to the patients without prescribing them. The ESI hospitals are filthy and unhygienic while even to get entry into such hospitals has become a matter of privilege to the workers.

The employer has defaulted payment of contribution to the ESI authorities amounting to crores of rupees. The authorities while refusing to take any drastic action against such unscrupulous employers promptly stop the medical assistance to the workers. Despite the recommendations of the ILO the State Government's contribution to the scheme has been lowered by the Central Government.

Over and above that the ESI authorities have recently issued circulars imposing ceiling of Rs. 50/- to expenses on medical benefit to a worker's family care. The ESI sickness benefit is further reduced by limiting the number of days of leave. Employers have been asked to restrict the reporting of accidents to bring down the quantum of benefits. These measures have reduced the whole ESI scheme into a farce. It is therefore necessary to restore whatever limited insurance principle there was in the scheme.

The CITU therefore calls upon the working class and the trade unions to consider the gravity of the situation and to come together to fight against the rampant corruption and malpractices prevalent in the scheme. It is also necessary for the trade unions and the medical profession

to come together so that the malpractices in the scheme can be stopped through organised efforts.

The CITU puts before the trade union movement the following demands which can be a rallying point for a joint movement all over the country:

- (1) The ESI scheme should be non-contributory for the workers. As a first step there should be no contribution for workers earning less than Rs. 300/- per month as wages.
- (2) The contribution of the employers should be increased and the Government should liberally subsidise the scheme. All the construction costs of hospitals, offices and equipment to be borne by the Government.
- (3) Remove all restrictions, e.g., deposit of certificate within 3 days, provision of 13 weeks' work for eligibility of ESI benefits, and 6 months' ceilings regarding medical benefits, leave facilities etc.
- (4) More hospital facilities and specialised treatment.
- (5) All family members should be covered by the scheme.
- (6) The supervision of the scheme should be done by the trade union representatives in association with medical practitioners associated with the scheme at all levels. At least half the representatives on all the ESI committees should be from the workers' side.
- (7) Stringent action, including imprisonment, should be taken against defaulting employers and corrupt medical practitioners, distributors and Government officials.

30. ON BONUS FOR ALL

This Conference of the Centre of Indian Trade Unions extends its wholehearted support to the just demand of 'Bonus for all', raised throughout the country.

The Government of India having accepted the principle that bonus is a deferred wage to bridge the gap between the existing wage and living wage and having accepted the demand for raising the minimum bonus from 4 per cent to 8.33 per cent, irrespective of profit or loss, and having legislated on the same and applied it to even public sector undertakings, is practising the crudest form of discrimination in withholding the extension of its application to other sections of Government employees, and in industries employing less than 20 workers.

The Conference while condemning this discrimination demands that the principle of bonus and minimum bonus 8.33 per cent be extended to all employees and workers in the departmental undertakings, Railways, Posts and Telegraphs, Municipalities and local bodies, and all factories and establishments irrespective of their size or mode of employment.

The Conference also demands that all restrictive measures including ceiling on bonus should be eliminated and the entire amount paid in cash.

The Conference urges upon the AITUC, INTUC and HMS to cast aside all inhibitions and join other Central Trade Unions for forging a united movement to achieve these demands.

31. ON FAMILY PENSION SCHEME

The Second Conference of the CITU views with grave concern that inspite of the rejection by all the Central Trade Unions and universal rejection by the workers, the Government of India has not withdrawn the Family Pension Scheme which defrauds the workers and is made compulsory for workers employed after the enactment of the Scheme.

This Conference demands of the Government that this mischievous piece of Legislation be withdrawn at once and a new Scheme acceptable to the workers and all Central Trade unions be drawn up.

32. ON LAY-OFF IN SMALL SCALE INDUSTRIES

The workers employed in Small Scale Industries, though constituting a very large section of industrial workers, are deprived of many facilities provided in the Industrial Dispute Act and other labour legislations. At present Lay-off has become one of the most potent weapons in the hands of the employers of the Small Scale Industries, employing less than 50 workers, who according to the provisions of the I.D. Act do not get any Lay-off benefit and consequently there is no restraint on the employers of these industries for resorting to indiscriminate and large scale Lay-off as a penal measure against the workers. The Government and the employers placed that these employers are unable to shoulder the burden of providing Lay-off benefits. The CITU is of the opinion that in such cases it is upto the Government to assist the Small Scale Industries and it is not for the workers to suffer on this account.

The 2nd Conference of the CITU therefore demands immediate ammendment of the I.D. Act to provide Lay-off benefits for all workers irrespective of the size of the factories or establishments.

33. ON PROVIDENT FUND

The Conference of the CITU views with grave concern the constantly rising arrears in the employers' contribution to the P.F. which now stand at Rs. 22 crores. The employers have criminally misappropriated huge amounts, have kept lakhs of workers out of membership with a view to dodging the duty to contribute. The P. F. authorities who are trustees of these vast sums of money have taken no worthwhile steps to recover these sums for years, nor have they made use of even the token penalties provided for in the very defective P. F. Act. In cases where the Commissioners take steps to prosecute the employers for criminal misappropriation or attach stocks in lieu of arrears, the State or the Central Government intervenes and

prevails on the officials to refrain from doing so under the pretext of a risk of closure of the undertaking. This situation has encouraged those employers who were hitherto regular in their remittances to become defaulters. In a large number of cases, statements of accounts are not sent to the individual workers by the P.F. department. In short, even the minimum of social security measures and statutes has been denied to the workers.

The Conference strongly condemns the Government of India and the concerned State Governments for their connivance at this criminal misappropriation by the employers of the workers' hard-earned savings.

The Conference calls for radical amendments to the P.F. Act, and demands that: (1) P.F. Commissioners be made to function in the interests of the workers under the strict supervision of the TUs; (2) the Commissioners be given the power to attach assets of the defaulting employers and recover the P.F. dues as first charge on the assets of the companies; (3) The Commissioners be given powers of directly prosecuting defaulting employers; (4) The default of any P.F. deposits be made a criminal and non-bailable offence; (5) The Directors of the defaulting companies be made personally liable and their personal assets attachable for recovery of the dues; (6) The Chairman of the Board of Trustees of the P.F. be given a single vote only (instead of two as at present).

34. ON J. K. JUTE STRIKE

The Second Conference of the Centre of Indian Trade Unions sends its warm greetings to the struggling workers of J. K. Jute Mills of Kanpur who are on strike since 29th January 1973 in support of the very legitimate demand for wages and DA rate at par with those of West Bengal Jute workers. While the W. Bengal jute workers are getting a minimum of Rs. 235/- per month as per the May 1972 agreement, the J. K. Jute Mill workers are given only Rs. 227/- per month. As regards DA, once again, while W. Bengal is given 25 point beyond 817 CLI, the U.P. Govern.

ment has declared 21 paise beyond 944 CLI. Moreover, a new workload was imposed upon the piece-rated workers which in effect has cut their wages. The workers want to have it withdrawn. The U.P. Government has, in the interests of the jute barons, declared the strike illegal. With the support of the Government, the employers have also been resorting to severe repression. As many as 41 Union activists were dismissed by public advertisement; the employers have threatened to dismiss all if they did not go back to work within a stipulated time. In spite of all these the morale of workers is very high and they are determined to continue the strike till they win.

The Conference condemns the attitude of the U. P. Government and demands immediate change in its anti-labour policy. This Conference fully supports the Kanpur Jute workers and urges upon the workers of India to give them full support.

The Conference notes that all the central trade unions except the HMS have joined hands with CITU and formed a joint strike committee to conduct and support the strike. This Conference welcomes this united action.

This Conference asks the Government of India to convene a tripartite meeting to settle all disputes in the jute industry and to introduce a uniform wage structure in the entire industry.

35. ON DELHI TEXTILE GENERAL STRIKE

The 2nd Conference of CITU greets the Textile workers of Delhi who are on strike since April 11, 1973, in support of their demand for parity in wages with class I centres, 100% neutralisation in the rise in the cost of living Index and Housing Allowances etc. The strike which is being led by CITU, INTUC and HMS unions has exhibited unprecedented unity and solidarity among the 27,000 textile workers of Delhi. The disruptive role of the pro-employer leadership of the AITUC union, and of sections of the INTUC and HMS, stand thoroughly exposed leading to their complete isolation.

This conference condemns the failure of the Delhi Administration and the Union Ministry of Labour to intervene and to get the dispute resolved.

The Conference strongly demands that the Govt. immediately intervene and force the Textile magnets to concede the demands of the Textile workers. This Conference assures the struggling workers of Delhi full support of the organised working class under the banner of the CITU.

36. GREETINGS TO THE WORKING CLASS OF KERALA

The CITU expresses its warm appreciation of the working class of Kerala which has been engaged in continuous struggle against the employers and the Government in defence of its economic and democratic rights. The tens of thousands of workers in Coir, Cashew, Engineering and other industries have been waging determined struggles to defend their living conditions and to meet the challenge of high prices and heavy taxation. In recent times, the repression directed against the movement of the agricultural workers has exceeded all bounds and the freedom of trade union movement has been seriously jeopardised. The CITU congratulates the employees, the teachers and the N.G.O.s on their just and determined united struggles against the policies of the Government. The CITU strongly condemns the brutal repression launched by the Achutha Menon ministry against the recent strike of the N.G.O.s and teachers. The CITU appreciates the role played by the students, the entire working class and agricultural workers of Kerala in rallying round the N.G.O.-Teacher struggle and turning that struggle into a part of the people's struggle for democratic rights. The CITU is confident that in the coming months the trade union movement in Kerala will achieve further success and that closer ties will be forged between the trade union movement and the agricultural workers' movement and the movement of middle-class employees.

37. ON THE STRIKE OF THE N.G.O.S. AND TEACHERS OF KERALA

The N.G.O.s and Teachers of Kerala went on industrial action demanding the appointment of a Pay Commission and grant of adequate interim relief to meet the spiralling cost of living and the consequent erosion in real wages. This just struggle of the employees was suppressed with fascist methods by the Achutha Menon Government. This Conference greets the employees who in the face of all the repression continued their heroic struggle for 52 days, while the CPI and its Chief Minister played all kinds of dirty tricks in a bid to please the Ruling Congress masters.

Though the strike was withdrawn unconditionally, the Government is not refraining from victimising the employees. Thousands of employees and active workers who participated in the strike are being held under suspension, transferred to distant places, demoted, or discharged from service.

The strong protest lodged by the trade unions and all the opposition parties in this regard is being given scant respect by the Government.

This Conference expresses its strong protest at the anti-labour policies of the Kerala State Government and demands that all vindictive measures be withdrawn and the pay and allowances of the employees withheld in connection with the strike be disbursed immediately.

38. ON FIRING ON THE WORKERS IN BIHAR

This Second Conference of CITU strongly condemns recent firing on the workers in Bihar resulting in death and injuries to several workers. On 11th April 1973, the police fired on workers in Bokaro Steel Plant when the workers were pressing for their genuine demands.

The Conference condemns the firing on the workers of Ranchi Engineering Factory on 17th April 1973 in which three workers were severely injured when they were on hunger strike.

In Kumardubi, the Police resorted to firing on the Engineering workers who were pressing their legitimate demands. Three workers died while many others were injured.

The Conference congratulates the working class of Bihar for its heroic struggle against the repression by the Government and demands immediate stoppage of all these repressive measures and an end to the police interference in industrial disputes.

39. ON WORKERS OF JUTE INDUSTRY

This Second Conference of Centre of Indian Trade Unions greets the workers in Jute Industry for their consistent struggle against the jute monopolists and for wage parity in all States and better living conditions.

This Conference notes with appreciation the success of West Bengal jute workers in securing a minimum wage of Rs. 235/- through a tripartite settlement signed on 7th May 1972 on threat of a general strike. But this minimum wage has still not been given to jute workers in other States. Till 1969, parity was maintained in wages of jute workers of all the States. When wage of jute workers in West Bengal was increased by Rs. 30/- per month following strike in August 1969 and subsequently the minimum wage was fixed at Rs. 235/- in 1972, the Indian Jute Mills Association and the jute employers refused to increase wage of jute workers in other States in line with W. B. units. The jute workers of Andhra Pradesh, Madhya Pradesh, Bihar and Uttar Pradesh struck work demanding wage parity. Recently the workers of J.K. Jute Mills at Kanpur struck work on this demand. In West Bengal the Indian Jute Mills Association is deliberately violating the tripartite settlement to deprive the workers of the wage-rise by various means and have abnormally increased the work-load and are refusing to settle the Grades and Wage Scales. Sixtyfive thousand Badli workers who were to get permanent assignment under May 1972 tripartite agreement have been thrown out of employment. The entire

burden of the power crisis has been transferred on the jute workers. No action has been taken by the West Bengal Government till now for proper implementation of the agreement despite repeated references to the Labour Minister and the Labour Directorate of West Bengal. Recently, the IJMA has proposed a new scheme of work evaluation, the main purpose of which is to enormously increase the workload of the daily-rated workers, so that the millowners are more than compensated for the wage-rise and the workers are put in worse condition than they were before the wage-rise in 1972. Another threat is perpetually hanging on the workers in the form of 'modernisation' which will amount to further rationalisation and automisation which will throw thousands of workers out of employment. It is important to note that the Government of India is fully backing up the Jute Mill owners in all their anti-labour drive on the plea of maintaining the viability of the jute trade in international market. But the fact remains that the only threat to the jute trade arises from the capacity of the jute mill owners for the abnormally high profit rate they have been accustomed to since the days of imperialist rule. Actually after the devaluation of U.S. dollar, jute export has become again very highly profitable. But the Government of India has allowed concession after concession to the jute magnates in the matter of export duty, excise and loans.

This Conference strongly condemns the Indian Jute Mills Association, and the Government and demands (a) immediate implementation of wage parity in all the States in line with West Bengal jute settlement, (b) full implementation of West Bengal tripartite settlement of 1972, (c) immediate reinstatement of sixtyfive thousand Badli workers of West Bengal, and above all nationalisation of the jute trade and the jute industry and fixation of price of raw jute at Rs. 60/- per md.

This Second Conference of Centre of Indian Trade Unions assures full support to the jute workers in their struggle for realisation of the above demands and calls upon them to further strengthen their unity and relent-

lessly continue the struggle till the demands are realised.

This Conference notes with appreciation that in the All India Jute Workers' Convention held on 29th October 1972 at Rajganj (Howrah), West Bengal, a basis was laid down to co-ordinate the struggle of jute workers on all India basis. The coordination of jute workers achieved through this Convention should be strengthened and this Conference calls upon the jute workers to give it proper shape by forging more effective unity on common demands of the jute workers.

The Conference appeals to all Central Trade Unions including AITUC, INTUC & HMS to fight against the jute monopolists unitedly with CITU and other fraternal TU organisations.

40. ON F.C.I.

Thousands of workers are employed under contractors in the Godowns of the Food Corporation of India, and Central and State Warehousing Corporation throughout the country.

They are denied basic rights and amenities like gratuity, bonus and provident fund. No labour law of the country applies to this category of workers. Taking advantage of this situation, the contractors of the warehouses are exploiting the workers ruthlessly.

The Hamali workers, working in the F.C.I. godowns are paid miserably low wages.

The Second Conference of CITU demands of the Central Government that:

The contract system in the godowns be put to an end.

Workers working in these godowns be made permanent and given need-based minimum wages, D. A., P.F., Gratuity, Bonus and other benefits.

41. ON PAPER INDUSTRY

This Conference of CITU notes that the Government of India still leaves a vital industry like Paper in the firm grip of Indian monopolists who earn huge profits while the workers employed in the industry are paid very meagre

wages. The Government imports huge quantities of paper, particularly newsprint, spending fabulous amounts in foreign exchange, while the paper mills work under capacity and no new efforts are made to open new units which could meet the growing demands for paper, and at the same time, stop the drainage of foreign exchange. The empty slogan of self-reliance is thus revealed in the policy of the Government towards the Paper industry.

This Conference notes with concern that the ruling Congress Party with the help of goondas and direct support of Police and administration is mounting repeated attacks on the workers of paper mills in West Bengal in order to crush the organised CITU unions. At the Titagarh Paper Mills in 24 Parganas and Bengal Paper Mills in Raniganj, the members of CITU unions were subjected to murderous assaults; the union office at Titagarh paper mills was forcibly occupied. The union office at the Bengal Paper Mills was sacked and a number of leaders and important union workers were implicated in false cases, arrested and also detained without trial. This sort of semi-fascist attacks still continues. This Conference greets the paper mill workers of West Bengal for courageously carrying on the struggle for restoration of trade-union and democratic rights in the face of terror, and calls upon the working class in all other States to stand firmly in support of Paper Mill workers of West Bengal and organise effective solidarity actions in defence of the freedom of trade union functioning.

Repression is being methodically carried on by the ruling party to thwart the most organised section of Paper Mill workers, at a time when a broadbased unity is being forged on the basis of twin demands for (1) needbased minimum wages, and (2) utilisation of full production capacity in order to increase employment strength and reduce dependence on imports, grant of permanent status to contract and casual workers and complete elimination of the contract labour system, medical and housing benefits and betterment of other service conditions.

This Conference, while extending full support to

Paper Mill workers in their struggle for realisation of these demands, calls upon them to strengthen their organisations in order to continue the movement to realise the economic demands and, at the same time, defend trade union and democratic rights.

42. ON THE WORKERS OF ENGINEERING INDUSTRY

This Conference of the Centre of Indian Trade Unions expresses its wholehearted support for the struggle of the more than 13 lakh workers employed in the Engineering Industry for wage-rise, improvement in service conditions, and against closures, lay-offs and retrenchment.

Recommendations of the Engineering Wage Board on the wage question fell far short of the requirements of the workers, and the organised sections in most States rejected the recommendations outright and compelled the employers to pay higher wages.

This Conference takes note of the fact that even the inadequate recommendations of the Wage Board were not implemented in many States, in many engineering concerns, and no measures have so far been taken by the Central Government and State Governments to guarantee the wages recommended by the wage-board. Further, thousands of Engineering workers of small units not covered by the wage-board are being compelled to work under sub-human condition and virtually no law—except the sweet will of the employers in force in these concerns. This Conference demands that the minimum wages recommended by the wage board has to be extended to these sections of the workers till a proper revision of their wages is made. The Conference further notes that thousands of engineering workers employed in construction work and those working at building sites have no security of service nor do they have any protection for the period of unemployment. Their service conditions have to be brought on a par with general engineering workers with proper guarantee of wages for seasonal unemployment.

The Conference notes with satisfaction that despite mutual differences, and divisive policies pursued by the INTUC, AITUC and HMS notwithstanding the consciousness for united action is growing. The CITU welcomes this development and extends its whole-hearted support for it.

Since the demand for wage-rise constitutes the most important demand of the engineering workers and since there has been constant rise in production, productivity and profitability of the industry, engineering unions under CITU should try to develop united action in all States in support of the demand for need-based minimum wages on the basis of the norms laid down in the 15th Labour Conference.

The Conference expresses its deep indignation at the fact that more than one thousand engineering workers of West Bengal are being prevented from reporting to duty by the gangster bands of the Congress party which are making legitimate trade union activities in the State impossible by forcibly taking over hundreds of unions led by the CITU and other left central trade union organisations. The Conference demands:—

- (1) Need-based minimum wages for all workmen employed in the Engineering industry.
- (2) Full neutralisation of the rise in the cost of living index.
- (3) Immediate restoration of full trade union rights and effective guarantee for the safety and security of all workmen in and outside their places of employment, particularly immediate steps for full protection for the workmen who have been prevented from going to work and creation of a condition so that they can resume their duties.
- (4) Release of all political prisoners arrested and detained in connection with trade union and democratic movements.

The Conference appeals to all workers employed in the engineering industry and to the unions irrespective of

their affiliation to unite and fight for the realisation of the above demands.

43. ON WORKERS AND EMPLOYEES OF MUNICIPAL AND LOCAL SELF-GOVERNMENT BODIES

This Conference notes with concern that several lakhs of workers employed under different Corporations, Municipalities and other local authorities still suffer from low wages and bad working conditions. In some places the minimum wage is as low as Rs. 35/- to Rs. 40/- ; many are denied weekly holidays, festival holidays ; residential quarters and security of service. The overwhelming majority of these workers are neither covered by Workmen's compensation, Maternity Benefit and Provident Fund Acts, nor have benefits of the minimum bonus of 8.33% been extended to them. The bulk of the workers being Harijans, they have to suffer social discriminations also. In spite of tall promises by the Congress Government for improving their conditions, nothing has been done to improve their conditions.

This Conference greets the Bombay Corporation workers who fought a heroic battle for 8.33% minimum Bonus, and the Calcutta Corporation workers for a united and successful strike, the Delhi Municipal workers, the Bihar local bodies workers for their State-wide struggle and also the workers of different municipalities and other local bodies who have fought for the betterment of their working conditions. This Conference extends its full support to the West Bengal Municipal workers who have decided to go on a continuous strike from 16th May next under the leadership of the West Bengal Municipal Workmen's Federation.

This Conference places the following demands:—

- (1) Need-based minimum wage on proper pay scale and grade.
- (2) Full neutralisation of the rise in C.L.I.
- (3) Minimum Bonus of 8.33 per cent.
- (4) Adequate Privilege leave, Casual leave,

Medical leave, Festival leave, weekly rest with full pay for all.

- (5) Permanency and security of service for all.
- (6) Abolition of daily-rated and part-time system.
- (7) Benefit of P.F. Act, Compensation Act, Gratuities Act, Maternity benefit Act be extended to all.
- (8) Medical benefit and reservation of beds in hospitals for Municipal workers.
- (9) Provision of Hazardous Allowance for the workers doing hazardous work.
- (10) Provision of quarters fit for human habitation to all.
- (11) Equal pay for equal work.
- (12) Abolition of the system of carrying 'Night soil' on head.

This Conference notes that for want of a co-ordinated movement and activities, the pay scale and service conditions vary widely from region to region, and even from place to place in the same State or region. This Conference, therefore, feels that some co-ordination of movement and activities should be established on an All-India plane. This Conference authorises the General Council to take suitable steps in this direction.

This Conference calls upon all workers employed in Municipalities and other Local Bodies to forge unity, irrespective of political affiliations and to fight for the realisation of the above demands.

44. ON THE BASIC DEMANDS OF THE SUGAR FACTORY WORKERS

This Conference views with grave concern the continued refusal of the sugar barons and the managements of the co-operative Sugar factories to concede the long standing basic demands of the workers in the Sugar industry.

The wages of the workers and employees employed in the Sugar industry are very low. The majority of the

workers being seasonal, they are denied employment for the major part of the year. Retaining allowance during off season is being denied to a large number of unskilled workers in various parts of the country. On top of all, due to the mechanisation drive, a large number of workers are being declared surplus and retrenched in many factories.

On the other hand, the loot of the Sugar barons in terms of profits and that by the Government of India in terms of excise levy, has grown by leaps and bounds.

The Conference observes that the 2nd Wage Board practically perpetuated that deplorable conditions of the workers in the Sugar industry. The Conference demands:

- (1) That the workers in the Sugar industry be granted need-based minimum wages forthwith.
- (2) 100% neutralisation of the rise in cost of living be ensured.
- (3) Full occupational wages be paid to the so-called 'Casual labour' employed as substitutes.
- (4) Retaining allowance to the unskilled which is at present being paid in Tamilnadu, U.P. etc. be extended to all workers in the country. The rate of retaining allowance should be 50% for unskilled workers and 75% for others.
- (5) Housing facilities should be provided to all employees, in lieu adequate House Rent Allowance should be paid to all.
- (6) Sugarcane growers should be paid remunerative price.
- (7) The Sugar industry be nationalised without payment of compensation.

The Conference appeals to all workers and unions in the Sugar industry and all Central Trade Union organisations of the Country to come forward for united action to achieve the demands.

45. ON RAILWAY WORKERS

The Second Session of the CITU notes with deep concern that the Third Pay Commission has rejected all the

legitimate demands of the railwaymen including the one for need-based minimum wages. The Government has also rejected the demand for bonus. The railway worker is once again condemned to old starvation wages and miserable living conditions which the workers must resist unitedly in co-operation with the other Central Govt. employees who are equally affected. The CITU, while assuring full support to the just demands of railway workers, calls upon the leaders of AIRF and NFIR not to drag their feet over the issues, but to join hands and launch immediate mass action against this onslaught and defeat the anti-working class policies of the Govt.

This Session emphatically condemns the policy of brutal repression unleashed by the Govt. to suppress struggles of railway workers. DIR was used to ban strikes; territorial army was used as strike-breakers; the police started false cases and detained leaders of railwaymen under the MISA. They have served penal transfer orders and adopted other methods of victimisation. The refusal to honour the verdict of the High Court in the case of the Chittaranjan Locomotive workers, exposed the length to which the authorities can go to suppress the rights of the workers.

The Session notes with satisfaction that the railway workers all over the country are carrying on their struggles despite these repressive measures. It further greets the workers of the Chittaranjan Locomotive works who have been waging a prolonged fight against the attempts of the Government to disrupt their union through arrests and victimisation, and also greets the Loco Running staff of Southern and South Central Railways for their struggle despite the use of DIR, mass scale arrests and jail sentences. This session greets the workers of South Eastern Railway, who rose in protest against the brutal shooting down of their compatriots at Himgir, paying no heed to the vacillations of their leadership.

46. ON CEMENT WORKERS

The Conference of the CITU condemns the Govt. of India for putting into cold storage the question of revision of pay scales for the workers and employees in the Cement industry.

In August 1972, all the 52,000 workers of the Cement industry throughout the country went on indefinite strike demanding interim wages and the fixation of Rs. 245/- as the minimum wage in the industry on the expiry of their three year agreement on 10th February 1973.

During negotiations between the Labour Ministry and the employees, an interim relief of Rs. 25/- per month was agreed to and an agreement was about to be reached on the question of minimum wage from February 1973. At that stage the Prime Minister herself intervened and forced the INTUC delegation to withdraw the strike with interim relief only and promising that the Central Government would evolve a National Wage policy by December 1972 and the pay scales could be talked out after that.

Although the three years' wage agreement in the industry had expired two months ago, no negotiations have taken place. The Employers are taking the fullest advantage of the Govt.'s policy and refusing to negotiate on wage scales.

The CITU calls upon all the Cement workers and all the unions in the industry to immediately prepare for an all India strike to force the Government and employers to accept their demands.

The CITU is confident that if the Cement workers, who had exhibited great unity during the last strike, could forge and maintain firm determination, they would be able to force the Govt. and employers to come down and accept their just demands.

47. ON PLANTATION WORKERS

This Conference of the Centre of Indian Trade Unions extends its whole-hearted support to the Plantation Work-

ers' Federation's countrywide campaign for the acceptance of its Charter of Demands.

The Plantation industry in India, predominantly controlled by foreign monopolists and earning substantial foreign exchange, has a profitability higher than the all India average of all organised industries and pays the lowest wages to its workers. Moreover, the system of determination of wages on the basis of Family earning is still in vogue in plantations. Dearness allowance is not linked with the cost of living index, except in parts of Kerala. The discrimination in wage rates between men and women persists throughout the country. Housing, Medical facilities, and other meagre amenities as provided for in the Plantation Labour Act are largely denied to the workers.

On top of all these, the planters in the Darjeeling hill region seek to shift the burden of low yield which is due to their neglect of the basic task of re-plantation of old tea bushes, on to the shoulders of the workers, by way of wage-cuts, closures, etc.

The Conference of the CITU supports the demands of the workers for:

- (1) Abolition of the system of wage fixation on the basis of family income.
- (2) Dearness allowance linked to Cost of Living Index with 100% neutralisation.
- (3) Equal wages for men and women.
- (4) Grant of the minimum bonus of 8.33% irrespective of the size of the Plantation.
- (5) Suitable amendment to the Plantation Labour Act to include all plantations irrespective of size within the purview of the Act. The guaranteeing of the full implementation of the provisions of the Act and provision for stringent punishment for infringement or violation of the provisions of the Act.
- (6) Permanency of jobs of all workers, including casual, contract and non-resident workers.
- (7) Immediate takeover of all closed estates and which are on the verge of closure by the

Government and scrapping of all proposals for wage cut.

- (8) Nationalisation of all big plantations beginning with the foreign-owned ones without compensation.

48. ON NEWSPAPER EMPLOYEES

The newspaper employees and journalists had demanded immediate revision of the present scheme of dearness allowance, radical revision of the wages fixed by the wage-board and the National Tribunal and the end to the monopoly control of the newspaper industry.

During the last few years after the wages of employees were fixed by the wage-boards in the year 1967, the newspaper owners in general and the big business tycoons who control the major newspapers in the country in particular have earned fabulous profits. For example, *The Times of India* group of publications which had a gross revenue of Rs. 5.50 to 6 crores and a profit of Rs. 40 to 47 lakhs during the years 1964 to '67, have increased the gross revenue to Rs. 16 crores and profits to 1.30 crores in the year 1972. Similarly, *The Hindustan Times* owned by the Birlas which had a gross revenue of Rs. 2.15 crores and a profit of Rs. 31 lakhs for the years 1964 to 1967 have earned a gross revenue of Rs. 4.47 crores and a profit of Rs. 75 lakhs in the year 1971-72. Even a district newspaper like *Tarun Bharat* of Nagpur has increased its revenue from Rs. 37 lakhs in 1967 to Rs. 54.34 lakhs in 1971 within a period of 4 years.

But the wages of the employees and journalists have not only remained stagnant but there has been a serious erosion in their standard of living on account of the steep rise in the prices of daily necessities. The present formula of dearness allowance gives the employees additional D.A. of 0.50 paise per point only when the average of all India cost of living index rises by 10 points. Thus during the last seven years the newspaper employees got a rise in D.A. only once, while for the rest of the period they did not

get any rise in D.A. because there was no rise of 10 points in the index figures.

As a consequence, today the minimum wage of the lowest category of workers in a Class I paper like *The Times of India* or *The Statesman* is only Rs. 209/- as against the minimum wage of textile workers of Rs. 268/- in Bombay. There is, therefore, no wonder that the employees in the newspaper industry are considerably agitated over their miserable emoluments and are preparing for struggles to get them immediately revised.

The newspaper employees and working journalists have raised the demand for removal of the control of the newspapers by a handful of big business monopolists, to whom the newspaper industry is not only a source of high profits but also a political weapon for perpetuating the rule of predatory classes through propaganda and distortion of the news and views of working class and other exploited classes. The ruling Congress party while making loud mouthed declaration about removing control of the mass-communication media by the big business, utilises the services of this very big business press to strangle the voice of the people.

This Session of the Centre of Indian Trade Unions, therefore, while fully supporting the just struggle of the journalists and newspaper employees for immediate wage-revision and eradication of big business ownership, hopes that the newspaper employees will not be taken in by the anti-monopoly noises of the ruling party which aim at complete Government control of the press and strongly urges upon them to be aware of this danger and fight for substitution of big business control of the press by real control of the press by the journalists, newspaper employees and democratic forces in the country.

49. ON THE STRUGGLE OF RESERVE BANK EMPLOYEES

The Second Conference of the Centre of Indian Trade Unions extends its greetings and support to the struggle of

the employees of the Reserve Bank of India against the indiscriminate destruction of currency notes worth crores of rupees without proper check and count on the excuse of emergency and special precedures. Dispensing with the practice of detailed scrutiny and counting by the expert staff of Reserve Bank of India will result in the burning of packets of currency notes with fewer pieces than have been accounted for and also those which may contain either forged and defective notes or even blank sheets of paper, and convert equal number of good notes to money. The employees are conducting struggle against this procedure which has an inherent scope for fraud, and which by giving a filip to black money, spells a grave danger to the national economy, apart from threatening the job potential and security of service in the Reserve Bank.

The Reserve Bank management is also pursuing an automation policy by transferring clerical work to the Honeywell computer thereby reducing considerably the number of jobs.

The job security of the employees is further threatened by the Reserve Bank doling out to other institutions a number of its statutory functions prescribed in the Reserve Bank of India Act.

This Conference, while congratulating the Reserve Bank employees for their sustained struggles under the leadership of the All India Bank Employees' Association, demands that the Government of India and the Reserve Bank management should give up their schemes which accentuate unemployment, and calls upon them to open new offices of the Bank at centres where the volume of currency notes, receipts and withdrawals, is large.

50. ON BRICKFIELD WORKERS

The Brick industry which is scattered throughout the province of West Bengal is purely seasonal as an employer, employing some thousands of workers recruited from the landless peasantry of the adjoined States of Bihar and U.P.

These workers are subjected to sub-human conditions of work.

The 'Agents' engaged by the Brickfield owners lure them to this work by offering them job on contract basis for which some meagre 'advance' is made to them. These 'Agents' compel them to work from dawn to dusk. Instead of proper wages, these workers once given some food-grains unfit for human consumption and a nominal amount of cash each week and are treated, for all practical purposes, as bonded slaves. Any voice of protest is ruthlessly suppressed and the workers who are afraid of being thrown out altogether have to submit to the whims and caprices of the agents. Once the season is over, the workers are paid return fares to their homes plus a very meagre amount in full and final settlement of dues after adjustment of the advance made to them.

This Conference, therefore, calls upon the activists working in this sector to build a strong organisation of the Brickfield workers and chalk out a plan and programme for struggles against these conditions.

This Conference also demands of the Govt. to enact legislations for fixing up a minimum wage for Brickfield workers and extends to them all benefits admissible to the workers working in seasonal industries.

51. ON REFRACTORY WORKERS

In spite of the striking growth of the Refractory industries and increase in the number of workers employed in the industry, there is no provision for minimum wage, grade, or any other necessary amenities protecting the workers from the merciless exploitation of the employers.

The Second Conference of the CITU demands of the Government immediate constitution of a Commission to go into the question of the urgent demands of the workers and requiring it to submit its report within one year.

52. ON PORT & DOCK WORKERS AND SEAMEN

This Second Conference of the Centre of Indian Trade Unions views with deep concern the deteriorating econo-

mic conditions of the Port & Dock Workers and the Seamen due to the anti-labour approach introduced by the employers and the Government of India.

Despite the decasualisation schemes, a large number of workers are maintained as casual and under contract system; for years together, workers are kept as temporary and casual under various names; incentive schemes are introduced which only increase work-load and with practically no benefit to the workers; automation, palletisation, mechanisation, etc., are introduced on plea of meeting the competition in the international market, thereby throwing large number of workers out of jobs.

Calcutta port is suffering from under-utilisation. Due to the negligence of the Government of India, the navigability of the river Hooghly is deteriorating alarmingly with the resultant decrease in traffic and the consequent decrease in the employment opportunity for the employees.

A number of important demands of the workers in the waterfront are pending for quite a long time. The Port & Dock Authorities refuse to concede them on various pretexts. Workers' struggles are subjected to severe repressions by C.I.S.F., Police force and the C.R.P.

This Conference fully supports the following demands of the Port and Dock Workers:

- (1) Nationalisation of Stevedoring, Indian Shipping, Clearing & Forwarding Business along with the Export & Import Trade.
- (2) Introduction of need-based minimum wage with rational differential for performing jobs with higher responsibility; merger of D.A. with basic pay; full neutralisation for rise of prices.
- (3) The interim relief of Rs. 11.80 should be merged with the basic pay, and all workers brought accordingly into the Wage Board scales with retrospective effect from 1st January 1969.
- (4) Three sets of uniforms per year should be provided to all the Port and Dock workers.

- (5) Rent-free quarters should be provided to all the workers, or be given House Rent Allowance.
- (6) Port & Dock workers to be brought within the purview of the Bonus Act.
- (7) Gratuity to be paid at the rate of one month's gross wages per every year of service rendered, and removal of all penal provisions of forfeiture imposed under any pretext.
- (8) Provident fund to be deducted at the rate of 10 per cent of the total earnings.
- (9) Pensions to be paid on the basis of the gross and also at higher rates than the present rate.
- (10) Total abolition of contract system ; and confirmation of casual, temporary, A.B.C. and extra leave reserve (E.L.R.) workers.
- (11) The provisions in terms of Dock Labourers (Regulation of Employment) Schemes for keeping registered labourers under employers on monthly registers, be removed and all categories of labourers be kept in the Port and Dock labour Boards on monthly salary.
- (12) Grant of promotions strictly on the basis of seniority and immediate filling of the vast number of existing vacancies.
- (13) The existing incentive schemes, in the Port & Dock Industry should be drastically reviewed thereby preventing the "looting and cheating" of the workers of their legitimate wages as per the tonnage handled, at the same time without imposing extra workload on the workers. The working hours for the second and third shifts should be reduced.
- (14) All the anomalies that existed prior to the implementation of the recommendations of the Central Wage Board for Port & Dock Workers and those that have arisen after its implementation should be solved forthwith. The Port and Dock Authorities should be compelled to

implement those recommendations of the Wage Board which are not yet implemented regarding some sections of workers in various Ports including the shipping and painting workers in the Calcutta Port.

- (15) No automation, palletisation, containerisation and mechanisation which are being introduced in the various Ports under the plea of meeting the competition in the international market are to be made.
- (16) Navigability of the Calcutta Port must be maintained by taking all necessary steps.
- (17) Scrapping of "secret personal files" and all black rules and regulations curtailing the democratic rights and freedom of association of the employees working in the Port and Dock Industry.

II. Seamen

This Second Conference of the CITU condemns the gangster methods used by the Shipping Companies and the Authorities to browbeat the Seamen who are carrying on a continuous struggle to improve their existing deplorable service conditions.

This Conference fully supports the following demands of the Indian Seamen:

- (1) Employment or Unemployment Insurance for Indian Seamen.
- (2) 115 Sterling Pound minimum wages for Indian Seamen as per I.T.F. recommendations.
- (3) Manning scale for Indian Seamen to be introduced by amending Merchant Shipping Act.
- (4) Abolition of Company Roster system and one General Roster System to be established in order to scrap company whims and Rules by amending Indian Merchant Shipping (Seamen's Employment Office, Calcutta/Bombay) Rules, 1954.
- (5) Two way Medical Examination of Indian Seamen to be discontinued at once and only Government Medical Examinations system to be

- maintained after discharge from each voyage.
- (6) Supply of hygienic food, arrangement for adequate rest both at day and at night including hygienic accommodation, adequate supply of medicines and full medical aid for Indian Seamen abroad vessels and in shore.
 - (7) 20% Bonus.
 - (8) Without consent from any serving Indian Seamen no Shipping Company to advise his Ship's Master to discharge his serving seamen at any place or port either in India or abroad.
 - (9) "Extra job for extra money"—system is to be strictly observed abroad vessels served by Indian Seamen.
 - (10) Up and down train fares and other conveyance or travelling allowance to be paid to Indian seamen while calling for engagement and repatriation to home after Indian seamen's discharge from vessel.
 - (11) No able-bodied seamen's cancellation of registration by the Directors, Seamen's Employment Office at Calcutta and at Bombay to be allowed under any plea.
 - (12) Opening of Seamen's Employment Office at Marmagoa.
 - (13) Seamen's Family Medical system to be re-introduced at once.
 - (14) 10% deductions in Seamen's Provident Fund contributions to be increased at once and accordingly, Seamen's Provident Fund Act, 1966 to be amended.

53. ON ROAD TRANSPORT WORKERS OF WEST BENGAL

This Conference of CITU notes with serious concern that the workers of Road Transport Industry, numbering over a million are paid poor wage and are subjected to ruthless exploitation by employers. The participation of

the State in the industry is still insignificant and the condition of the workers in it are as deplorable as in the private sector. Apart from low wage, abnormally long working hours and police harassment have made the lives of Road Transport workers miserable. The Motor Vehicles Act and Motor Transport Workers Act do not protect the rights and interests of the workers fully and whatever rights and entitlements are incorporated in these acts, are violated by the employers, while the Government permit such violation by their gross inaction. In case of accidents the workers do not get any protection and financial assistance from the employers either for medical treatment or for police cases.

This Conference further notes with concern that in West Bengal, the workers and CITU affiliated unions are one of the main targets of attacks under the semi-fascist terror unleashed by the ruling Congress Party with the help of armed gangsters and the police. Forcible occupation of union offices, forcing assault, murder and forcible collection of money are being done by the ruling party. So is the case in North Bengal State Transport Corporation, Durgapur State Transport Servicing—all in state Sector and in the Carrier Transport Companies in Private Sector. In DSTS, three workers have been retrenched for forced absenteeism; in CSTC 12 have been suspended and 5 retrenched; in NBSTC one worker was retrenched after 1972 election. In carrier transport companies in private sector, 25 leading workers have been retrenched in Calcutta. CITU affiliated Calcutta State Transport Employees' union was derecognised by official manipulation and a recently formed union of Congress (R) was given recognition in its place. This Conference calls upon the Road Transport workers all over the country to stand in support of Road Transport workers of West Bengal who are courageously, fighting against the terror and repression and for restoration of trade union rights.

This Conference supports the following demands of the Road Transport workers:

- (1) Need-based minimum wage.

- (2) Trade union rights and freedom of union functioning. Stoppage of terror and repression in West Bengal.
- (3) Stoppage of Police harassment of Transport workers.
- (4) Full payment of legal and medical expenses to transport workers in case of accidents.
- (5) Modification of Motor Vehicles Act in the interest of transport workers.
- (6) Amendment of Motor Transport Workers Act and its extension to all Transport workers.
- (7) Gratuity.
- (8) Abolition of contract labour and casual labour and permanency of jobs of all transport workers.
- (9) Weekly day-off for all Transport Workers.
- (10) Adequate leave.
- (11) 8 hours working day for all transport workers (between sign-in and sign-off).
- (12) Full Medical Benefit.
- (13) Rest Room for all transport workers.
- (14) Introduction of Provident Fund Scheme for all.
- (15) Reduction of Central Excise Duty on petroleum products, spare parts and tyres and tubes in order to reduce fare and freight in the interest of public.
- (16) Payment of a minimum Bonus of 8.33%.
- (17) Nationalisation of Road Transport Industry and absorption of all workers.

54. ON WORKERS OF THE STEEL INDUSTRY

The Second Conference of the CITU strongly protests against the continued refusal of the Government to meet the urgent demands of the Steel workers and resorting to unparalleled repressive measures to suppress the Steel workers and their trade unions, and deprive them of all democratic and trade union rights.

After prolonged struggle, in which the Hindustan

Steel Employees' Union, Durgapur, played a leading part, the Steel workers compelled the Govt. of India to appoint a bipartite negotiation committee which fixed the minimum wage, but it falls far short of the demand for need-based minimum wage, and all other vital issues were left unsettled. A standardisation Committee was formed to negotiate the other issues but in last three years not a single other issue has been settled.

Instead of settling the issues, the Government has launched severe repressive measures. Because of their leading role, the workers of the Durgapur Steel and Alloy Steel Plants have been singled out for savage repressive measures during last three years. More than a thousand prosecutions have been launched; more than a hundred leaders and workers are under detention without trial and 13 of the best sons of the workers have been murdered. Not only Police and the CRP but also private militia of the ruling Congress party conduct their campaign of terror and murder.

In other steel plants too, repressions continue unabated. Many trade union leaders of Burnpore are under detention without trial. This very month, two of the most respected leaders of the IISCO have been arrested and detained. This very month, the Police made a brutal lathi charge on 10,000 workers of Bhilai Steel Plant, who went on a deputation to the Steel Minister and arrested 29 leaders. In April, there was a lathi charge on 10,000 workers of Bhilai Steel Plant, who went on a deputation to the Steel Minister and arrested 29 leaders. In April, there was a lathi charge on the Rourkela workers.

In the Steel townships, all democratic rights are held in abeyance. Meetings are not allowed to be held. Works Committees are not allowed to be elected. Attempts are made to bypass the most representative union. But neither lathi charges, arrests, detention without trial, nor even murders of leaders and the workers have daunted the workers. They have repeatedly carried on one struggle after another and displayed unparalleled heroism against

repression and the anti-labour policies of the Government and the managements.

Meanwhile the Government is systematically maligning the workers in order to hoodwink the people in respect of the colossal losses incurred by the Steel plants. Yet the fact remains that the Expert Committee appointed by the Government itself has found that it is the Government and the managements which are responsible for the poor performance of the Public sector steel plants.

This Conference of the CITU therefore demands :

- (1) Selection of the most representative union by method of secret ballot of all workers for recognition;
- (2) Regular election of Works Committees in all Steel Plants and their proper functioning ;
- (3) Need-based minimum wage and 100% neutralisation for rise in C.L.I.;
- (4) Uniform wage scales for all Steel Plant workers with weightage for manual workers;
- (5) Revision of Incentive Bonus Scheme and reduction of differential in Bonus quantum between higher and lower scales;
- (6) Industry-wise standardisation of leave facilities;
- (7) Fixation of retiring age at 60 years;
- (8) Grant of city allowance;
- (9) Free accommodation or house rent allowance for all workers;
- (10) Extension of Medical benefits and education facilities;
- (11) Abolition of contract work and absorption of all workers engaged in work of perennial nature into permanent category ;
- (12) A bipartite Committee of Workers and management to enquire into the functioning of the entire steel industry.

55. ON MANGANESE AND IRON ORE MINERS

The Second Conference of the CITU views with great concern that even the utterly low minimum wage fixed by

the Wage Board for Manganese and Iron ore miners are not paid even by the biggest mine owners; all the labour welfare legislations are flouted by the employers with impunity.

This Conference therefore demands :

- (1) that a new Wage Board be constituted for fixing a living minimum wage for Manganese and Iron Ore miners;
- (2) that the minimum wage for Manganese ore miners be fixed at par with the Iron ore miners ;
- (3) that strict measures be taken for implementation of the Wage Board award, and those flouting them be prevented;
- (4) the Manganese and Iron mines be immediately nationalised without compensation.

56. ON TOBACCO INDUSTRY IN ANDHRA PRADESH

The Second Conference of the CITU notes with deep concern that in order to avoid implementation of Wage Board awards the major Tobacco companies are taking measures which seriously affect the workers in the industry. They are closing their big depots and are reducing the volume of work of these depots thereby causing serious unemployment and loss of working days. They are even creating small 'benami' units where wages are lower than the award rates.

The strong resentment of the Tobacco workers at the anti-labour practices of the major Tobacco companies are expressed in wide-spread strike struggles. Ten thousand workers of Golden Tobacco Company struck work against closure of a depot employing 1500 seasonal workers and against retrenchment of another 120 workers. Twenty-five thousand workers of ILTD went on one day's protest strike demanding job security and increase in number of working days.

This Conference fully supports the demands of the

Tobacco workers for better service conditions, for job security against closures and reduction of seasonal working days, against increase of work load, for guarantee of working days, for grant of retaining allowance to all workers, for abolition of casual employment and implementation of gratuity scheme for loading and unloading *mutha* workers.

57. ON COIR INDUSTRY

The Second Conference of the CITU views with grave concern the mounting attacks on the workers employed in the Coir industry in the form of retrenchment, mechanisation, absence of provision for minimum wage, limitation of hours of work, non-enforcement of Factories Act etc.

On the false pleas of crisis in the coir industry and declining export market the Government has given a free hand to the husk dealers, the factory owners and exporters to exploit the workers and small producers mercilessly. In order to avoid the Factories Act, payment of proper wages and granting of other benefits the employers are splitting up large Factories, which used to employ thousands of workers, into tiny units of 2 to 9 workers,—virtually cottage industries spread over in villages. In the spinning sectors workers are being made to work from 12 to 14 hours. Widespread mechanisation drive is being put into effect rendering thousands unemployed. The Coir Corporation which was formed to help the workers and the industry helps only the exporters at the cost of the workers and the industry. The Government has not taken any steps to re-introduce the Husk Control order since it was declared invalid by law courts due to faulty drafting. Not content with providing every legal help to the coir industry profiteers, the Government resorted to severe repression against the workers for their heroic 41 days strike in 1971 demanding a minimum wage, during which Com. Ammu of Vizhamuttom had to lay down his life.

The plight of the rope workers of West Bengal is no better. Their work load is heavy and the wages meagre. Countless workers fall victim to occupational and other

diseases during which proper medical aid is not available to them.

This Conference of the CITU therefore makes the following demands that :—

- (1) The Husk Trading Licencing order must be enforced forthwith;
- (2) the payment of minimum wage must be ensured and those who refuse to pay minimum wage must be prosecuted;
- (3) the Factories Act must be strictly enforced;
- (4) the mechanisation must be completely prohibited;
- (5) collection and distribution of green husk should be brought under control through Government agencies; and the Government must establish depots in production centres for procurement, distribution and marketing of coir and coir goods ;
- (6)
 - (a) The rope workers of West Bengal must be granted adequate wages;
 - (b) their work-load has to be reduced ;
 - (c) they must be given proper medical aid;
 - (d) the raw materials like sisal and venil etc. should be provided by the Government and full employment of the workers ensured.
- (7) Foreign trade in coir and coir goods must be immediately nationalised.

58. ON PRIVATE HOSPITALS

The Second Conference of the CITU views with concern that in the numerous privately owned hospitals there are no general rules regarding service conditions, wage-scales, or other necessary benefits for the employees and even for the doctors.

This Conference of the CITU calls on the Government to ensure that minimum and proper standards for the employees operate in these institutions.

59. ON CARDBOARD INDUSTRIES

The Second Conference of the CITU views with concern that the workers employed in the Cardboard industry are not protected in respect of the security of job, wage-scale and other amenities.

This Conference demands constitution of a Commission to go into the question of the demands of the workers of the Cardboard industry and make proper recommendations for their implementation by the Government.

60. ON CASHEWNUT WORKERS

The Second Conference of the CITU views with deep concern the serious plight of the lakhs of workers employed in the cashewnut industry. Since the fixation of a minimum wage for cashew-nut workers in Kerala, the employers are shifting their establishments to neighbouring States where there is no restraint on lowering the wages of the cashewnut workers thereby throwing thousands out of employment in Kerala. The Cashewnut Corporation, which was set up to control the distribution of Cashew Kernel as to maintain the level of employment has signally failed to do its duty in respect of proper distribution of Cashew Kernel and has helped the employers to shift to States where there is no legal guarantee of minimum wages.

This Conference of the CITU therefore urgently demands :

- (1) that the Government make arrangements for adequate supply of Cashew Kernel so that no worker is rendered unemployed for want of Cashew Kernel ;
- (2) that the Government immediately fix a uniform Minimum wage for all cashwnut workers in the four southern States of Kerala, Tamilnadu, Karnatak and Andhra Pradesh, where cashewnut industry is situated.

61. ON HANDLOOM WORKERS

The Conference of the CITU expresses its grave concern over the fate of millions of handloom weavers and their families throughout the country, who have been wholly unemployed due to the heavy and unprecedented increase in the price of yarn and the total non-availability of yarn since March 1973.

Although there was an increase in the production of yarn, in the early months of last year, the millowners anticipating a powercut late in the year, began to stock the yarn and raise the price of yarn which reached dizzy heights by December 1972. All this they did when the price of cotton had fallen by 30 to 40 per cent as compared to the previous year.

And yet the Govt. took no steps to bring down the prices. The prices went on increasing and a callous Govt. kept absolutely mum.

However, when demonstrations and struggles by the handloom weavers throughout the country mounted, the Central Govt. suddenly imposed controlled prices, and announced that the distribution of yarn would be done by the Govt. itself, through the State Governments. The Textile Commissioner immediately ordered the mills that they should not send out the yarn without his permission.

No arrangements were made and no machinery was created by the State Governments to lift the yarn and distribute it to the handloom and powerloom weavers.

The result was that since March there is no yarn available to the weavers, while the stocks go on accumulating in the mills.

The Conference severely condemns this callous and indifferent behaviour of the Central and State Governments towards the handloom and powerloom weavers, who are among the poorest sections of our people. This exposes the total bankruptcy and inefficiency of the Govt.

The Conference demands that the Govt. make arrangements to make available to the handloom and powerloom weavers adequate supply of yarn at controlled prices and put an end to their indescribable sufferings.

62. TEXTILE INDUSTRY

This Second Conference of the CITU views with grave concern the serious situation in the Textile Industry in which nearly 8 lac workers throughout the country are facing a constant onslaught of closures, re-trenchment through rationalisation and modernisation resulting into unemployment of thousands of workers, increased workload, danger of loy-off due to power crisis, in addition to a rapid erosion of their wages through galloping inflation.

This Conference congratulates the textile workers throughout the country on their heroic battles in defence of their standard of living from constant attacks by the Millowners and the Government. Textile workers of West Bengal have by their united general strike earned a wage increase of Rs. 30/- per month, Delhi textile workers have secured through their strike, in spite of the opposition of the A.I.T.U.C., an increase of Rs. 20/-. The strike battles of Bombay and Ahmedabad textile workers for Bonus and against closures, the prolonged strike battles of Madurai and Coimbatore textile workers and the score of struggles in other textile Mills throughout the country demonstrate common urge and determination to fight back the ever-increasing onslaughts of the Millowners, aided by the Government.

Textile industry which is called the mother industry in this country has dominated the Indian industrial horizon for nearly a century. Many monopoly houses and hundreds of smaller entrepreneurs started their career with textiles. The huge profits amassed by sweat of the textile workers by these magnets have laid the foundation of the present huge monopoly conglomerates.

During the last 20 years from 1951 the number of mills has increased from 378 to 670; the number of spindles has gone up from 10 million to 18 million; the number of looms from 196000 to 250000-Production of cloth has increased from 3727 million metres to 4157 million metres, production of yarns from 591 million KG. to 881 million

KG. But in contrast the number of workers employed has registered a fall from 813000 to 719000 implying thereby workload, retrenchment and unemployment through a process of rationalisation and modernisation. During the same period, the productivity per worker has increased by 26%, though real wages of workers have gone down to 96% of his wages in 1938.

Standards of wages of textile workers in big centres like Bombay, Ahemadabad, Kanpur, Sholapur etc. have remained the same for the last 25 years. While the textile machinery has changed, yielding place to modernised high speed equipment varieties and sorts of cloth have changed, quality of yarns has changed to a mixture of artificial man-made fibres, workers' wage rates have remained unaltered. His actual wages have gone down by 4%.

Unlike other industrial workers, textile workers have no wage scales and yearly increments. A Weaver with 30 years service and a young recruit working on the same loom will draw equal pay. The 2nd Textile Wage Board has made mockery of payscale by recommending a paltry yearly increase of 1% of basic wages.

In most of the textile Mills 20% of complement remains as substitute temporary workers for more than 10 years and becomes the first casualty of lay off etc.

The most vicious attack on textile workers comes from the subtle introduction of the contract system, which nullifies all gains, facilities and rights secured through struggles, such as the minimal benefits from different labour acts, awards etc. Contract labour is paid devastatingly low wages and are at the same time deprived of their right to D.A., Bonus, P.F., Earned Leave, ESIC Scheme etc.

Spate of closure of Mills throughout the country and the consequent spectre of unemployment hanging over the head of the workers have helped the Millowners to launch their attack of rationalisation and impose increases in workload, encouraged by socalled Government experts who are all but the apologists of the capitalists and are assisted by the reformist leadership of the INTUC, all working hand in hand to maintain the high rate of profit through the re-

placement of the old machinery by new high speed modern machinery but at the same time installing the old looms in Power loom centres where working hours are longer and wages much lower. In case of both the new and old machinery, high rates of profitability are maintained.

The cry of crisis in the textile industry in the form of closure of Mills, cotton crisis, etc. is intended to bring pressure on the Government to give concessions to the Millowners in order to maintain their high rates of profit by robbing the peasant through reduction in prices of raw cotton, exploiting the workers through low wages and increased workload and fleecing the consumer by increasing the prices of cloth and lastly assuring them of rebates and other export subsidies. In 1972 itself, the Government ordered 40% reduction in cotton prices, but at the same time allowed 10% increase in cloth prices, thus doubling the profits earned by the Mills.

The fifth five year plan itself is a plan for attack on the working class. The bourgeois landlord Government has appointed expert Committees stuffed with intellectual hangers-on of the capitalists. They have come out with the recipe that the only remedy for sick textile industry is modernisation and the consequent reduction in number of workers and their wage bills. The experts appointed by the BEKARI HATAO Government have produced thus blue-print of unemployment.

For Bombay city alone KOGEKAR COMMITTEE recommends modernisation and reduction of workers rolls by one lakh.

Apart from the provision of hundreds of crores of rupees in the Central Budget for importing and manufacturing computers the Government has also made additional provisions of crores of rupees for importing up-to-date textile machinery.

After having amassed fabulous profits through rapacious exploitation of workers and consumers the textile magnets are now looking to outside resources for help and assistance in their modernisation drive. It is worthwhile to note that the industry at present is run on borrow-

ings amounting to 40% of the total paid up capital. And it is still further interesting, that 89% of these loans come from the Government resources and public sector institutions.

More than 100 sick closed Mills, taken over by the Government have become a new symbol of attack on the working class; in the name of unemployment relief, workers are robbed of their D.A., Bonus, P.F., etc. The reopening of the sick mills under Government auspices has thus set an example to the Millowners in exploiting the working class.

Paradoxically enough, in spite of all this there is fall in per capita production of cloth. From 15.10 metres in 1964 it has come down to 12.45 in 1971. Against the background of this fall in per capita availability of cloth, there is large scope for the expansion of the industry and for increasing further the potentiality of employment. But the profit motive has thrown the industry in reverse gear, confronting the workers with the threat of unemployment and consumers with that of costly cloth.

This threat pervades all centres in all States and thus has created a common bond for all-India struggles, wherein the interests of the textile workers and the interests of the people as a whole are blended together for a national struggle for dethroning the textile magnets and the monopoly houses and for nationalisation of the textile industry without compensation.

This Conference of the CITU urges upon all Central organisations to come together to fight back the owners offensive and secure a better standard of living, and service conditions for the textile workers on the basis of following demands: —

- (1) Need-based minimum wages for all the textile workers.
- (2) Introduction of pay scales assuring adequate yearly increase.
- (3) No rationalisation. No modernisation, No computerisation. No increase in workload.

- (4) Restore all rights and privileges of workers in Government run Mills.
- (5) Protection to Handloom and Powerloom workers such as application of all labour legislation assuring adequate minimum wage, removing middleman and assuring constant yarn supply.
- (6) Cent Per Cent D.A. and D.A. for 30 days.
- (7) Abolition of contract system.
- (8) Permanency to all substitute workers and minimum subsistence allowance.
- (9) Reduction in excise duty on cloth.
- (10) Cheap cloth for common man.
- (11) Nationalisation of Textile industry without compensation.

APPENDIX—I

LIST OF OFFICE BEARERS

President :

B. T. Ranadive

Vice-Presidents :

- | | |
|--------------------|--------------------|
| 1. Jyoti Basu | 2. Md. Ismail M.P. |
| 3. Sudhin Kumar | 4. Suhrid Mullick |
| 5. S. Y. Kolhatkar | Chowdhury M.P. |
| 6. E. Balanandan | 7. K. Ramani |

General Secretary

P. Ramamurti

Secretaries :

- | | |
|---------------------|------------------------|
| 1. M. K. Pandhe | 2. Monoranjan Roy M.P. |
| 3. Niren Ghosh M.P. | 4. Kamal Sarkar |

Treasurer :

Samar Mukherjee M.P.

General Council Members

Andhra Pradesh:

- *1. N. Prasada Rao
- *2. Parasa Satyanarayana
3. P. Lakshmi Das
4. Balaji Das

Assam:

5. Amal Ghosh Dastidar

Bihar:

6. A. K. Roy
7. Hari Krishna
8. Chandi Prasad

Goa:

- *9. Gerald Pereira
10. George Vaz
11. Sitaram Manjrekar

Kerala:

- *12. C. Kannan
- *13. O. Bharthan
- *14. K. Padmanabhan
15. T. Ayappan
16. P. Kunhikannan
17. K. Soidalikutti
18. V. Krishna Dass
19. K. P. Unni
20. C. O. Poulouse
21. P. K. Krishnan
- *22. K. N. Raveenbranath
23. V. G. Bhaskaran Nair
24. K. Balachandran
25. C. K. Vasu

26. K. R. Gangadharan

27. C. A. Peter

28. K. M. Abraham

29. S. Gopalakrishnan

30. K. I. Rajan

31. M. Gina Devan

*32. N. Padmalochanan

33. C. P. Karunakaran Pillai

34. P. Sadasivan

35. A. Anandan

*36. O. J. Joseph

*37. V. Vishwanatha Menon

38. C. K. Susheela

39. K. O. Habib

40. Chadian Govindan

41. C.B.C. Wariar

42. (Vacant for Quilon Dist.)

Karnataka:

*43. (To be filled later)

44. -do-

45. -do-

46. -do-

Delhi:

47. Ghanashyam Sharan Sinha

Madhya Pradesh:

48. Motilal Sharma

49. Surendra Kumar

Maharashtra:

*50 P. K. Kurane

51. K. Khopkar

52. P. C. Balakrishnan

53. P. R. Krishnan

54. S. F. S. Pereira

55. Madan Phadnis

56. Dinkar Kadav

57. Yeshwant Koli

58. Shantaram Garud

59. Prabhakar Sanzgiri

Orissa:

60. Shivaji Patnaik

61. Laxmidhar Biswal

Punjab:

62. (One Seat Vacant)

Rajasthan :

*63. Mohan Punamia

64. D. R. Shirali

65. P. N. Dhandha

66. Krishna Kant Verma

67. Purnananda Vyas

Tamilnadu:

*68. R. Umanath

*69. A. Balasubramaniam

*70. A. Nallasivan

*71. V. Karmegam

*72. T. Balan

73. V. P. Chintan

74. Hari Bhat

75. D. Janakiraman

76. S. Krishnamoorthi

77. C. Govindarajan

78. S. Veerabhathiram

79. D. B. Govindan

80. S. A. Thangaraj

81. M. Nayappan

82. P. Ramachandran

83. P. Sornam

84. J. Hemachandran

Tripura:

85. Biren Dutta

Uttar Pradesh :

86. (To be filled later)
87. -do-
88. Satyanarayan Tewari
89. K. N. Bhatta

West Bengal:

- *90. Krishnapada Ghosh
*91. Shanti Ghatak
*92. Biren Roy
*93. Rabin Mukherjee
*94. Ajit Mukherjee
*95. Bimal Chatterjee
*96. Parimal Mitra
*97. Harishadhan Mitra
*98. Rabin Chatterjee
*99. Rabin Sen
*100. Dinen Bhattacharya
*101. S. S. Bose
102. Abul Hasan
103. Md. Amin
104. Rajdeo Goala
105. Lakshmi Sen
106. Raghunath Kusari
107. Achinta Mukherjee
108. Narayan Saha
109. Sushil Ganguly
110. Rabin Chakraborty
111. Joygopal Roy
112. Sujit Das
113. Haridas Malakar
114. Subhash Bose
115. Bishnu Mukherjee
116. Proloy Talukdar
117. Kamal Bakshi
118. Chittabrata Mazumdar
119. Panchu Basu
120. Mani Dutta
121. Balaram Adak

122. Biren Chakraborty
123. Benoy Lahiri
124. Dilip Majumdar
125. Jibanbehari Roy
126. Bamapada Mukherji
127. Kalyan Bose
128. Haradhan Roy
129. Rakhal Bhattacharya
130. Nirode Chakraborty
131. Gopal Basu
132. Kshiti Burman
133. Tarun Sengupta
134. Jamini Saha
135. Sunil Basu Roy
136. Sailen Chatterjee
137. M. A. Sayeed
138. Hrishi Banerjee
139. Ramapada Banerjee
140. Gopal Acharya
141. Chatur Ali
142. Ajit Chaudhury
143. Sibaprasad Bhattacharya
144. Jagadish Das
145. Nagen Bag
146. Abul Basar
147. R. N. Sinha
148. Biren Basu
149. Sangopal Lepcha
150. Ananda Pathak
151. Harka Bahadur Rai
152. Manik Sanyal
153. Punai Oraon
154. Madan Das
155. Sunilranjan Ghosh
156. Lakshman Bhattacharya
157. Gopal Bhattacharya
158. Sadhan Chakraborty
159. Santi Chatterjee
160. Gopal Biswas

- | | |
|-------------------------|-----------------------------|
| 161. Radhika Banerjee | 172. Nirmal Roy |
| 162. Sitaram Gupta | 173. Ramchandra Tripathi |
| 163. Ardhendu Dakshi | 174. Nrishingha Chakraborty |
| 164. Kamal Bhattacharya | 175. Md. Rafique |
| 165. Md. Israil | 176. Indradeo Mali |
| 166. Prabir Sen | 177. Ajit Bose |
| 167. Jnan Sen | 178. Santi Dasgupta |
| 168. A. Kureshi | 179. Dilip Chatterjee |
| 169. Badal Kar | 180. Bisweshwar Ganguly |
| 170. Niranjan Mukherjee | 181. Dipnarayan Singh |
| 171. Bejoy Bhattacharya | |

* Members of the Working Committee are marked in asterik. One Seat in the Working Committee has been left vacant for Bihar, Karnataka and Uttar Pradesh.