

December  
1981

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INTERNATIONAL CAMPAIGN COMMITTEE OF  
TRADE UNIONS

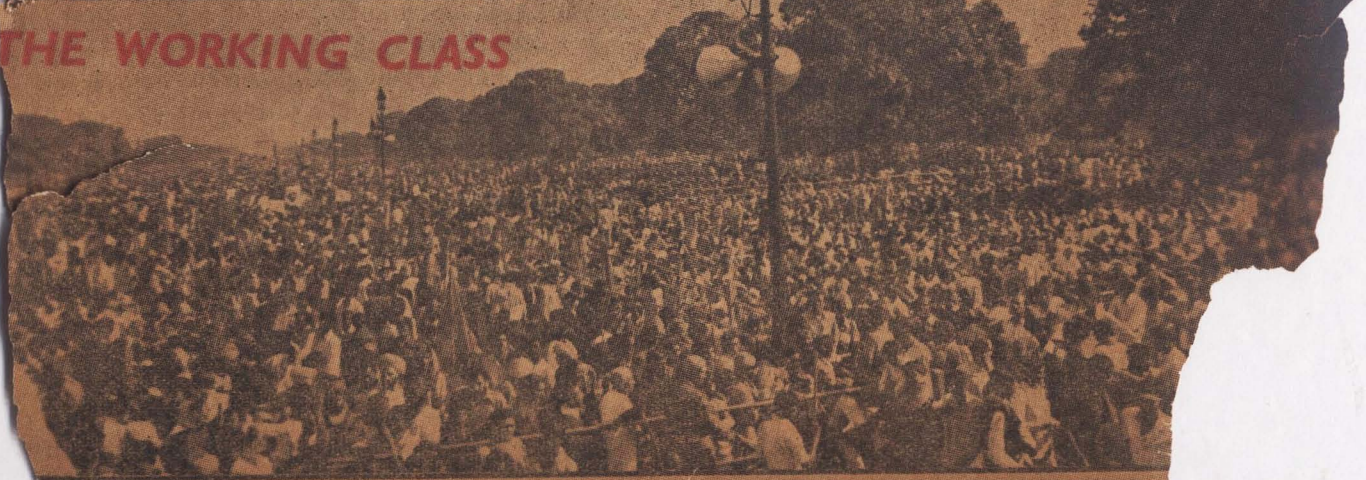
WORKERS MARCH TO  
PARLIAMENT

INTERNATIONAL CAMPAIGN COMMITTEE OF TRADE UNIONS

CENTRE OF INDIAN TRADE UNIONS



THE WORKING CLASS



ALL INDIA STRIKE ON JANUARY 19

## Rally Resolves For Country-Wide One Day Strike

### Full Text of the Resolution

1) This historic and united rally of working people from all over the country has been convened by the National Campaign Committee of Trade Unions in pursuance of the decisions adopted at the National Convention of Central Trade Unions and Industrial Federations held at Bombay on June 4, 1981.

2) We have come here from all corners of the country to register our condemnation of the Central Government's policies which are (a) daily aggravating the burden of galloping prices of essential commodities, causing unbearable suffering to the toiling masses, and (b) attacking the workers' wages, emoluments, living standards, trade union rights and democratic rights of the people which have been secured through decades of bitter struggles and heroic sacrifices.

3) Since the Bombay Convention the anti-democratic, anti-working class and pro-exploiter policies of the Government have been further highlighted by the enactment of the Essential Services Maintenance Act, a "black" measure which empowers the Government to destroy the workers' basic right of strike. The Government has not so far denied the charge that this repressive law is connected with the conditions attached to the Rs. 5,000 crores loan recently negotiated with the International Monetary Fund.

4) The crisis is intensifying every day due to the heavy concessions being made to the monopolies, multinationals and other anti-social forces, and resultant further concentration of economic power and wealth. It is, therefore, of paramount importance that the working class should carry forward a countrywide united movement against the continuing price-rise and the Government's anti-labour and anti-democratic policies.

5) We demand of the Central Government that the following urgent measures and policies be adopted in the interests of the vast majority of the people :-

\* Sale of all essential commodities such as foodgrains, edible oil, cloth, sugar, etc. at subsidised prices through a network of shops in a comprehensive public distribution system, under the guidance and supervision of popular committees to ensure adequate and uninterrupted supply of essential commodities;

\* Protective and remunerative prices to the peasants and workers for the supply of inputs;

\* Enactment and implementation of legislation to guarantee a minimum living wage and job security for the agricultural workers;

\* Stringent measures against black-marketeers, hoarders, smugglers, speculators and officials protecting them;

\* Repeal of the National Security Act, 1980, and the Essential Services Maintenance Act, 1981.

\* Need-based minimum wages for the working class on the basis of the norms laid down by the 15th Indian Labour Conference;

\* Full neutralisation of the rise in the cost of living, and removal of the ceiling of Rs. 1.30 per point rise in the price index (1960 base) arbitrarily fixed by the Bureau of Public Enterprises;

\* Amendment of the Payment of Bonus Act providing bonus to all workers without ceiling or preconditions;

\* Ban on retrenchment and closures; introduction of unemployment allowance to the unemployed;

\* Withdrawal of all victimisation measures against trade union workers and activists;

\* Rectification of the fraudulent cost of living indices;

\* Recognition of trade unions on the basis of secret ballot;

\* Full guarantee of collective bargaining and trade union rights;

6) We condemn the Government for its refusal to respond to these long standing demands of the working class and the urgent needs of the people. The Government instead of seeking the cooperation of the working class is adopting a policy of confrontation with it.

In these circumstances, we are firmly of the opinion that more united, organised and sustained mass actions are required in order to halt and reverse the Government's disastrous policies of inflation, price-rise and all round attacks on trade union and democratic rights.

With this end in view, we resolve that the working class should observe a **ONE DAY, COUNTRY-WIDE, INDUSTRIAL GENERAL STRIKE** on 19th January 1982, and appeal to all sections of the workers and employees, and to all trade unions in public and private sectors alike, to make it a historic success in a peaceful, united, discipline and organised manner.

We further appeal to all democratic forces, the toiling peasants, agricultural labourers, young students, women, intelligentsia and others, to come forward in support of this struggle.

# **on to one day strike**

The mighty demonstration of trade union and working class unity on 23rd November constitutes an important event in the country's trade union movement.

Never before workers and employees from so many industries and concerns, from all states, and belonging to so many Central trade union organisations and Federations had participated in a common demonstration in the capital. The contingents came from all States, from the Public and Private Sector, from Railways and Defence services, from Central and State Government organisations, from steel, coal, mining, jute, textile, engineering and other industries.

They demonstrated against the anti-labour policies of the Indira Government. They protested against the ESMA and demanded its withdrawal. They raised their voice against high prices on behalf of the entire people and demanded supply of essential goods to the people at cheap prices through the Public Distribution system. The voice of the united working class was raised on behalf of the peasantry when the trade unions demanded remunerative prices for the peasants' produce. It was raised on behalf of the monstrously exploited agricultural workers when they demanded a decent wage for agricultural labour.

The new awakening among the trade unions was further marked by the participation of a big contingent of working women, carrying their trade union banner. They came from Kerala and Tamilnadu, from Andhra and Maharashtra and Karnataka, from Gujarat, Rajasthan, Haryana, Punjab. It was a sign that the women's wing of the trade union was getting active and proletarian women were getting ready to actively shoulder the banner of class struggle and its organisations.

Their mobilisation was facilitated by the Convention of working women called by the CITU on

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**B. T. Ranadive**

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The massive rally of November 23 has issued a call for one day All-India Protest Strike on the 19 January 1982 to register further disapproval of official policies.

It is a unique call to the entire working class to act together, to face as a single class in its great battle against present day policies. It is a call to consolidate the unity of the trade union movement already achieved, and take it ten strides further.

The implementation of the call; to carry its message to all industries, all sections and all States is the banner duty imposed on all participants. This warning to the authorities that it is the working class which runs all industries, transport and concerns and controls the sinews of the economy, is necessary to check and curb the anti-labour policies of the Government and protect the rights of the working class. The united one day all-India strike will be a historic event in the annals of India's working class and trade union history coming in the context of a situation when all sections of the people are ground down by high prices, by unemployment, by suppression of democratic rights and are seeking effective forms of resistance. The united action of the working class will come as a great inspiration to organise and resist. It will definitely place the trade union movement in the forefront of the fight against authoritarianism inspiring the non-organised sections to follow it.

Till now the trade unions have failed to seize this initiative on behalf of the people. They could not do it because their inner unity was lacking. Now they can authoritatively speak on behalf of themselves as well as of the people. Let the coming strike be the first demonstration of this new role of

# Assam Tea Garden Workers Continue Grim Struggle

**T**HE bonus struggle of the tea garden workers of Assam has taken a serious turn. Facing an unprecedented and savage repression, the workers are continuing their grim struggle uniting ever larger sections into the fold.

The barbarous repression was started at Krishnakali and Chaper tea estates by the joint front of the police, employers and the INTUC hoodlums. Workers were beaten up, arrested, their houses burnt down and womenfolk raped by police officials. Then Kailash Karmakar was beaten to death in Titabar police lock-up. The trigger happy police shot down two workers in Nagrijuli and Herchura tea gardens.

All the above acts of savagery went on despite protests from all corners. CITU protested to the Governor, Union Home Minister, Union Labour Minister and the Prime Minister herself. Samar Mukherjee, M.P. protested to the Prime Minister, the Central Trade Unions in Assam met the Governor in a deputation, B.T. Ranadive, President of CITU issued a press statement demanding judicial probe into the firings, Vimala Ranadive, Secretary of A. I. Plantation Workers' Federation met the District and Police officials in a deputation, a series of various trade unions met the officials to lodge protests and an all trade union convention held at Gauhati lodged its protest resolution. But the naked authoritarian regime of Congress (I) surpassed even the minimum norms of civilisation when its hirelings led by an I.N.T.U.C leader attacked a group of 10 members of the Assam Legisla-

tive Assembly who went to visit Nagrijuli Tea Estate on October 26. Further, the anti-socials hired by the manager of Krishna Kali Tea Estate again resorted to arson and burnt down the house of the union activist, Lohara of Akhil Bharatiya Cha Mazdoor Sangh on November 4. P. Ramamurti, General Secretary of CITU has issued a press statement condemning the continued repression.

Referring to the barbarism resorted to by the police in the tea gardens, the Trade Union International of Agricultural, Forestry and Plantation Workers on a complaint sent by All India Plantation Workers' Federation, has sent the following condemnation letter to the Government of India:

".....We energetically condemn these practices which are in contradiction with the Conventions and Recommendations of the International Labour Organisation. They constitute a heavy violation of the U.N. Charter of Human Rights. On behalf of its 52 million members, the Trade Union International demands that an end is put to repression, the trade union and democratic rights and freedom are strictly observed and enlarged and the I.L.O. Conventions and Recommendations implemented and respected".

CITU in its Belur General Council meeting adopted a resolution on the subject and made its stand clear to the Government. On its complaint, I.L.O. has also written to the Government of India.

In spite of such all round protests and condemnations, the escalations of the repressions is

a stamp of the growing authoritarian character of the Government. CITU and All India Plantation Workers' Federation are on the move for a country-wide solidarity struggle in support of the Plantation Workers.

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## Meghalaya State Convention

The State Campaign Committee of Meghalaya held a day long Convention at Shillong on October 29 to mobilise all sections of the working people against price-rise and the anti-labour policies of the Government of India. 310 delegates representing 30 unions and associations attended the convention. The significance of the convention was that a large number of delegates representing the organisations of various Government employees attended the convention, viz., Audit, P & T, L.I.C., Defence, Income-Tax, Central Excise, Survey of India, G.S.I., Botanical Survey, P.W.D., Electricity Workers, Municipal Harijan Workers, etc.

Speaking on behalf of Joint Council of Trade Unions, Assam, Achyut Deka explained that the historic significance of the Bombay convention was mobilisation of the working class and all sections of the working people to forge an alliance with the peasants and the agricultural workers and struggle against price-rise and the authoritarian attacks of the Cong(I) Government for the democratic rights of the people. He said that the root cause of the economic crisis was the policies of the Government to protect the interests of the landlords, monopolist and the multi-nationals. The Convention resolved to participate in the programmes of Nov'3 rallies and march to parliament on November 23rd in a massive way.

## All Industries Strike In Goa

The Co-ordination Committee of All Goa Trade Unions and Traditional Workers unanimously resolved to observe strike on November 12, in all factories, mines, docks and establishments.

The strike call was given as a protest against police repression, demanding scrapping of NSA and ESMA and against price-rise.

The situation in Costi, Xavolna, Sanvordem, Marmagoa and other places bears every semblance of a police state. Indiscriminate arrests of workers, beating in police lock-up and open suppression of legitimate trade union activities with the help of hoodlums are being resorted to by the Congress (I) Govt. The Labour Minister himself has put forth a challenge to the striking workers of Chowgule to crush their struggle with the help of police force.

Accepting the challenge of the authoritarian forces, the Co-ordination Committee has called upon all sections of the workers and employees to observe the strike with a 12 point demand which includes reduction of prices of essential commodities; remunerative prices for peasants; need based minimum wages; ban on retrenchments, closures, lay offs and lock-outs; unhindered right of collective bargaining; recognition of unions through secret ballots and withdrawal of NSA, ESMA, and other repressive laws.

## Management-Hoodlums Cause Rampage In Textile Mills

In a frantic bid to contain the influence of the CITU union, the management of Atherton Mills, Kanpur, under National Textiles Corporation switched on the services of the gangster elements to cause rampage amongst the workers.

To trigger on the incidents, Yogi, the spinning superintendent physically assaulted Ram Sanjiwan, an union activist inside his office on October 23. This evoked spontaneous reaction on the workers, who struck down work immediately. In furtherance of its designs, the management switched on the services of gangster elements to cause a clash at the mill gate and issued charge-sheets against the activists of Suti Mill Mazdoor Sabha (CITU) including its Vice-President, Rajendra Singh. Not content with this, the management hirelings made rampant brick-battling in a gate meeting on November 3, injuring Rajendra Singh. Over and above, the management issued fresh charge-sheets to another set of workers and informed the police. As faithful servants of the employers, the police instituted criminal cases against several workers under sections 307 and 147. To put the final nail in the coffin, the management laid off a number of workers. Production in the mill has virtually come to a stand still, being under an undeclared look-out. Workers however, are continuing their grim struggle to frustrate the nefarious designs of the management.

## Take Over Of Mills Demanded

MILL Mazdoor Union (CITU), Ujjain, has demanded take over of Vinod Mills and Co. In its General Body Meeting held on October 14, it was revealed that after taking loans from the Government for running the mill, the money was being invested by the owner in other industries in the name of his relatives. Provident Fund amounts of the workers are being swallowed and the accounts were not sent to the Provident Fund Commissioner. By giving illegal gratis to the high Government officials, crores of rupees of workers' provident fund share and the loan amounts are thus being misappropriated by the owner. The Government at the same time is trying to shield the illegal transactions of the owner and granting further loans to the company on the plea of its "Sickness". Rampant lay-off is being resorted to and any type of protest by the workers are being suppressed ruthlessly with the help of hired goondas. The management has taken the INTUC Union into confidence for abetment of its illegal transactions and anti-labour actions. Since more than one year eight thousand workers of the mill are in such a state of uncertainty. The union has demanded an enquiry by the C.B.I. and take over of the mills by the Government. The Madhya Pradesh State Committee of CITU has condemned the action of the Government for granting loans to the owners and demanded its take-over. It has called upon all other mill workers to launch an united struggle for the take over of the mill.

### CITU Nomination

CITU has nominated C. Nanjundappa, General Secretary of Karnataka State Committee of CITU, as a member of the Regional Provident Fund Committee of Karnataka.

# Hindusthan Ferodo Strike Enters Fifth Month

**T**HE adamant attitude of the management of Hindusthan Ferodo Ltd, Bombay, controlled by a British monopoly concern owning 74% of its capital, has forced its 2200 workers to continue a grim struggle for over four months.

For 13 long years the workers suffered under an unfair labour agreement which had reduced their D.A. entitlement by half, causing a loss of pay of Rs. 66 per month at the minimum level and more for those drawing higher wages. Over and above this more workload was imposed on them increasing productivity by 40-50 percent.

Despite repeated demands, the management refused to supply adequate protective equipments to the workers to prevent dust and fibre hazards arising out of asbestos which is used as raw material by the company, exposing the workers to the danger of cancer and fatal lung diseases. Having failed to secure relief through negotiation the workers were forced to go into a strike action from July 17.

The Maharashtra Government has not intervened effectively in the dispute. On the other hand the police has been openly siding with the management and arrested four workers in order to intimidate others. The management secured a court order preventing the workers from holding gate meetings. Undauntedly the workers held a meeting on the main road blocking the entire traffic for one hour and a half, which was addressed by M.K. Pandhe and Prabakar Sanzgiri. The police cordoned the meeting and tried to disrupt it using threats. The workers remained firm and deci-

ded to continue the struggle against the oppression of foreign capital.

## High-handedness By Missionary Institute

**T**HE high-handed action and anti-labour stance of a foreign missionary institute, viz. K. R. Agricultural farm, Bettiah, supported by the Deputy Commissioner of West Champaran District of Bihar has come to lime-light through the struggles of the workers, organised under K. R. Employees' union (CITU).

The employees of this foreign missionary had been working more than eight hours a day under pitiable conditions without any permanency in job, without specified leaves, sick leaves, medical benefits, Bonus or D.A. The union placed a charter of demands more than a year back. The management's vindictive attitude was revealed when they dismissed Victor Ludwick, the General Secretary of the union along with two other activists. All efforts for a peaceful negotiation having failed, the union was compelled to go in for an indefinite strike from September 18. On the very first day of the strike the Deputy Commissioner of West Champaran intervened to request the union to withdraw the strike, assuring them to prevail upon the management to settle the demands. Reciprocating to the assurance of the Dy. Commissioner, the union withdrew the strike and instructed the workers to join duties on September 19. But the management did not allow the workers to join their duties and dismissed several employees, including some female workers. Repeated

representations to the Dy. Commissioner reminding about his assurances fell to deaf ears. On the contrary, the Government machineries were let off to help the foreign missionary management. Police and the management hired hoodlums have started threatening the workers and their families for a show-down. Left with no other alternatives, the workers have launched an indefinite relay-hunger strike before the Deputy Commissioner's office at Bettiah from Nov. 12. Thousands of leaflets are being distributed exposing the authoritarian character of the Government, "disciplining" the workers, while subserving the foreign missionaries.

## Police Repression on Colliery Workers

Madhya Pradesh police swooped on a workers' demonstration at Charcha Colliery and made savage lathi charges on the workers.

The management of Charcha Colliery dismissed 68 workers who were in service for the last five to six years, without any notice. Demanding their reinstatement, the workers of Charcha and Bhatgama Collieries organised under Koyla Shramik Sangh (CITU) organised peaceful processions daily from October 16. The police in connivance with the management, arrested Mohit Ram, President, Munu Gope, the Vice-President and D. P. Lahiri of the union. The management deployed their hired gangsters to unleash a reign of terror on the workers helped by the police. On November 1, when the workers organised a mass rally, the police, helped by the management hirelings made random lathi charges, injuring many and arrested all the dismissed 68 workers. In the teeth of all the repressive measures, however, the workers have intensified their agitation.

## West Bengal

### **Victory By Bank Staff Through Strike Actions**

Bank of Baroda Employees' Association, an unit of West Bengal Bank Employees' Federation, compelled the management to accede to their various demands through several strike actions. The struggle continued for four months and engulfed the entire eastern region. The victory was significant, as it came off after the enactment of ESMA. The workers unitedly braved the authoritarian legislation and brushing aside a small collaborationist group forced the management to come down to terms.

The management agreed to reimburse house rent to the employees in project areas, absorption of casual staff in regular posts, etc. The management also had to yield to the demand for the Eastern Regional Council to be the negotiating body for the region.

Another unit of the Federation, Punjab National Bank Shramik Union also led successful struggles to force the management to unconditionally withdraw the disciplinary measures taken against several employees and restore the clerical works which were taken off for a hired computer.

### **Strike Demanding Implementation of Palekar Award**

Employees of the two newspapers of Raipur, viz, Dainik Dharmayug and Dainik Mahakoshal observed one day's token strike on November 3, demanding implementation of the Palekar Award. The call for strike was given by the Raipur Sambhag Press Mazdoor Union (CITU), in which they are organised.

The managements of the two

dailies have been trying to pass the Palekar Award. While on one section of the workers, by giving some nominal concessions they are trying to create an illusion that Palekar Award has been implemented, they are trying to deprive the other section showing them as belonging to the "job press" category which is not covered by the award. However, unity of the workers frustrated all those nefarious designs of the managements and strike was hundred per cent successful.

### **Strike by P.U. Staff**

The autocratic and anti-labour Vice-chancellor of Patna University has created a chaos in the University campus. The simple demands of the University employees were payment of 15 per cent house rent allowance as already sanctioned by the Bihar Government in April, 1980, promotion of qualified fourth grade employees to third grade and confirmation of the employees who have completed two years of service. The adamant Vice-chancellor frustrated all peaceful efforts of the employees to a negotiated settlement and compelled them to stage Dharna from September 16. The vindictive attitude of the Vice-chancellor came to surface when instead of meeting the justified demands of the employees, he ordered a salary-cut of the employees. The step forced the employees to go in for indefinite strike from October 22 leading to the closure of the Post Graduate departments. The anti-labour stance of the Vice-chancellor has resulted in a stir amongst the student.

Nand Kishore Shukla, Secretary Bihar State Committee of CITU has condemned the

attitude of the Vice-chancellor in a press statement and appealed to the Chancellor, to intervene in the dispute immediately in the interest of the employees and the students.

### **Dharna By BGML Workers**

The Office-bearers of Bharat Gold Mines Employees' Union, viz., S. Savaridoss, Secretary; T. S. Mani and A. Kannan, Vice-Presidents; M. Krishnan, G. Arthur and S. Dhana Singh, Assistant Secretaries and A. Arockiadass, Treasurer alongwith the Presidents and Secretaries of line panchayats and office bearers of the youth organisations of BGML Workers staged a day-long dharna at "Argent" office of BGML on November 17. The long standing demands of the workers are guaranteed Bethamangala water supply in workers' colonies, residential quarters and their timely repairs, sanitation, electrification of the quarters and the roads, reading rooms, marriage halls, restoration of sports club and drama halls in the workers' colonies. They have also demanded adequate ambulance and telephone facilities in the colonies to contact the main hospital ambulance control room for the emergency cases.

The workers were forced to take recourse to the path of struggle when repeated representations by the union failed to get any specific assurances from the management.

### **Editorial Board**

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## Growing Attacks and Rising Struggles

WITH the advance of CITU in Gujarat, the employers have intensified their attacks on the workers. A spate of victimisations have been unleashed on the union activists by the textile mill owners. Massive joint movements have been launched by all the mill workers against the victimisations. In the engineering industry also continuous struggles have been waged against suppression of two activists. The struggle against Britoment & Co. took an intensified turn where ten workers including two women courted arrest. Sweeping struggles in P.B.I. forced the management to regularise 140 casual workers. Led by CITU, brisk union activities have also spread to Bandibumb, Fab, Nimafan, Punjab Rolling, Gita Atarvi, etc. Being angered at the Chunilal Foundry Workers in Kheda district, who joined the CITU Union, the management hirelings attacked Hare Krishna Shah and other leaders to intimidate the workers. But instead of being cowed down, the workers retaliated by organising a massive protest rally against such highhandedness by the management.

In Bhavanagar, successful bonus struggles have forced the various industrial managements to concede 10 to 18 per cent bonus to the workers. Through similar hard struggles, the dairy workers could snatch a substantial wage increase from the Dairy Development Corporation. The various united struggles culminated in the formation of a co-ordination committee comprising of different sections of workers, including Bank, LIC, Railways, P & T, etc., with Subodh Mehta, the Vice-President of the State CITU as its convenor. In

Kandla Port also the membership of the CITU union has gone upto 5,000.

In Sabarkantha and Panchmahal areas also, successful struggles are being led by CITU, forcing the employers to concede both economic demands of the workers. In Dahod, Kalol, Godhra, etc. sweeping struggles brought large number of workers into the fold of CITU. Similarly, in Krishnadev Industries, Gujarat Processing, Ashoka Surgicals, Gujarat Metals and Baroda Metals, workers have joined the ranks of CITU.

The surging struggles led by the Gujarat State Committee of CITU have not only increased its membership, but also drawn large number of workers on the common platform of joint struggles to protect their interests and defend the trade union rights against the authoritarian attacks of the Cong (I) Government. The Gujarat Workers Co-ordination Committee gave a call for Gujarat Bundh on November 3

## World Trade Union Conference on Peace And Disarmament

A World Trade Union conference on struggle for peace against the danger of nuclear holocaust created by the U.S. imperialism will be held at Paris from December 15 to 17.

In an international meeting held at Prague on September 22 and 23, a preparatory committee was formed to work out a draft of the final document for the conference. Jimmy Milne, General Secretary of the Sottish TUC was elected President of the international preparatory committee

The meeting stressed on the preparatory committee to ensure that the conference be attended by a large number of trade union organisations from a broad international and political spectrum.

The conference will discuss ways for mobilising opinion and campaign for international consolidation of the working class and the socialist camp for struggle for peace against the war preparations by the U.S. imperialism and the social and economic aspects of disarmament.

### Message From Com. Chen Yu, Vice Chairmans, All China Federation of Trade unions, to Com. P. Ramamurti, General Secretary, CITU.

Thank you for your letter and the enclosed documents adopted by the CITU General Council meeting. I would like also to thank your General Council for passing a resolution on your delegation's visit to China in July/August this year.

Your visit to China in October 1978 and our sincere and frank talk had a good beginning of the friendly contacts between our two unions. We were very happy over the recent visit by your delegation to our country as our guests. This is the first official trade union delegation from India in nearly 20 years. Their visit has made positive efforts to promote our mutual understanding and friendship.

We are firmly convinced that, with our earnest joint efforts and increasing good will contacts, the ties of friendship between our unions will be strengthened and developed, thus helping to enhance the traditional friendship between the trade unions and workers of China and India and the amicable relationship between our two countries.

## Victory By HSCL Workers

The workers of Hindusthan Steel Construction Ltd. scored a major victory, when led by the All India Co-ordination Committee (CITU), they compelled the management to reach an agreement with the joint forum to reinstate all the 2100 workers of Bokaro, who were kept off from work as surplus staff, following a strike there. They will be taken back with continuity of services.

An agreement was also arrived at on the joint charter of demands served by the CITU, AITUC, HMS, INTUC and the Loktantrik unions. As per the agreement the management will grant an interim relief of Rs. 50-00 per month with an advance of Rs. 250-00 to all workers. The workers' demands for dearness allowance to neutralise the cost of living index will be settled in the joint bi-partite forum.

The question of absorption of 414 workers, retrenched at the KIOCL project at Kudremukh is being discussed in the sub-committee of the joint forum.

The victory was significant, since a series of joint movements were launched by the workers in various parts of country to frustrate all the dilatory tactics of the management. The co-ordination committee called upon all the unions to gear up their activities for the reinstatement of the Kudremukh workers.

## CITU Condemns Repression On U. P. Jail Staff

Shri P. Ramamurti, M.P., General Secretary CITU has issued the following statement :—

The CITU strongly condemns the repression let loose on the Jail Staff of Uttar Pradesh by the U. P. Government. The vindictive attitude of the Government of Uttar Pradesh can be seen from the fact during the

agitation over 1652 have been put behind the bars, 1260 temporary employees have been thrown out of job unceremoniously and about a thousand permanent employees have been suspended and 32 officials of the rank of Assistant Jailors or above have been summarily dismissed. The demand of wage parity and equal treatment like Police personnel is a just demand as the jail staff are governed under similar rules.

The CITU urges upon the Government of Uttar Pradesh to give up its vindictive attitude, release all arrested, take back those already victimised and negotiate settlement of the just demands of the jail staff.

The CITU expresses solidarity with the struggling jail staff and extends full support to their just demands. The CITU appeals to all trade union and democratic organisations to raise their powerful voice to force the Government to concede the just demands of the jail staff.

As press report the 21-day strike of the jail staff has been called off following assurances given by the chief Minister of U. P.

## Violation of Agreement by SAIL Unit

On a notice of indefinite strike given by the United Mines Mazdoor Union, Tensa, against retrenchment of 1650 workers from the Kalta Iron Mines, the management of Rourkela Steel Plant, a unit of the Steel Authority of India signed an agreement with the union as follows :

“All the retrenched workmen of Mining and Transporting Co., contractors, will be engaged through the new contractor within one and half month, latest by 15 October, 1981.”

But out of 1650 retrenched

workers, only 150 wagon and truckloaders have been absorbed through the new contractor, Kalinga Mining and Transporting Co.

This is the second time that the SAIL authorities violated the agreements. On the previous occasion they signed a bipartite agreement with the union to departmentalise the contractors' workers. But in complete violation of the agreement, they retrenched 1650 workers. In 1979 also they retrenched 550 workers and started purchasing iron ore from MMTC, thus reducing production from 60,000 tonnes to 15,000 tonnes and increasing the cost of production thereof. This systematic reduction in the number of workers and violation of agreements have pushed the workers to the path of struggle again.

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## CITU Greetings to GFTUK Korea

*Convey warm greetings to delegates attending sixth conference of GFTUK to be held in PYONG YANG on 27-30 November stop Wish all success in peaceful reunification of motherland building powerful socialist economy and in the struggle against imperialism and for world peace stop Long live fraternal relations between Korean and Indian people and GFTUK and CITU*

*RANADIVE, PRESIDENT, CITU*

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# **Workers' Participation In Management**

**O**F late, the slogan of "Workers' Participation in Management" is once again being brought to the forefront. In 1974-75 when the Indian economy was in a crisis, a scheme called "participative management" was formulated by the Government. The Working Committee of the CITU adopted a resolution in the meeting held in Madras on November 10-12, 1975, nailing down the character of the slogan which, in essence was a scheme for increasing production. Today when the economic crisis has deepened and the Sixth Five Year Plan seeks to link wages-bonus to productivity, an effort is on to create a favourable public opinion on this question. As the basic questions involved are the same, we are reproducing below the full text of the resolution in order to clarify the stand of the CITU-Ed.]

## **Resolution on Govt's Scheme of 'Participative Management'**

The Working Committee of the CITU has considered the scheme of "Participative Management" through shop councils recently announced by the Govt. of India and hailed by the ATTUC, INTUC and a section of the HMS as a great progressive measure. The title of the scheme, namely, "Participative Management" is a misnomer, for under the scheme the workers have no part in the management. The Scheme is a device to impose higher workloads and intensify exploitation with the facade of concurrence of workers' representatives.

The scheme empowers the management to form shop council at departmental level and joint council at the plant level in a factory where 500 or more workers are employed in private, public and co-operative sectors. The management has been given powers to decide the number of shop councils to be formed and the membership of such councils. The management can also decide which union or unions would be associated with the shop council. The workers' nominee would only be from among the employees in the department and a victimised worker would automatically lose the membership. The experience of the workers' participation in management since 1958 has given many examples of such victimisations. In Durgapur, where CITU union is recognised and was associated with joint council is now facing victimisation of large number of leading activists. The Chairman of the shop council and the joint council will always be a representative of the management giving a decisive role to the management in all decisions.

The main objective of the shop councils would be "increasing production, productivity and overall efficiency of the shop/department". In the name of assisting the management in achieving monthly, yearly production targets every attempt will be made by the management to force the workers to work harder without even providing need-based human standard. On the plea of avoiding waste and optimum utilisation of manpower, workers will be asked to accept reduced lunch break, reduced time for attending calls of nature or cut down in time on similar necessities. In the name of reducing absenteeism attempts will be made to use these councils to impose more onerous working conditions on the workers. In the name of maintaining discipline in the shop, many existing facilities are likely to be curtailed. Already in several establishments secret employment has been given to some persons for spying purposes. Grievances of workers in the shop cannot be raised in the councils.

The experience in Great Britain, West Germany, France and Italy has shown that the employers have always utilised such schemes of workers' participation in management" to increase productivity of the workers and add to their profitability. They had become instruments of class collaboration and were meant to blunt the edge of workers' struggle.

The Working Committee calls upon the CITU unions to educate the workers about the class nature of the present scheme and fight all the anti-working class measures advanced through such committees with nominees favoured by the managements. The CITU unions should point out that every increase in productivity is accompanied by reducing the existing employment in the factory or future job potential. The CITU unions should also explain to the workers the purpose behind such committees, i.e. to resort to most brutal repression on the workers and curtail their trade union and democratic rights on the one hand and to make a show of workers' participation by bolstering Govt. and pro-employer trade unions in these committees on the other.

If workers' rights inside the plants are to be real and effective, and not illusory and deceptive, the CITU demands the withdrawing of the scheme announced by the Govt. and provision should be made for :

1. All the workers' nominees should be elected through secret ballot.
2. The workers' representative should have the right to challenge the genuineness of the

[On Page Eleven]

## Bonus Struggles : Strike Actions.

Defying the ESMA, after 186 days of strike from October 16, the Vadalur Ceramic Workers could snatch 20 per cent bonus from the management. During the struggle, demonstrations, public meetings and hunger strikes were conducted in South Arcot. Struggle fund was contributed from different centres in the state. Even workers with AIADMK affiliations participated in the strike ignoring the directive of the AIADMK Labour Minister.

In Pondicherry 7000 workers of Anglo-French Textile Mills are on a continuous strike since October 14 on a demand for a 20 per cent bonus. The struggle got a massive support from workers and people from all walks of life and took a new turn when a call for Pondicherry bundh completely paralysed the life of the city on October, 28.

The strike actions for higher bonus have also spread to Meenakshi Mills, Madurai and Nagammal Mills at Kanya Kumari.

In South Arcot District again, the textile mill workers launched a continuous strike from October 19. All unions are united and a joint action council has been formed to conduct the struggle.

The strike actions by the workers, braving all threats of ESMA by the employers, have injected new spirit of movements amongst the textile workers. In a number of mills they compelled the managements to concede bonus from 32 percent to 42 per cent even.

## Industrial Workers Gear up Movements.

In various industrial sectors brisk preparations are on to carry forward the struggle of the workers on their demands.

The Textile industry workers formed a state level consultative committee and finalised a 12-point demands against work-load, mechanisation, on badli, temporary and contract workers against D. A. Cut etc. It was decided to publish pamphlets and hold meetings at different centres to campaign on these demands Conventions will be held at Coimbatore and Madurai to mobilise workers to step up the struggle.

In Handloom industry, struggle against the increase in price of yarn is being conducted by the State Federation at different centres.

In Tannery the state level conference of the workers discussed steps to gear up organisational activities to popularise their demands for better working and service conditions.

## Victory of CITU Union.

Hindustan Photo Film Workers Welfare Centre, affiliated to CITU has won the election for recognition of union for the second time running. Out of

2223 workers in its Ooty factory, 1977 participated in the election. The CITU Union polled 1044 votes against 698 by INTUC, followed by 202 by AIADMK. The management of this public sector unit along with state level leaders of AIADMK and Congress (I) and INTUC unleashed a campaign against the CITU Union but the workers defeated all their evil designs.

## Workers' Participation

From Page Ten

accounts. They should be protected from any disciplinary action for their stand.

3. While agreeing to give accepted norms of production the trade unions have the right to oppose every intensification of workload.

4. The workers' representatives, should have the right to attack the inefficiency of the management, misappropriation of the funds, bad supply of materials, etc. for the loss of productions.

5. Ban on retrenchment, superannuation and lay-off consequent to any rise in production in the plant.

6. Extension of trade union rights at the shop level,

The Working Committee meeting calls upon the CITU unions to raise these demands so that workers understand the real nature of the present scheme through their experience.

## MESSAGE OF CITU TO CGIL ITALY

*Your letter dated 2 October stop Earlier letter not received stop We thank you for invitation to the tenth Congress of CGIL to be held in Rome 16-21 November stop Convey warm greetings to delegates participating in Conference and to the working class of Italy for incessant struggles against capitalist attack on wages working conditions and job security stop CITU expresses full solidarity with the united struggles of Italian workers against the conspiracies of reactionaries inside your country and against war danger stop Longlive friendly relations between the working class of Italy and India stop Looking forward for further strengthening of fraternal relations between CGIL and CITU.*

*Ranadive, President CITU.*

# ALL INDIA STRIKION 19th JANUARY

**I**N a massive show of unity the November 23 "March to Parliament" recorded a brilliant chapter in the history of working class struggle in the country.

Following the decisions of the June 4 Convention of Bombay, about five lakh workers from all the States, Jammu-Kashmir to Andaman-Nicobar Islands and from Goa to Assam-Tripura converged to the Boat Club lawns of Delhi to serve a warning to the authoritarian regime of Indira Gandhi, protesting against the spiralling prices and its anti-labour policies. Workers from all sections, from public and private sectors representing almost all types of industries, peasants, agricultural workers, students, teachers, youth and thousands of women joined the march. To name a few, Central State Governments employees, various sections of Railway workers, Electricity Workers, Post & Telegraphs, Defence, Audit, Insurance, Bank, Drugs & Pharmaceuticals, various miners, seamen, transport, coir, jute and salaried employees— from every nook and corner of the country came to join the mainstream.

In one of the most disciplined, peaceful and organised processions seen in the capital, the march started from the Red Fort at 10 A.M. and traversed near 8 K.M. route, bedecked with festoons of the Central Trade Unions, through Subhash Marg, Daryaganj, Delhi Gate, Bahadur Shah Zafar Marg, Tilak Bridge, Tilak Marg and India Gate, winding up at the Boat Club lawns. While the head of procession reached the Boat Club at about 12.30, the tail culminated after 2. P.M., revealing the gigantic nature of the human sea crowned by thousands of banners and flags. The inevitable traffic jam added to the seen for hours together. The air reeled with the slogans against the attacks on the trade union and democratic rights of the workers, against price-rise and against the NSA and the ESMA. The leaders of the Central Trade Unions, constituting the National Campaign Committee led the procession, the huge board with the inscription "March To Parliament", being at fore-front. The entire Boat Club lawns, right from the huge dias extending almost to the India Gate, a distance of about 2. K.M. were the spectacle of a red sea created by banners and flags of the Central Trade Unions and the federations. The large contingent of armed police throughout the procession and in the entire arena of the Boat Club exposed the fright of the authoritarian machinery for the upsurge of discontent amongst the people.

After some revolutionary songs the meeting at the Boat Club started shortly after 1. P.M. A presidium consisting of M.K. Pandhe (CITU), B.D. Joshi (AITUC), Sushil Bhattacharjee (UTUC), T.C. Paliwal (TUCC), C.S. Chandu Rai (HMS), N.C. Ganguly (BMS), J.S. Dara (INTUC-Dara) and Gyan Singh (UTUC-LS) conducted the proceedings.

The resolution of the rally (printed on p. 2) was placed in Hindi and English by M.K. Pandhe (CITU) and N.C. Ganguly (BMS) respectively. The resolution condemned the policies of the Indira Government aggravating all round crisis, for the galloping prices affecting the living standard of the common people, against the attack on the trade union and democratic rights of the people and attack on all that matters to the working class. It denounced the Government's loan of Rs. 5000 Crores from International Monetary Fund and demanded scrapping of the anti-working class Essential Services Maintenance Act, dictated by the conditions of the IMF, which the Government itself could not deny. The resolution pointed out that since the Bombay Convention, the Government has further taken a policy of confrontation with the working class, revealed by way of its enactment of the ESMA. The resolution further demanded remunerative prices to the peasants' produce and a living wage to the agricultural workers.

**The main action programme of the resolution, declaring one day All India strike in all industries and all establishments on January 19, 1982 was greeted with thunderous slogans: "The only answer to strike banning act is strike itself".**

Making a scathing criticism of the Government Samar Mukherjee (CITU) said that Government's anti-people, anti-labour, authoritarian policies and actions have paved the way for such a vast mobilisation of all sections of workers, peasants, agricultural workers, students and the youth, smashing the barriers of all political affiliations, which should be preserved, strengthened and consolidated to force the Govt to change its policies.

Indrajit Gupta (AITUC) greeted the workers for their determination to frustrate all the evil designs of the reactionary forces to divide them. He called upon the workers to carry the decision of the strike to the grass root levels for its success.

D. P. Thengadi (BMS) made a stringent attack against the Government's policy of depending on

foreign loan and wooing the multinationals, which is responsible for the deepening crisis and the attack on trade union and democratic rights of the people.

Bisheshwar Tyagi (HMS) pointed out to the organised gangsterism in the Indira regime by their INTUC hoodlums. He gave the example of the murder of the HMS leader Jai Prakash at Modinagar.

Chitta Basu (TUCC) said the working class has rightly identified its enemy, the Indira Government and the massive mobilisation indicated its determination to struggle for its rights and protection of democracy.

Jatin Chakrabarty (UTUC), who is also a minister in the Left-front Government of West Bengal, declared that Government of West Bengal has rejected both NSA and the ESMA and called upon the people march ahead with the struggle to frustrate all attempts to implement the black acts by any Congress (I) Government.

The resolution declaring the one day strike on January 19 was unanimously passed by raising lakhs of hands and sky-rending slogans.

Determination was writ large in the mass to battle through all obstacles to make the first all India strike a complete one. The experiences gained by the working class, by the agricultural workers, by salaried employees, by students, by the youth, the women workers and the common people were all common -successive and increasing authoritarian actions by Congress (I) Government of Indira Gandhi and its reactionary forces. Naked attacks on their fundamental rights, on their economic standards, blatant violation of agreements, open patronage of the INTUC unions, murders by hired hoodlums, beating and death in police lock-ups, rape of the womenfolk and mass killing of the Harijans by the feudal gangsters constitute the face of the Indira Government, while the monopolists, feudal lords and the multi-nationals are reaping benefits.

Naturally the call for strike showed them the only path for their salvation—the first salvo against the authoritarian rule, an unity in action to pave the way for a left and democratic alternative. Never before workers exhibited their such consciousness for a class unity, never before they took up the cause of the peasantry and the agricultural workers to forge a practical alliance and never before they

looked upon the women workers as a section of the working class to take along in the same pace of the working class struggle to break all remnants of the feudal shackles against them and never before the middle class employees were roused to merge with the mass democratic movement in the country to stand united with all other sections of workers to resist the rapid recurrence of authoritarianism in the country.

The mood of the workers signified their pledge to go back and make brisk preparations for the first all India direct action of 1982 with the slogan-forward to one day strike on January 19.

At the end of the meeting the Jana Natya Manch of Delhi staged a progressive drama on the ESMA.

A delegation consisting of the following submitted copies of the resolution to the speaker of Lok Sabha and the Chairman of Rajya Sabha: Samar Mukherjee (CITU), Indrajit Gupta (AITUC), Chitta Basu (TUCC), Jatin Chakravarty (UTUC), S.W.

On Page 14

## Indian Workers in London Protest Against ESMA

Indian Workers Association of Great Britain had mobilised about five hundred people in front of High Commission of India to protest against ESMA on Sunday 22nd November, 1981 and submitted a memorandum to High Commissioner of India in London. It was to observe solidarity with trade unions movement in India and support their action against this black Act.

After this protest demonstration a public meeting was held in Africa House, London in which leaders of the Labour Party, Communist Party of Great Britain and other left leaders condemned the anti-trade union legislation of the Government of India and expressed solidarity with the Indian unions. Besides, it urged upon the Indira Government to withdraw the Black Act. The Association will take further steps if the black Act is not withdrawn.

## Dilatory Tactics of BHEL Management

The dilatory tactics adopted by the BHEL management by purposely avoiding settlement of the pending issues for several years were strongly criticised by the representatives of the Central Trade Unions in a meeting of Joint Committee held in New Delhi on 4 November.

The last BHEL agreement signed in January 1980 provided that the other outstanding issues would be settled through bipartite negotiations within six months. However, despite completion of nearly two years the management did not take any positive step to arrive at a settlement. In most of the meetings held since signing of the agreement the BHEL management tried to avoid discussion on the subject on this or the other pretext.

The trade union representatives referred to the question of house rent allowance, city compensatory allowance and other allowances which have been kept pending for inordinately longer time. The report of the anomalies committee has remained unimplemented in several centres. The question of promotion policy was not jointly discussed but the management had been unilaterally going ahead with its implementation causing deep resentment among the workers. The reconstitution of the joint committee by holding another secret ballot is being delayed by the management due to opposition of the INTUC which is insisting of check off system.

The trade union representatives demanded priority to these issues so that they are settled without any further delay. The management agreed to prepare notes for discussion in the next

## Belur G. C: Decisions

**ON EXPULSION OF C.L. VERKEY AND P.K KRISHNAN :**  
The Kerala State Council of the C.I.T.U. has reported that C.L. Verkey and P.K. Krishnan had been expelled from the State Council on charge of anti CITU activities after giving them notice to which they never responded. Varkey had subsequently joined the I.N.T.U.C. (I) and Krishnan A.I.T.U.C.

In the circumstances this meeting of the General Council decides to expel Verkey and Krishnan from the General Council of the C.I.T.U.

### RESOLUTION ON S.S BHATTACHARJEE :

The General Council meeting of the C.I.T.U. condemns the disruptive and anti C.I.T.U. activities of S.S. Bhattacharjee, member of the General Council from Madhya Pradesh.

S.S Bhattacharjee refused to implement any directive of the Madhya Pradesh State Committee of C.I.T.U. and was indulging in malicious and false propaganda against the leaders of the Madhya Pradesh State Committee of the C.I.T.U., Secretary and Treasurer of C.I.T.U.

As a convenor of the All India Co-ordination Committee of H.S.C.L. Unions he tried to disrupt the union activities in Calcutta, Hyderabad and other places and refused to implement the C.I.T.U. decisions concerning the activities of the Unions in H.S.C.L.

S.S. Bhattacharjee opposed the united struggles of the working class in H.S.C.L industry and

meeting to be convened in December.

On behalf of CITU, Comrades P. Ramamurti, M.K. Pandhe and N, Bhaskara Rao attended the meeting.

circulated false reports to confuse the workers. As a result of these activities, the H.S.C.L. Union in Bhilai became almost defunct which has caused immense harm to the movement of the H.S.C.L. workers in India. The General Council, therefore, decides to suspend S. S. Bhattacharjee from membership pending further action to be decided by the C.I.T.U. Secretariat.

## HISTORIC MARCH

From Page 13

Dhabe (INTUC-Dara), Ram Naresh Singh (BMS), Chinnadurai (HMS), Pritish Chandra (UTUC-LS), D. P. Chaube (AIRF), Prabhat Kar (AIBEA), S.K. Vyas (Conf. of Central Govt Employees) and Saroj Chowdhury (A.I.I.E.A.).

## ECHO IN PARLIAMENT

Raising the demands of the resolution in a special mention in Rajya Sabha and under Rule 377 in Lok Sabha on the same day, Arabinda Ghosh (CPI-M) and Satya Sadhan Chakravarty (CPI-M) said that lakhs of workers, peasants and other sections of toiling people from different parts of the country were rallying in the Boat Club to register their protest against high prices of essential commodities, anti-labour policies of the Government and the anti-democratic repressive measures like NSA and ESMA. Instead of pursuing the path of brutal repression at the dictates of national and foreign monopolies, including the IMF and World Bank, the Government should draw appropriate lessons from the massive united protest and reverse its policies to accept the demands. In case of Government's failure to respond, there would be bigger protest through all India strike action and that the Government would be fully responsible for the development.

## World Bank Loan-Public-Railway Men

The 'press' has appropriately termed the Govt's efforts to secure World Bank loan for the Indian Railways as "sell-out", "Knees-down acceptance" etc. Starting with the purchase of an IBM Computer, the World Bank insists on restoration of the efficiency, achieved in 1976-77-i.e. the dark days of internal emergency. It dictates terms like sharp increase in fare and freight charges and increased tenure of the Railway Board Members. So the people have to be prepared for accidents, more late running of trains and more expense for travel with lesser and lesser amenities and railwaymen for more work load and punishments.

The Railway Board has taken up the Southern and South Central Railways first. On June 8, the Financial Commissioner and on September 6, the Chairman Railway Board held discussions with the officers of these two railways. The result is (i) Immediate Ban on recruitment upto 31-3-82 (ii) Freezing of all vacancies over 60 days (iii) Retrenchment of all casual labour and directing the work to contract (iv) Stringent punishments on all staff by applying Rule 14 (v) and inter-divisional transfers. The Chairman of Railway Board admitted that **the Driver of a Goods Train involved in an accident was on duty for more than 24 hours. But even**

then he asserted that "erosion in discipline was the major cause for present state of affairs." He also ruled that public must be satisfied with the Tamilnadu Express having 17 coaches only instead of 24. The officers at the lower level have been threatened with adverse confidential report jeopardising their service career, if they fail to give stringent punishment to the staff.

The decision to choose the SR and SCR for imposing these

measures was mainly because of the division in the railway trade union movement in these two railways. Similarly the staff of three categories viz Loco Running Staff, Carriage and Wagon Staff and the Station Masters have been made a special target of attack, because in the opinion of the Chairman, these three categories have been refusing to submit to the disciplinary measures and voicing protests to safeguard their interests.

### National Campaign Committee and Railwaymen

The call of one-day All-India Strike on January 19, 1982 from the historic rally at the Boat Club is creating a favourable echo among railwaymen. A big contingent of railwaymen representing all organisations except NFIR participated in the rally at Boat Club. J. P. Chaubey, General Secretary AIRF and S. K. Dhar, Secretary General AILRSA were on the dais. N. S. Bhangoo, Secretary General AIREC, Parvati Krishnan, President IRWF and many others were also present. Every one supported the decision of one-day strike.

The AILRSA discussed the question in their CWC meeting held on November 21-22 and unanimously decided to participate in the call given by the National Campaign Committee expressing their firm opinion that the call "gives the trade union organisations in Indian Railways to come together in the general demands of the working class would

ultimately help in united movement of railwaymen for winning their own just demands." The CWC however took into account the organisational preparedness of sister organisations and stated that in case other Federations, Associations are not able to come forward in strike, some other programme should be observed unitedly as "participation in the strike by one section only is not desirable."

The AIRF Working Committee met on November 22, Before that General Secretaries of various organisations including AIRF and IRWF met on November 21. Discussions for arriving at a unanimous decision in regard to participation in the programme is continuing because many organisations have not been able to consult their working committee meetings. The 12 men Panel of all category-wise Associations held one round discussion among themselves and decided to meet on December 6, to take a final decision on the subject. Each constituent unit has been requested to communicate their organisational decision before that day. It has also been decided that the AIRF, AILRSA, AIREC, IRWF, & BRM representatives would meet once again on the following day to take a united stand on the question.

Coming together of all these organisations has created the possibility of united struggle of railwaymen.

#### Attention : All CITU Unions

Reference CITU circulars No. 33/81 of October 27 and 34/81 of October 28, all CITU unions to send to the Central Office the reports of the membership figures stated by the Ministry of Labour. Submission of Annual Returns for 1980 must be ensured and copies to be sent to the Central Office.

# CITU Demands Need Based Minimum Wage

[The Minimum Wages (Central) Advisory Board is currently considering questions related to fixation of minimum wages under the Minimum Wages Act. The Labour Bureau-Simla had reviewed the functioning of the Act and a Committee of Secretaries have made some suggestions. R. Umanath, CITU representative on the Board has submitted a memorandum on the subject. Excerpts from the same are published here so that a campaign could be conducted on the question -Ed.]

## Ratify I. L. O. Convention no : 131

Criticising the Govt. for not ratifying the I.L.O Convention no; 131 concerning Minimum Wages Fixing which was adopted eleven years ago, the memorandum points out "At present there is absolute anarchy in the system of fixing minimum wages. The principle of "Equal pay for equal work" is being violated. There is absolutely no relationship in regard to the wages fixed in various groups of employment in the same state/region or in the same industry and all because (1) all groups of employment are not brought under the coverage of Minimum Wages Act; (2) there is no proper wage-fixing machinery; (3) there is no enforcement machinery and (4) wages fixed have no binding force of law."

Demanding a thorough revision of the Act, the CITU demanded that: "It must cover all groups of employment and provide machineries for wage fixation and periodical review, for implementation and enforcement, for inspection and disposing of appeals by workers and for taking legal steps against the defaulting employers.

It is, therefore, suggested that the Board may appoint a Sub-committee including representatives of labour to go through the existing practice and suggest modifications in the Act within a period not exceeding three months. This would facilitate the Board to advise the Government of India in concrete terms as to what amendments would be necessary in the Minimum Wages Act in conformity with the provisions of I.L.O. Convention no: 131."

## Correct Faulty C. P. I. Numbers.

Drawing attention to the fact that organised trade union movement have been complaining against faulty compilation of C.P.I numbers which have a vital role in fixing the wage, D.A. etc, the memorandum suggested that: "the Board advise the Government of India, to go into all aspects of the

question pending which the recommendations of the Rath Committee should be implemented first. This measure will give immediate relief to the workers governed under the Minimum Wages Act as in some states the system of paying variable D.A. is already in force."

## Remove Anarchy in Minimum Wage

Citing various examples of minimum wages already fixed under the Act or through tribunal, the memorandum pointed out, "The above figures would reveal that there is no rationale behind the wide variance in the minimum wages. It would appear that an agricultural worker gets more wage than an industrial worker in Haryana. Similarly a worker in Delhi is being paid less than a worker in Uttar Pradesh though the cost of living is higher. Similarly a worker under central sphere in the mining industry is getting lower wages than in a captive mine or in those governed under State Sector in Bihar. A casual worker gets half or even less of what a regular workman gets. The Board, has, therefore, to lay down the criteria for fixing minimum wage and also to set up a machinery to work out the minimum."

## Honour the 15th I. L. C. Norms

Criticising the report of the Committee of Secretaries which has recommended criteria for fixing minimum wage with a daily intake of 2400 calorie in rural and 2100 in urban areas and drawing pointed attention to the resolution adopted by the Bombay Convention held on June 4, the memorandum demanded that the norms unanimously fixed by the 15th Indian Labour Conference on the basis of a daily intake of 2700 calorie should be honoured.

## No Two Levels of Minimum Wages

Opposing the recommendation of two levels of minimum wages recommended by the Committee of Secretaries, the memorandum stated: "There is no need or justification for such two levels of minimum wages. The Committee on Fair Wages had already described what, in their opinion, should be followed in respect of fixing wages. The I.L.O. Convention no: 131 specifically provides for collective bargaining to improve upon the minimum wage. So the Board should recommend that there should be only one need based minimum wage on the basis of the norms laid down by the 15th Indian Labour Conference, the fair wage or living wage would be left to be determined through collective bargaining."

## Set up Proper Machinery

Pointing out the failure of the Govt. to set up proper machinery in terms of I.L.O. Convention concerning Minimum Wage-fixing Machinery adopted in 1928-more than fifty years back, the memorandum demanded that suitable bodies, which must be tripartite in character, be set up both at the centre and the states who "should have the power to review the wages fixed at regular interval so as to ensure that the Provident Fund benefits of the workers are not denied due to not raising of basic minimum wage after a suitable time." and "could with the help of the machinery available in the Labour Department carry out suo-moto inspection as well as investigate complaints."

### Variable D. A. Formula

Opposing the proposal of 2 paise per point per day as V.D.A on the ground that Bihar Govt. has already notified 4 paise per point per day as V.D.A., the memorandum demanded that "the Board would advise the Govt. of India to provide cent per cent neutralisation of rise in prices in the V.D.A formula."

### Interim Relief

In order to provide immediate relief to all these workers who form the most oppressed strata of the society, the memorandum demanded that, "Pending finalisation of all the issues referred to above, which may take some time, the Board may advise adoption of some interim measure keeping in view the demands raised in various conventions held on this question.

(a) Minimum Wage be fixed at Rs. 500/ on September, 1980 C.P.I. numbers or Rs.17/-per day and.

(b) A V.D.A. formula of 6 paise per day per point of rise over September 1980 C.P.I. numbers."

## Consumer Price Index Numbers

State/Centre	Base 1960			State/Centre	1981		
	July	Aug	Sept.		July	Aug	Sept
<b>Andhra Pradesh</b>				<b>Orissa</b>			
Gudur	461	471	472	Barbil	406	402	413
Guntur	491	502	503	Sambalpur	460	473	487
Hyderabad	465	465	473	<b>Punjab</b>			
<b>Assam</b>				Amritsar	469	473	474
Digboi	446	449	447	<b>Rajasthan</b>			
Doom Dooma	359	366	365	Ajmer	477	481	492
Labac	353	346	352	Jaipur	491	499	499
Mariani	359	365	362	<b>Tamil Nadu</b>			
Rangapara	377	385	382	Coimbatore	468	482	480
<b>Bihar</b>				Coonoor	457	476	472
Jamshedpur	420	428	429	Madras	452	457	455
Jharia	409	420	425	Madurai	463	468	476
Kodarma	450	464	476	<b>U.P.</b>			
Monghyr	473	491	498	Kanpur	443	446	442
Noamundi	426	441	437	Saharanpur	446	450	458
<b>Gujarat</b>				Varanasi	491	494	496
Ahmedabad	438	441	444	<b>West Bengal</b>			
Bhavnagar	454	465	460	Asansol	444	449	452
<b>Haryana</b>				Calcutta	408	412	423
Yamunanagar	477	481	480	Darjeeling	360	365	376
<b>J. &amp; K.</b>				Howrah	392	395	403
Srinagar	465	471	482	Jalpaiguri	357	364	366
<b>Karnataka</b>				Raniganj	425	422	430
Ammathi	471	475	480	<b>Delhi</b>	476	480	480
Bangalore	490	505	508	<b>Other Centres</b>			
Chikamagalur	480	487	491	Berhampur ('49)	596	613	626
Kolar G.F.	458	458	461	Cuttack ('49)	559	560	555
<b>Kerala</b>				Jabalpur ('49)	576	578	579
Alleppey	448	482	477	Beawar ('51-52)	587	595	599
Alwaye	460	464	462	Tripura (1961)	394	392	395
Mundakayam	460	470	469	H.P. (1965)	326	329	331
<b>Madhya Pradesh</b>				Goa (1966)	329	329	322
Balaghat	462	467	477	Bhilai (1966)	307	310	310
Bhopal	470	477	479	Bhilwara ('66)	304	308	315
Gwalior	481	482	483	Chhindwara ('66)	262	265	256
Indore	487	492	484	Kothagudem ('66)	313	314	319
<b>Maharashtra</b>				Rourkela ('66)	311	318	322
Bombay	459	462	458	All India ('49)	543	552	554
Nagpur	459	466	481	-do- ('60)	447	454	456
Sholapur	490	504	499				

Figures in bracket indicate base year.

## A new CITU Publication

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to the ESI Review Committee

With a Foreword by B. T. Ranadive, President, CITU

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## All India Convention of Working Women Formulates Charter of Demands

The All India Convention of Working Women, convened by All India Co-ordination Committee of Working Women (CITU) at New Delhi on November 22, formulated a 21 point charter of demands for the mitigation of their various problems. A delegation led by Susheela Gopalan, M.P. (CPI-M) submitted the charter to Ram Dulari Sinha, Union Minister of State for Labour. The minister promised to attend to the demands.

The Convention also unanimously adopted a resolution supporting the call of one day strike given by the National Campaign Committee of the Central Trade Unions and the industrial federations and called upon the working women to join the strike at their respective centres.

The Convention was inaugurated by Susheela Gopalan. About 400 delegates from 16 states, representing contract workers from Bhilai, nurses from Punjab, teachers, textile workers, coir workers, plantation workers and other sections of employees participated in the convention.

Report on the activities was placed by Vimala Ranadive, Secretary of the Co-ordination Committee. Problems of working women were elaborated by Ahilya Rangnekar and the Charter of Demands was moved by Mythily Shivaraman. About 25 delegates from the different states participated in the discussions, which included Jogabai (M.P.), Nazimunnisa (Kerala), Punnyavati (Andhra Pradesh), Salima Daud Karim (Maharashtra), Nina Rao (Delhi), Vrundasin Trivedi (U.P.), Sashikala (Tamilnadu) and Geeta Ojha (Assam).

The report on organisation dealt with the problems of the working women due to feudal-capitalist set up, discriminating against them and denying equal treatment at every stage. The unequal status in their family, coupled by their responsibilities to look after the home and children attributed to their inactivity in trade union movements. The report however noted that with the growing trade union movement the difficulties experienced by the working women are gradually being overcome by their increased consciousness. The awareness of the union leadership that the trade union movement cannot attain its full stature unless it takes up the specific problems of the women and unless the women's contingent plays its role in organising and leading the unions, has also

contributed to the increasing participation of women workers in movements.

The report noted that separate women's wings or committees have been formed by the State Government employees in W. Bengal, Kerala and Maharashtra. Women workers have acquired leadership in the tobacco & beedi unions in Andhra and Karnataka, in the plantation unions in Assam, W. Bengal, Kerala and Karnataka etc.

The specific demands included equal wages and opportunities like men; maternity leave for four months with full pay; amendment of Maternity Benefit Act, compulsory provision for creches; abolition of deploying women to work in night shifts or in underground mines; inclusion of women representatives in the Government appointed committees on trade union problems; and stopping of pregnancy tests before employing women.

### World Congress of Women

The World Congress of Women on "Equality, National Independence and Peace" met at Prague, Czechoslovakia from October 8 to 13. 1200 delegates from 134 countries participated in the Congress. Vimala Ranadive represented the All India Co-ordination Committee of Working Women.

The participants agreed that employment and conditions of working women are influenced by technological as well as socio-economic and political changes. The discussions focussed to the question of right to equal remuneration as a pre-condition for economic independence and equality of women.

The final document called upon the United Nations, the Governments, Parliaments, Trade Unions and all social organisations to take action to ensure that working women, rural women and house-wives are accorded a worthy and equitable place in society and the family. This would promote the full development of their talents and abilities for the benefits of democracy and national independence. It also pointed out U.S. imperialism as the main enemy of the common people threatening the world with its frantic war preparations and that peace was the most important pre-requisite for the attainment of the objective.

# Drug Seminar Calls for Nationalisation of Multinationals

A Seminar on "The Drug Industry and the Indian People" of doctors, scientists, social scientists, medical representatives and Voluntary Health Workers, held at All India Institute of Medical Sciences, New Delhi on November 7 and 8, called upon the people to carry on a democratic movement for nationalisation of the multi-nationals in the Drugs and Pharmaceutical Industry in India.

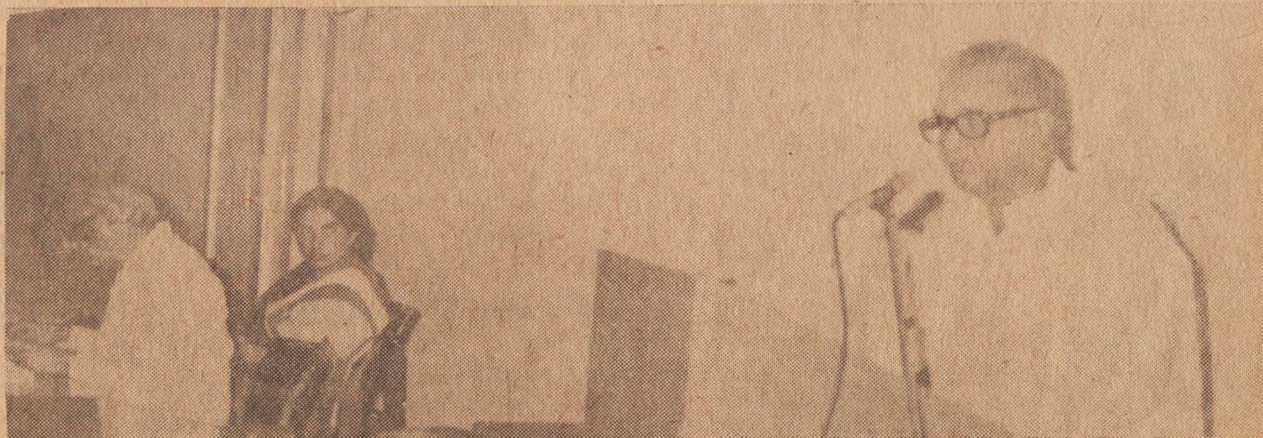
The Seminar was jointly organised by six organisations, viz., Delhi Science Forum; Forum for Science, Technology and Society; Association of Scientific Workers of India; Society of Young Scientists; All India Federation of Junior Doctors' Associations and Federation of Medical Representatives Associations of India (F.M.R.A.I.)

The Seminar, the first of its type in the country, was convened in pursuance of the call of a national convention held by F.M.R.A.I. at Mavlankar Hall, New Delhi on April 9 to mobilise the opinion of doctors, scientists and economists with regard to the drug industry. The convention, which was followed by state and district wise conventions in the country, expressed opinions against the drug policy of the Government of India, wooing the multinationals to ruthlessly exploit the common people and subverting the public sector. P.N. Haksar was the Chairman and Dr. (Mrs) Imrana Qadir, the Convenor of the Seminar. On invitation from FMRAI, Pol Gergely, Secretary of the Trade Union International of Chemical, Oil and Allied Workers came from Budapest to attend the Seminar. Four members of the Hathi Committee, viz, Dr. Gaitonde, M.L. Dhar, Dr. N.P. Gupta and B.V. Ranga Rao also participated in the seminar. Besides representatives of Students, Youth and Women's organisations, the other distinguished participants were P. Ramamurti, M.P (CPI-M), the General

Secretary of CITU, Indrajit Gupta, M.P. (CPI), the General Secretary of AITUC and Y.D. Sharma, Secretary of AITUC.

Speaking in the inaugural session, P. Ramamurti criticised the policy of the Government of India for giving a free-lance to the multinationals to ravage the field of drugs and pharmaceuticals in India, subverting the research and development of indigenous medicines and the public sector. He said that ever since the progress of civilisation, one of the fields of man's enquiry was the human body and how it reacted to the natural substances found around him in the herbs, leaves and other plants. Out of this quest for knowledge in the specific field, was born the science of healing,—the science of medicine.

India was one of the pioneers in this quest for specific knowledge and developed various indigenous systems of medicine like Ayurveda, Unani, etc. But the policy of wooing the multi-nationals nipped the developing indigenous medicines and the process of indigenisation in the bud, exposing the people in the throes of an international capitalist racketeering in drugs and pharmaceuticals. The motive of production being only profit, the needs of the common people, the pattern of diseases in India and research and development have gone into oblivion. Quoting from the Hathi Committee report, which recommended for the nationalisation of the multinationals, Ramamurti pointed out to the loot of the country by these multinationals and dictating their terms to the Government to discipline the workers against any organised trade union movement to expose their modus operandi. He stressed the need for self-reliance and development of the public sector and paid tributes to Dr. P. C. Ray and Dr. S. S. Sokhey for their pioneering efforts to



*Comrade P. Ramamurti Addresses the Seminar*

develop indigenous medicines, serums, vaccines, penicillin, streptomycin and above all, the public sector. He reiterated that a sound policy for health and medicine must necessarily mean preparation of cheap medicines according to the disease pattern in the country. For this, what is necessary, is the political will and spirit of patriotism, shunning the servile mentality to accept everything as good that is produced in the west. He pointed out that the myth of quality drugs by the multinationals has been exploded by the bare fact that a large number of their produce are being banned by their own countries every year as injurious and toxic to human body.

He greeted the pharmaceutical workers, working in the multi-national companies themselves, together with the doctors and the scientists for waking up to the challenge facing the country and called upon them to rouse the people to crusade against the policies of the Government to break the monopoly of the multi-nationals and make the goal of self reliance a reality.

Pal Gergely, the TUI Secretary said that trade union organisations must play an active role in their own countries and on international level to consolidate the workers' struggle against the transnational companies. TUI considers that the objective must be to nationalise the pharmaceutical in-



*Pal Gergely Speaks*

dustry. He said the slogan of TUI was to do everything towards unity and solidarity of workers in the struggles and for peace and independence for all peoples where freedom, well-being, economic and social progress will flourish.

The discussions in the seminar were on various areas like the MNCs in Indian drug industry, need based production of drugs, drug industry in relation to health policy, generic vs brand names, role of the public sector, research & development, indigenous medicines, etc. About twenty five papers were submitted by various doctors, scientists and social scientists from different parts of the country.

Nagesh Kumar and Kamal Mitra Chenoy in their paper on MNCs in the Indian drug industry said that the MNC's activities have done a considerable damage to the industry. They are private business concerns primarily concerned with maximising profits and they do not hesitate to interfere in local politics to influence the internal policies to serve their own interest. Their claim regarding socio-economic development are unfounded and their activities tend to distort national development priorities and retard indigenous technological developments. The Foreign Exchange Regulation Act was enacted to protect national interest, but studies show that the purpose has been defeated. Under FERA, corporate bodies with less than 40 per cent foreign equity are considered indigenous concerns. Their paper revealed that in U. S. A. all companies with 10 per cent or more foreign equity are considered foreign, while in some other advanced countries the criterion is only 5 per cent. Thus the liberal definition of FERA has provided advantage to the foreign companies by recognising them as Indian after a marginal reduction in foreign equity below 40 per cent, although these firms are still being controlled by their parent companies to the tune of appointments of persons or otherwise. The paper also quoted the WHO that out of about 30,000 formulations only about 200 could cover the needs of underdeveloped countries. The strident protests by foreign firms against abolition of brand names in India can thus be understood, since the generic names would drastically reduce the formulations, thereby curbing their control over the market.

The paper on Health Policy by Dr. G. P. Dutta of Calcutta focussed on the following points: to develop self-reliance in drug technology; to provide a leadership role to the public sector; to foster the growth of Indian sector and to ensure availability of drugs to the common people to meet their health needs.

The paper on indigenous firms by Sudip Chaudhury revealed that the drug making activities of the multinationals in India has been such that a good part of it can be undertaken by Indian Units for which import of foreign technology is redundant. Moreover, helped by the Government's policy, the TNCs have been found to inhibit indigenous development of technology. He gave examples of essential anti-leprotic drug like Dapson by Benga Chemicals and Pharmaceutical Products Ltd; and pencillin and streptomycin by Hindustan Antibiotics Ltd., which ultimately declined due to Government's support to the British and America multinationals.

Dr. Naresh Banerjee of Calcutta, in his paper on common diseases of the people and their requirements, said that Government of India is a signatory to the declaration—"Health for All by 2000 AD" by the international conference on Primary Health Care convened by WHO at Alma-Ata in 1978. But the policy of the Government runs contrary to the declaration. He said that right to health and medicine is the inherent right of the people to which they are deprived of due to infiltration of the multinationals. Nearly 75 per cent of our people do not have access to the modern medicines. According to WHO, health is a state of mental, physical and social well-being. Therefore, health care cannot be implemented in isolation from socio-economic and cultural development of the people. The disease pattern in India is largely related to the nutritional deficiencies of the people, nearly 70 per cent of whom are bordering along the poverty line. Therefore unless we do away with the feudal back log and the colonial legacies and make programmes for self-reliance with the public sector taking the lead, the call for "Health for All by 2000 AD" will remain a mere taboo. He therefore suggested that a broad-based health movement should be started by doctors, scientists, economists, pharmaceutical workers, trade unions, democratic organisations and political parties to change the policies of the Government to achieve the objective.

J.S. Majumdar, General Secretary of FMRAI, in his paper on Instruments of Policy, set the following objectives : public sector to play a leading role in the production of drugs; essential drugs to be produced according to the needs of the people; drugs to be available at a price within the reach of the common people and the country to be self-reliant in the production of drugs. He said that even after 34 years of independence, 78 per cent of



*J.S. Majumdar Presenting his Paper*

the drugs sold in India are in the hands of the multi-nationals, 16 per cent in Indian private sector and only 6 per cent are produced by the public sector. He referred to the Hathi Committee report which said that, "it is contended that the anti-social role of multi-nationals can be contained by the laws of the land and the powers that are available with the Government. Whereas this is so, the real point at issue before the committee is the manner in which such Government powers have been used in the past, so as to curb the activities of these companies which are not in the national interest." He said that the Drug Policies of the Government rejected the main contents of the Hathi Committee, which recommended for take over of all multi-national drug firms. He said that the Drug Policy statement declares that multi-nationals engaged in the manufacture of formulations or Bulk Drugs involving "high technology" need not dilute their existing foreign equity. This approach of the Government led to a dangerous postulations that India technologically cannot be self-reliant and has to depend continuously for the import of technology, by the multi-nationals. Pointing to the huge profits by the multi-nationals, Majumdar placed a chart to show the large remittances by them which are being sent abroad. But this burning question also has been shelved by the Government. He also gave specific examples as to how on one hand the multi-nationals like Glaxo, Burroghes Wellcome etc. deliberately resort to under production of essential

drugs, while on the other hand, produce high profit-earning non-essential drugs beyond their licensed capacities. He also referred to the marketing of banned and sub-standard drugs by the multi-nationals on which the Government is deliberately silent. Majumdar contended that a scientific drug policy cannot be discussed in isolation from democratic health policy. He suggested collective efforts of the people to be launched to give a definite direction in the matter.

Amongst other eminent persons who participated in the seminar were Dr. Gaitonde, Dy. Director of the Regional WHO; Dr. Nitya Nand, Director of Central Drug Research Institute; Dr. N. P. Gupta, Dy. Director of Indian Council of Medical Researches, etc.

After a good debate the resolution was adopted unanimously recommending nationalisation of the multi-national drug companies. A Committee was formed with the representatives of the organisations to suggest measures to carry forward the tasks enumerated by the resolution.

### **Resolution Adopted By the Seminar**

"The people have a fundamental right to health which cannot be obtained without a comprehensive and democratic health system from which should derive a rational drug policy. In this context it has been observed in the data presented in the seminar that there is not enough correlation between the pattern of disease and the pattern of drug manufacture and availability. Today the prime motivation in the drug manufacture is profit.

We note with concern that the industry is still dominated by MNCs. It is noted that the present instruments of policy have been ineffective in correcting this situation. We note with concern that there are a large number of irrational and unnecessary drug formulations that are being manufactured while the production and availability of essential prophylactic, curative and life saving drugs is being consistently neglected.

We strongly recommend that brand names should be abolished to be replaced by generic names to be defined in a national formulary.

We note with concern that a large number of claims with regard to over the counter drugs do not stand scientific scrutiny and there should be adequate

control on advertisement and sales promotion of drugs.

We take serious note that the expenditure on R&D in Drug Industry is not commensurate with the magnitude of the problems. The present pattern of import of technology will not lead to self-reliance in the pharmaceutical technology. There is an urgent need for a technology policy to be clearly laid down which would discourage repetitive import of technology and encourage horizontal transfer. Each case of import of technology should be linked with appropriate R&D institutions for proper assessment, assimilation and upgrading of the technology.

We firmly believe that there is need to encourage scientific development of medicaments of the traditional systems on which a majority of our people still rely largely for their health needs.

We underline the need to strictly follow the regulation of the Drug Controller for all drug trials that are carried out in the country, including the informed consent of the patient. Punitive action should be taken against any violation of these provisions. A specific instance alleging the violation of such regulations in the case of 1974-76 Drug Trials of Cholera vaccines in Calcutta by ICMR/WHO was noted and an inquiry into it is urged.

We recommend the early implementation of the Hathi Committee recommendation to form a National Drug Authority which could plan, implement and monitor the policies in the pharmaceutical industry in a coordinated manner.

Finally, we recommend the nationalisation of multinational corporations operating in the Drug Industry. Simultaneously, we urge that the functioning of the Public Sector Companies in the drug industry be improved in order to make them truly pro-people and national.

We firmly believe that a democratic movement is necessary in order to achieve a national health and drug policy. Towards achieving this end the Seminar constitutes a Committee of representatives of participating organisations to conduct detailed studies and recommendations."

# We Are Promise Bound to Labour

The Left-Front Government is promise bound to the workers of West Bengal who have pioneered many a democratic movement. One of the first steps the Left Front Government had initiated after assuming power on 21 June, 1977 was to firmly restore the hard earned rights of the workers. In this restoration mission, police interference has been completely stopped in trade union movements which are pledged towards, justified demands and rights. As a result, the workers of the state have been able to establish themselves as never before. With the re-establishment of democratic rights, West Bengal's workers have been successful in getting their demands fulfilled in a big way during the last four years. Take a look at West Bengal's successes in various industries like jute, textiles, engineering and tea. The workers in the jute industry earned Rs. 47/- extra per month by December 1980 as compared to December 1979 in the same period, the wage rise in the engineering sector had increased by Rs. 46/- per month and in the tea industry by 90 p. daily. Besides the workers in the state's Iron foundry and Saw mills have benefitted due to the Left Front's decision in fixing the minimum wage rate.

During these four years, industrial relations have remarkably improved in the industries of West Bengal. Due to tripartite discussions and other policies adopted by the Government, strikes, retrenchments, lock-outs and lay-offs have been significantly reduced. As a result, the industrial sector as well as the workers have mutually benefitted.

It is obvious that the Left Front Government's pro-working class approach has resulted in labour welfare and improved working conditions in the industrial sector. The Left Front Government firmly believes that improving the conditions of the workers also leads to an improvement of the general atmosphere in the industries. The state's industries will have new horizons opened up for them. By fulfilling its promises to the workers, The Left Front Govt. is marching onwards, towards a better tomorrow.

GOVERNMENT OF WEST BENGAL

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