



THE WORKING CLASS

MONTHLY JOURNAL OF THE CITU

From Countrywide Civil Disobedience

Forward to the Countrywide Strike and Hartal on 29th September

□ P K Ganguly

When this issue reaches the hands of the readers, it will be completing the countrywide civil disobedience movement on 9th September, and moving forward to another mass action--the countrywide strike and hartal on September 29. Led together, the growing cooperation and coordination between the mass organisation of workers, peasants, agricultural labour, students, and women, and the left parties and other democratic forces have given the action a new shape against the economic policies of the Government. The shape of mass movements by the people to defend the sovereignty and freedom of the country from the new imperialist offensives.

The Civil Disobedience movement which began in a massive way on August 16, saw over 100,000 people defy the laws and going to jails in different parts of the country. An estimated 3 million people will go to jails when this phase of actions begins on September 9. It was reminiscent of the independence days when the people defied the laws to break the shackles of slavery. Similarly, the people are fighting neo-colonial offensives under the leadership of the USA, when the advanced capitalist countries are trying to impose a new imperialist order on the third world countries through their financial agencies like the IMF, World Bank, and WTO) by changing the domestic laws to suit their interests. It is to the credit of the Indian working class that the people that they have risen like one man to meet the challenges in the streets.

The challenge took the shape of militancy and the people are now facing a face to face fight with the Government in several states. There was rasta roko, breaking of barricades and gheroes in several places. The police lathi charged and injured the Com. Thangaiyan of Tanjavur district in

Tamilnadu became a martyr, killed by the gangsters. But the slogans reverberated from one part of the country to another, that, "we shall not accept the laws that are imposed by the imperialists! We shall not accept the laws that subvert the self-reliance of the country and hand over its industries and agriculture to the transnationals and mortgage its sovereignty to them! We shall not accept the laws that impose closures and liquidation of the domestic industries! We shall not accept the laws that generate unemployment and job loss! We shall not accept the laws that cause spiraling price rise of all commodities in the name of market economy! and we shall not accept the laws that curb the democratic rights of the people to protest."

The struggle that took the shape of mass actions from the April 5 rally, has kept the police throughout the country running on its toes to maintain the bourgeois "law and order" and the Government had to gear up all its machineries to contain the rising struggles, standing as a watchdog to protect the interests of the transnationals, the tentacles of imperialism. But all in vain! The surging struggles have reached a point of no-return. Just as the government promises to the Fund-Bank-WTO that the economic policies are irreversibly, the masses have now pronounced that the struggles are irreversible.

It goes to the credit of the working class that the spark it created with the first countrywide strike on 29th November, 1991 is spreading like a prairie fire now. When the trade union movement decided about the first strike, it gave the clear message to the working class that as the struggle to begin was not simply for economic demands, nor also merely against closures or retrenchments, but for safeguarding the freedom and independence of the

A WELCOME NEWCOMER

□ SAROJ CHOUDHURI

In midyear 1994, a new member has successfully joined the expanding family of trade union journals. A bimonthly *The Railway Worker* is primarily to be concerned with approximately 16 lakhs of Indian Railway Employees. A very hearty welcome to *The Railway Worker*.

The importance of a periodical organ of railway employees, the single largest block of working men and women outside the other administrative and non-commercial departments of Central Government, cannot be over-emphasised. The Railways being the biggest employer, the largest industry and foremost of public undertakings occupies a unique position in the economy and national life. It is the second largest railway system in the world. It moves not only men and materials - passengers and freight but constitutes the nervous system and lifeline of the land. These men and women, as is known, work round the clock through sun and rain each day of the year and amidst risks and hazards of all kinds.

This organ could not have appeared on a more appropriate time. While the railways still employ a large number of casual or daily-wage workers, a crude form of exploitation of people from the poorer strata, contract labour system is rapidly expanding its employees despite ever rising productivity receive wage revision at intervals of minimum of 10 years; anomalies created by each revision are seldom

removed and democratisation of administration receives no more than occasional casual references. The basic structure of bureaucratic apparatus left by the British still remains in place.

On top of all these, a strong wind of liberalisation now blows over railways. Several functions so long departmentally carried out are being privatised. The latest proposal is to privatise booking of passenger ticket and freight. To the administration, modernizations synonymous with automation of clerical work, axing of jobs, stoppage of recruitment and gradual privatisation.

Unfortunately, the two recognized trade union federations sum reluctant take sending steps to result this onslaughts.

In such a backdrop, the appearance of *The Railway Worker* is a source of hope and confidence. A trade union journal has truly been termed as a collective organiser. In that role, this new entrant has a big role to play. It has justly expressed hope of receiving cooperation of all concerned. It should it in abundance.

All well wishers of railway employees and trade union movement will surely wish *The Railway Worker* a long uninterrupted and purposeful life and extend to it every cooperation.

(The Railway Worker, English bimonthly published from 6, Talkatora Road, New Delhi, 110 001, Editor: Kanai Banerjee. Annual Subscription Rs. 12.00 only. Phone No: 3714071)

Anti-Victimisation Day Observed in Bihar

At the call of Bihar Shram Sangathan Manch, anti-victimisation day was observed against dismissal, large scale retrenchment, non-payment of salary by State Govt, public sectors, on 28th July 1994 at Patna, Hazaribagh, Dhanbad, Ranchi, Jamshedpur and other Centres in the state by taking out procession and staging demonstrations.

At Patna, a massive procession of employees and workers with their festoons and banners was taken out from Maurya Lok Premise. The police did not allow the procession to go to Chief Minister's residence. Thereafter a mass meeting of employees and workers was held at Dharna Chauk. The procession was led by Chandi Prasad, president, State CITU, Chakradhar Singh, vice president, State AITUC, Raghav Sharan Singh, president State AICCTU, Suresh Kumar Singh organising secretary, BMS, and Niranjana Lal of UTUC.

The meeting was presided by Chandi Prasad, president, CITU and addressed by Chakradhar Prasad Singh, AITUC, Ramdeo Prasad BMS, J S Majumdar, CITU and Raghav Sharan Singh, AICCTU. All the speakers demanded withdrawal of dismissal, retrenchment and forceful transfer orders and payment of arrears of wages and also timely payment of wage in State Public Sectors. They also demanded to annule all sorts of victimisations and to stop the reign of terror to terrorise the workers for their trade union activities.

A delegation on behalf of Shram Sangathan Manch consisting of Sachchida Nand Singh, Treasurer, CITU Bihar State Committee, Gajafar Nawab, Secretary, AITUC, Niranjana Lal, UTUC, Rajdeo Tiwary, president, BMS and R N Thakur, Secretary, AICCTU met the secretary, Chief Minister and handed over a memorandum demanding stoppage of victimisation and release of salary. etc.

Aviation Sector Employees to join strike and hartal on Sep. 29

A successful convention of National Airport Authority Employees Union, All India Vayudoot Employees' Association, National Airport Authority Kamgar Union, International Airport Authority Karmachari Union, Indian Airlines Workers, P&T Coordination Committee, Indian Oil Employees Union and Contract Labour Union was held at Calcutta Airport Club in support of all India general strike and hartal on 29th September 1994. Ajit Chowdhury conducted the proceedings.

The resolution was placed by S K Mukherjee. Speakers in support of the resolution were Eghbal Quader, Sanjay Sen, Aparesh Das, Shibram Prasad, Pallab Moitra, Sanjay Bhadury, Ramakrishna Bakshi, Tarak Ghosh and Mrinal Sur.

Tarit Topdar, MP highlighted the ill-effects of GATT agreement and the danger of the continuance of the present economic policy of the govt. Supporting the resolution and congratulating the participants in the convention, he pointed out that the struggle against the present economic policy would be long drawn with no scope of complacency.

Chittabrata Majumdar, CITU State General

BHEL Workers to Participate In 29th September Strike

The VIIIth National Conference of All India BHEL Employees' Union held at Gruha Kalayana Kendra, KK Nagar, Madras on 13th & 14th August '94 congratulated the 72000 employees of Bharat Heavy Electricals Limited for the overwhelming response to the 14th July '94 strike by the workers of public Sector Undertakings and called upon them to intensify co-ordinated preparation at national level for the next phase of movement including the All India General Strike scheduled on 29th September 1994.

The conference was inaugurated by Jibon Roy, M.P. and attended by about 75 delegates from different divisions and units of BHEL. A presidium consisting of STS Mone and Com. C. Macklin conducted the proceedings. Those who spoke on the occasion include eminent and renowned National Leaders like N.T. Vanamamalai, Sr. Advocate of Madras High Court, N/M/ Sundaram, General Secretary of all India Insurance Employees Association, T.K. Rangarajan, General Secretary of CITU, Tamil Nadu State Committees and T.S. Rangarajan, Secretary of Indian Oil Corporation Employees Union. The speakers dealt in details on various aspects of new economic policy and the

Secretary, explained in detail about the dangerous consequences of the economic and trade policy of the govt and signing of the GATT agreement. He urged the participants in the convention for interaction with all sections of people in general and workers in particular as a large section of our people was yet to realise the real danger and devastating effect of the present economic policy and GATT agreement. He stressed that the task was no doubt a very difficult one, but the working class has to be in forefront to accept the challenge with all seriousness in the interest of the country at large.

In a separate resolution the convention adopted the following action programmes:

1. Appraisal meetings to apprise the workers the need for the strike on 29th September 1994.
2. Extensive campaign to reach all the workers with regard to disastrous and devastating effect of the New Economic Policy and acceptance of GATT by way of posters, leaflets, walling, gate meeting, etc.
3. Sit in demonstration on the 26th August 1994 before NTB from 11.00 hrs to 17.00 hrs.
4. Mass rally on 27th September, 1994.

negative implications arising out of the acceptance of GATT treaty. The Patent Act, effect on banking sector, future of public sectors, the state of affairs in BHEL, etc were explained in detail by the speakers.

M K Karunan, general secretary of the union presented the report and 15 delegates took part in the deliberations. Later the report and the financial statements were passed unanimously alongwith other important resolutions on different issues concerned to public sector workers in general and BHEL workers in particular.

A 19 members new executive committee with the following office-bearers were unanimously elected for a term of next two years:

Jibon Roy MP, advisor; M K Karunan, President (Orissa); U K Chakravarty, General Secretary (Calcutta); M M Varghese, Treasurer (New Delhi); S T S Moni (Andhra Pradesh), S P Srivastava (West Bengal), B K Sharma (Bihar), C Macklin (Uttar Pradesh), all secretaries; J K Chadha (New Delhi), K D Sanyal (West Bengal), J D Mokul (Bombay), C M Parameswaran (Orissa) all vice presidents.

The conference concluded with vote of thanks followed by international proletarian song.

CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

(BASE 1982 = 100)

Centre	Linking factor for Old Base		Nagpur	286	4.99		
	Apr. 94	May '94					
			Nasik	286	--		
			Pune	292	--		
			Sholapur	282	5.03		
All India	269	272	4.93	Barbil	263	267	5.00
Gudur	260	263	4.33	Rourkela	248	250	3.59
Guntur	274	281	5.60	Amritsar	255	255	5.19
Hyderabad	255	258	5.23	Ludhiana	253	251	--
Visakhapatnam	257	260	--	Ajmer	274	275	5.01
Warrangal	262	265	--	Jaipur	257	260	5.17
Doom-Dooma				Coimbatore	262	266	5.35
Tinsukia	247	247	4.05	Coonor	282	285	4.80
Guwahati	272	273	--	Madras	278	282	5.05
Labac-Silchar	247	247	3.96	Madurai	270	272	5.27
Mariani-Jorhat	255	255	3.95	Salem	275	282	--
Rangapara-Tezpur	256	258	4.29	Tiruchirapally	276	281	--
Jamshedpur	250	252	4.68	Agra	255	253	--
Jharia	235	239	4.63	Ghaziabad	257	258	--
Kodarma	242	241	5.43	Kanpur	265	266	4.69
Monghyr	256	254	5.29	Saharanpur	260	259	5.06
Noamundi	250	250	4.58	Varanasi	279	281	5.12
Ranchi-Hatia	257	260	--	Asansol	251	253	4.77
Ahmedabad	272	273	4.78	Calcutta	270	273	4.74
Baroda	267	270	--	Darjeeling	246	248	4.55
Bhavanagar	284	289	4.99	Durgapur	276	276	--
Rajkot	267	271	--	Haldia	281	283	--
Surat	280	283	--	Howrah	282	285	4.12
Faridabad	255	258	--	Jalpaiguri	241	247	4.16
Yamunanagar	249	245	5.53	Raniganj	243	244	4.40
Srinagar	260	265	5.47	Chandigarh	260	263	--
Bangalore	262	263	5.66	Delhi	286	290	4.97
Belgaum	273	279	--	Pondicherry	297	304	--
Hubli-Dharwar	273	277	--	Additional series of Labour Bureau			
Mercara	258	266	--	Kothagudem	265	272	3.25
Alwaye	265	271	5.19	Himachal Pradesh	261	262	3.75
Mundakayam	267	272	--	Bhilwara	277	280	3.20
Quilon	284	288	--	Chindwara	277	281	2.59
Trivandrum	295	302	--	Tripura	273	274	4.37
Bhalaghat	262	266	5.24	Goa	303	306	3.40
Bhilai	240	243	3.49				
Bhopal	278	281	5.46				
Indore	283	284	5.18				
Jabalpur	296	298	6.41				
Bombay	299	306	5.12				

Note: Figures on old base can be obtained by multiplying the Index Number on New Base by the linking factor given and rounding off the result to nearest whole number.

-- Dash denotes new centres under 1982 series

TEXTILE WORKERS' CONVENTION AT KANPUR

A joint convention of the textile workers was held at Kanpur on 3rd of July. It was convened by the CITU, AITUC, INTUC, HMS, HMKP, BMS, TUCC, AICCTU, UTUC, etc. About 500 delegates participated in the convention. Md. Shafi, Jamuna Prasad Dixit, Arvindraj Swarup, Ramkrishnora Tripathi, Anant Ram Bajpayee, Ravi Pratap Narayan, Ganesh Dixit, P.D. Yadav and Udai Bahadur Singh were in the presidium.

It was addressed by P.K. Ganguly, Secretary CITU, Dipankar Bhattacharya, Secretary, AICCTU, Vasudev Pandey, State Secretary of AITUC, Subhashini Ali, Ex. M.P., Daulat Ram, Sayed Akbar Ali, Krishan Kumari Pande, Ravi Sinha etc.

P.K. Ganguly while speaking in the convention strongly criticised the Narasimha Rao Govt. for not implementing the tripartite agreement in NTC. He assailed the economic and industrial policies of the Rao Government and called upon the textile workers to wagestruggle for the reversal of the policies and participate in the 29th September countrywide strike.

The main resolution of the convention called upon the textile workers of Kanpur to rally behind the demand for implementation of the unanimous agreement on NTC and provide budgetary support to NTC till the modernisation is complete. It also demanded opening of all closed and sick units in the private sector.

In another resolution the convention demanded reopening of J.K. Jute mills and to restart J.K. Cotton mill, to start production and run with full capacity of all the other factories in Kanpur, including Brush ware, Tafaco, Hindustan Vegetable Oil Corporation, N.T.C. and BIC mills. The convention demanded punitive action against those managements which were not depositing the provident fund of the workers. The convention also decided to hold a big rally on July 14 in support of the public sector workers' strike on the day.

The Rally on 14th July:

The joint rally of the textile workers was held in Kanpur on 14th July. Workers from the various textile mills belonging to Central Trade Unions including

CITU, AITUC, INTUC, HMKP, AICCTU, UTUC, BMS, etc., assembled on the gate of Swadeshi cotton mills and marched to the office of the Divisional Commissioner and sat in a dharna.

The entire road was jammed and traffic dislocated. Speakers, criticised the Govt of India for non-implementation of the agreement on NTC. They stressed the need of struggle against the new economic and the industrial policies of the union govt. They said that the textile workers will participate in all India level struggles whole heartedly. They also criticised the U.P. Govt which had not taken interest to run the mills nor it had put any pressure on the Union Govt in this regard. On the contrary, the State Govt itself went ahead with privatisation.

Speakers demanded that punitive action should be taken against those managements which had not deposited the money in EPF and ESI fund. Subhashini Ali, Ganesh Dixit, Aravindraaj swarup, Syed Ali Akbar, P.D. Yadav, Ram Pratap, Daulat Ram etc. were among the speakers.

Powerloom Workers to join 29th Sep. Strike

The workers and activists of the powerloom union in Solapur held a meeting on 6th August. The meeting was presided over by Narsiya Adam and addressed among others by P.K. Ganguly, V.J.K. Nair, K.L. Bajaj and Ravindra Mokashi.

The meeting focused at the textile policy of the Government of India, due to which the organised mills were being closed down and the weaving section were being switched over to the powerloom. The powerloom workers were ruthlessly exploited and at the sometime deprived of labour laws and social security measures.

The meeting decided to implement the action plans chalked out by the Joint Action Committee in its meeting in Bombay on 18th July, which included a rally before Parliament in November. The meeting also decided to participate in the Civil Disobedience Movement from August 16 and in the 29th September strike.

Campaign Against Malhotra Committee Recommendations

Pursuant to the call of AIEA to unleash a massive campaign against the recommendations of Malhotra Committee in diverse forms to reach wider sections of the people, the Insurance Corpn. Employees' Union (ICEU). Thanjavur Division is carrying out an extensive campaign.

VAN JATHA:

As a part of the campaign leading comrades and activists undertook "VAN JATHA" and addressed street corner meetings throughout the Division which consists of Trichy, Pudukkottai, THANJAVUR and Nagai Quaid-e-Milleth. The entire division was divided into seven regions and campaign was carried out in each region on one day.

The seven jathas covered 20 towns and street corner meetings were held in 70 centres in town and villages. During the street corner meetings, the activists fanned out in groups and obtained signatures in the memorandum addressed to the prime Minister.

Women comrades enthusiastically participated in many centres like Karur, Srirangam, Keeranur, Arantangi, Kumbakonam, Mayiladumthurai, Sirkazhi, Nagai and Tiruvarur. The response of the public was very good and all those present willingly affixed their signatures on the either addressed to the Prime Minister.

In a small hamlet viz. Krishnarayapuram near Kulithalai when the van was about to start for the next centre 15 villagers came to the van and insisted on their signing the memorandum to the prime Minister. In some places people offered donations. A total of around 16000 signatures were obtained during the Jatha programme. In some centres, leaders of fraternal Trade unions like CITU, Govt. Employees Union, P & T Union, BEFI, AIBEA, Organisations of LIC Agents and Development Officers greeted the "VAN JATHA". Gate meetings were addressed in front of BHEL, Trichy at about 7.45 am on 27.6.94 and before the Trichy Collectorate during lunch recess and the leaders of CITU Union at BHEL and Tamil nadu Govt. Employees Association at Collectorate greeted the jatha. In Pudukkottai region two activists of Arivoli Iyakkam joined the jatha and rendered some

lyrics. This is the first time ICEU, Thanjavur, conducted a Van jatha and the experience was very encouraging. The vans decorated with the posters, banners etc. crossed around 1200 KMS and attention of the people could be attracted. In the background of the campaign against the new economic policies conducted by various trade unions and mass organisations, the campaign against privatisation of L.I.C. and G.I.C., the giant public sector financial institutions with a good reputation gave fresh insight to the common people. ICEU, Thanjavur Division has resolved to continue the campaign against the recommendations of Malhotra Committee with much more vigour and accomplish the task, as laid down by AIEA.

Indefinite Strike in Nagda Grasim Industry

The workers of Birla's Grasim Industry, Nagda are on indefinite strike since July 1. The strike call was given by the CITU union Grasim Mazdoor Sabha in pursuance of the new charter of Demands after the earlier charter had expired in December 1993. The call for the strike had to be given as all negotiations failed and the management refused to give any increase in wages.

It is to be noted that this industry owned by the Birlas, producing staple fibre and Sodium Sulphate, is among the highest profit earning concerns in Asia. It has increased its net profit by about 8 per cent during the last few years. But they have remained adamant in giving wage increase to workers.

To break the workers' unity the management floated one organisation consisting of some BJP and Congress followers, who created violence and stopped the machines. But the overwhelming number of workers organised under the CITU remained undaunted and continued the strike.

The President of the MP State CITU, Badal Saroj addressed a massive gate meeting in July and called upon the workers to remain unprovoked by the gangsterism and continue the strike till the management was compelled to make a negotiated settlement. Gate meetings, morchas and rallies are going on in the town.

MASSIVE RALLY OF WOMEN BEEDI WORKERS

A massive rally of about five thousand beedi workers, all women, was held at Solapur on August 7. The rally was organised by the Lal Bapta Shramik Kamgar Union (CITU), under which the beedi workers of Solapur are organised along with other sections of unorganised sector workers.

The rally was presided over by Narsiya Adam. Inaugurating the rally, P.K. Ganguly, Secretary, CITU called upon the beedi workers to wage continuous struggles in pursuance of the 18 point demands formulated by the Kannur Conference. He pointed to the deplorable conditions of the beedi workers as one of the biggest sections in the unorganised sector, where the women workers who constituted over 70 percent of the workforce, were particularly exploited. He also assailed the Government for pursuing an economic policy under the pressure of the IMF and World Bank, which not only mortgaged the economic

sovereignty of the country to the imperialist agencies, but also hit the unorganised sector in particular.

A number of women workers spoke on the occasion. They vividly described how they were deprived of identity cards, housing facilities, ESI and PF facilities and even of the beedi welfare fund. They demonstrated their determination and militancy to intensify the struggles.

Among others who spoke on the occasion were V.J.K. Nair, K.L. Bajaj, Ravindra Mokashi and Narsiya Adam. The rally called for Solapur bundh on 29th September, and also to participate in the Civil Disobedience Movement starting from August 16 against the economic policies of the Government.

Later, in a meeting of the executives and activists, the beedi workers decided to form a separate union of beedi workers and get it registered.

CISF Attack on Neyveli Workers

□ A P Padmanabhan

The Central Industrial Security forces went on a rampage and brutally assaulted workers, engineers and officials of Neyveli Lignite Corporation (NLC) on 20th July. Workers in the second Thermal Plant were agitating for the revocation of suspension of four workers. While the demonstration was going on in front of the office, CISF personnel attacked the workers and others including offices in the area and more than 200 were injured. Two of them were in serious condition and had to be taken to Madras for treatment.

Protesting against the brutal attack, all workers and officers in all the plants went on a protest strike on 21st July. Strike in the second plant continued and was withdrawn on 25th after the management agreed to revoke its orders of suspension.

Earlier, on 3rd May, there was a protest strike of contract workers in NLC for which the call was given by CITU. More than 12,000 workers had participated in that strike. 45 contract workers and one office bearer of CITU were suspended for this strike and protest actions were going on.

It was in these circumstances, the struggle in second thermal began. Immediately on hearing the news of attack, T K Rangarajan, General Secretary of

State CITU and leaders of the district committee rushed to Neyveli. They met the injured workers in the hospital. They also guided the protest actions there. Demonstrations processions and meetings were held. On 27th workers were mobilised from all over the district for a massive rally, which was addressed by T K Rangarajan and others. CITU also called for statewide protest demonstrations.

While the suspension of four workers have been revoked, the suspension of 46 workers for the one day strike on 3rd May, is continuing. CITU has demanded immediate revocation of all victimisations.

M K Pandhe, General Secretary, CITU, visited Neyveli on 3rd August and met the officials of the NLC and demanded reinstatement of the victimised workers. A procession and public meeting was organised which was addressed by M K Pandhe and other leaders.

Electricity Contract Workers Struggle:

18th July was a day of mass action for the workers in the State Electricity Board in Tamilnadu. More than 8,000 contract workers including few women from all over the state assembled at the main

entrance of the central office of State Electricity Board and picketed the main gate.

CITU affiliated Central Organisation of Tamil Nadu Electricity Employees Union (COTEE) had given the call for this massive picketing as another phase of the long drawn struggle being conducted by the union.

COTEE has been conducting state wide struggles and also legal actions at various levels on various demands of the contract workers. The demands include regularisation of all contract workers, immediate implementation of the Khalid Commission Report by which 18,000 workers are to be regularised, implementation of statutory benefits, equal wage for equal work, etc.

The massive response to the call for picketing clearly exhibited the anger among the contract workers against the inhuman exploitation by a State Government organisation.

The mass of workers were addressed by T K Rangarajan, A K Padmanabhan, A Soundararajan and others. D Janakiraman, S Pencharathnam and other office-bearers of COTEE led the picketeers in courting arrest. It took more than 5 hours for the police to remove the workers from the Gates of the Electricity Board. For the whole day the arrested workers were kept in the May Day Park under police surveillance and let off in the evening.

Regular workers' Dharna

Regular workers of TNEB under COTEE are also on a statewide campaign in support of various demands including against privatisation of Electricity. Removal of all ceilings in Bonus Act and proper transfer policy in the Board. A massive dharna was held in Madras on 6th August in which more than 3,000 workers from various parts of the state participated.

B Janakiraman, General Secretary, COTEE led the dharna. T K Rangarajan, General Secretary, State CITU inaugurated the the dharna. Among those who addressed the participants were A K Padmanabhan, S Pancharathnam, Devi Parameswari, Santhanam, (AIIEA), Raji (W Women Coord. Committee), W R Varadarajan, secretary State CITU gave the concluding address.

Handloom Workers' Struggle:

The CITU and AITUC led handloom workers federations jointly organised dharnas all over the state on 19th July demanding amendments to the

minimum wages notification, implementation of proper DA system, election to the co-op. societies, ensuring statutory benefits, etc.

Hundreds of workers participated in the dharnas in all the handloom centres in the state. Memoranda containing the demands were submitted to the ministers and higher officials.

Local Body Workers;

All sections of employees and workers in local bodies had decided to go on an indefinite strike from 18th July in support of a long pending charter of demands. Enthusiastic preparations were made all over the state. On the eve of the strike, the state Government had to call the leaders of the JAC and agree on some of the demands and also assure further discussions on other demands. In view of this, the strike was deferred.

Conference of ABK Metal & Engg. Workers Union

The 20th Conference of the ABK Metal & Engineering Workers Union was held during 29-30 July 1994 at Bharati Bhaban, Burnpur (Balaram Goswami Mancha). The Union president C S Mukherjee unfurled the red flag. The conference started after placing of wreaths at the martyrs' memorial.

Sunil Basu Roy, General Secretary of All India Coal Workers Federation, and Mrinal Banerjee and A S Dakshi of Steel Workers Federation of India greeted the conference. Jibon Roy MP, Secretary CITU addressed the delegates session. He called for participation in the 29th September strike against the economic policies of the government and for furtherance of struggle against privatisation of IISCO.

The conference was attended by 310 delegates. Jiten Dubey placed the General Secretary's report, which was discussed by 72 delegates.

The Conference elected C S Mukherjee as President, Jiten Dubey as General Secretary, B P Mukherjee as Deputy President, G C Nandy as Treasurer and six vice presidents and five Jt Secretaries.

Tamilnadu CITU Telephone No.

The Telephone No. of Tamilnadu State Committee of CITU, Madras has changed. The new Number is 831500.

ARREARS OF P.F. AND ESIC DUES

In the recent years, the problem of default by employers in depositing the dues of the Employees' Provident Fund organisation (EPF) and of the Employees' State Insurance Corporation (ESIC) has assumed enormous proportions. Various studies have been made of the mounting problem by some state governments, trade unions, enterprising presspersons and lately by a Sub-Committee of the Consultative Committee of parliament attached to the Ministry of labour consisting of 4 Member, 3 from Lok Sabha and one from Rajya Sabha, who was the Chairman of the Sub-Committee.

The Sub-Committee took great pains to go deep into the problem, its actual dimensions, the causes and suggested several remedial actions. It needs to be stated in this connection that the probings by the Sub-Committee led it to the conclusion that several of the defaults were willful and avoidable while money was siphoned off to purposes other than those for which it was meant. It was also noted that there existed a lamentable lack of appreciation by some public undertaking, both in the Central and State spheres, about the importance of meeting these obligations. Laxity in recovery efforts also did not escape the attention of the Sub-Committee.

After deliberations, visits and physical checks, the Sub-Committee made as many as 18 recommendations which are of importance to all concerned.

The recommendations are reproduced herein below for general information:

RECOMMENDATIONS

The Committee recommends the following measures for the effective recovery of arrears of Employees' Provident Fund and Employees' State Insurance dues:-

1. Explanation 1A and 2A to Section 405 of Indian penal Code should be amended to make non-payment of employer's share payable under Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the Employees' State Insurance Act, 1948 a criminal breach of trust as defined under Section 405 and punishable under Section 406-409 Indian Penal Code.

2. The Government should consider making

non-payment of Employees' Provident Fund and Employees' State insurance dues non-bailable offence.

3. Section 15 of the sick Industrial Companies (Special provisions) Act 1985, should be amended by incorporating a provision that the employer/owner/promoter shall be required to pay the outstanding dues within 90 days of the company being declared a sick industrial unit by the B.I.F.R. as a pre-condition for considering its revival proposal.

4. The proviso to Section 8B(1) of the Employees' Provident Fund Act and Section 45-C of the E.S.I. Act should be amended to allow attachment and sale of personal property, movable or immovable of the employer/owner/promoter or of all or any of the members of the board of Directors of the Company so as to make the owner/employer/promoter and the board members personally responsible for their acts of omission and commission.

5. Section 8 F of the E.P.F. Act and Sub-Section (2-B) of Section 75 of the E.S.I. Act be amended to provide that in case an employer does not agree with Recovery Officer's action and seeks judicial intervention in a Court, he would be allowed to do so after depositing 75% of the amount specified in the recovery order.

6. The Committee recommends that Section 94 of the E.S.I. Act be amended to accord first priority in the form of first charge on the assets of the defaulting establishment for the payment of ESI contributions payable under the ESI Act as in the case of Section 11 (2) of the EPF Act.

7. Considering the large number of cases pending in the high Courts and also keeping in view the instances of unusual delay in the recovery process, the Committee recommends that the Government should consider the creation of a special bench in high Courts, and a separate Court at the district level to adjudicate the cases of these two Organisations.

8. In order to ensure that the sickness does not become a cover to commit irregularities by the delinquent employer, a legislation should be passed debarring such employers from getting financial assistance/loans from public sector banks and financial institutions. non-payment of Provident Fund/Employees' State Insurance Corporation dues should be made an economic offence and a law to

that effect should be passed. Such an employer should include the entire group of industries also with which the employer is associated so that the defaulting employer can be targeted through other industries in his group. he should also be banned from getting import licences and government patronage till such time as he remains a defaulter. The Government should also consider debarring the defaulting units from export incentives.

9. The proviso to Section 17-b of the EPF Act and Section 93 of the ESI Act should be deleted as, in many cases, it is found that the value of assets obtained by a transferee is too meagre to cover provident fund or any other liabilities left by the transfer of employers.

10. The Committee recommends that Section 91-A of the ESI Act be amended to the effect that the exemption may be granted only prospectively and not retrospectively.

11. Section 45-A of the ESI Act be amended empowering the officers of the Corporation to exercise the powers of a civil court on the lines of Section 7-A of the Employees' provident Fund and Miscellaneous provisions Act, 1952 which gives such powers to the Central Provident Fund Commissioner and certain other officers.

12. The Committee observed that the police authorities do not usually act on the complaints filed by The Employees' Provident Fund and The Employees' State Insurance Corporation authorities on priority basis. There are instances where complaints against the habitual defaulters had remained without action for a considerable period of time. Action in such cases was initiated only when the higher authorities in the State Governments were moved. As delay in taking action against the defaulters tends to encourage defaults, the Committee recommends setting up of special units in the police department to deal with all complaints filed by these authorities against the delinquent employers for immediate action.

13. For taking timely and appropriate action against the delinquent employers it requires constant coordination between The Employees' provident Fund and The Employees' State Insurance Corporation authorities on the one hand and the police department and the home department of the State on the other. The Committee, therefore, recommends setting-up of a coordinating cell in each State Government under the Chairmanship of the respective Home Secretary to monitor actions on complaints filed by these two organisations against

the delinquent employers.

14. Under Section 104 of the Customs Act and Section 13 of the Central Excise Act the Customs and Excise authorities have powers of search, seizure, and issue of warrants against the delinquent individuals. The Government should consider giving similar powers to the Employees' Provident Fund/Employees' State Insurance Corporation authorities to act against the defaulting employers on the analogy of the Customs Act by suitably amending the E.P.F. Act. and the E.S.I. Act.

15. The Recovery officer of Kerala has shown creditable performance in realisation of arrears through his innovative approach. The Committee suggests that this should be emulated by other Recovery officers of the two organisations for effective recovery of arrears and for protection of the job of the workers to the extent possible.

16. The Committee recommends that no member of the board of Trustees of exempted funds should be eligible for re-election to the board for more than two terms in his life time.

17. The Committee recommends that the process of computerisation in the Employees' Provident Fund Organisation and in the Employees' State Insurance Corporation should be speeded up without adversely affecting the interest of the employees of these organisations. This would facilitate quick collation, compilation, analysis and retrieval of data for effective monitoring so as to ensure speedy detection of the defaults and to effect quick recovery of arrears from the defaulting employers and smooth delivery of benefits to the beneficiaries. In the light of recommendations of the Committee, the work and functioning of the Employees' Provident Fund Organisation and the ESI Corporation should be streamlined and updated.

18. As instances of default in the exempted sector is large, the Committee recommends that supervision over the exempted establishments should be strengthened to bring down the arrears in the exempted sector.

1. Gurudas Das Gupta, Chairman,
Rajaya Sabha
2. Gaya Prasad Kori,
Member, Lok Sabha
3. Ajay Mukhopadhyay,
Member, Lok Sabha
4. K. Ramamurthy,
Member, Lok Sabha

New Delhi, 14.6.94.

FOREIGN INVESTMENT IN POWER SECTOR: AN AVOIDABLE DISASTER

□ K.R.Unnithan & R.Saradambika

JUSTIFYING the foreign investment in power sector in a recent note released by power ministry, the latter said:

"As such private sector has been allowed entry in the power sector not for exploitation of the country but to rescue the country out of the quagmire of resources crunch dangerously threatening to paralyse the power sector and consequently the country and for the massive investments required of several billion dollars, gates had to be opened to foreign investors, capital being not adequate for the needed capacity."

"The plants now being allowed in the private sector are expected to have a PLF on an average of not less than 80 per cent. Higher PLF means cheaper cost of power."

But these statements are baseless and part of a strategy to pull the wool over the eyes of the people. We have our experience of the last two years of "globalisation and liberalisation". The lesson we got is simple. The ultimate aim of foreign investors is only to loot our country through all means and they are least bothered about the development of our country. The facts and figures are self-speaking. But they are kept hidden not only from the people but from their elected representatives also. Most of them are beautifully mislead. An attempt is made here to go a little deep into the available facts and figures and to expose the misleading propaganda.

To start with, three tables are given alongside.

Table one gives the details of four generating stations which are proposed to be installed either by foreign agencies or by Indian agencies with foreign collaborations.

Table 2 and 3 furnish details of generating stations which have been or are being installed in India and foreign countries respectively.

A comparative study of these three tables reveals the following:

1. Whenever global tenders are invited for the installation of generating station and for the supply of equipment, Indian firms quote the most competitive offer and secure the orders
2. The cost of the project becomes very low when the project is carried out by indigenous firms making use of indigenous equipment.

In such cases project cost is estimated to be less than Rs two crore/MW.

3. Import of equipment (without inviting tenders) in the name of bilateral aid causes a steep rise in the project cost.
4. The cost of generating stations in India, when installed either by bilateral aid or by a multinational, becomes even more than two times the cost of installing the same by indigenous firms with indigenous equipment. This cost exceeds even the international rate, being about one and a half times the international rate.

A hike in the project cost invariably reflects in electricity tariff. Modern costing of electricity has two deciding factors -- fixed cost part based on the capital cost of the project, and running cost part which accounts for operation and maintenance. When the installation cost is high, naturally the fixed cost part and hence the cost of electricity will be higher. Today the average cost of electricity in India is Rs 1.03 per unit. But, the cost of generation itself will rise to about Rs 2.40 to 3.00 or more per unit if the project cost increases as pointed out above. The result will be an increase in the cost of energy supplied which may go up to Rs 4.00 or 5.00 or more per unit.

In short, foreign investment in power sector has a very disastrous impact on the consumers and on the economy of the country. One or two case studies will disclose the mystery behind the rise in project cost.

JAGARUPADU PROJECT, ANDHRA

A gas fired generating station of capacity 235 MW is proposed to be installed at Jagarupadu in Andhra Pradesh by an American firm named GVK Industries, in collaboration with the multinational, Asia Brown Broveries Ltd. The relevant details of the agreement entered into with the above firm APSEB given below:-

Estimated Project Cost Rs 859 crore

This amount will be mobilised as:

1. Loans	
(a) Indian financial institutions	40%
(b) Foreign financial institutions,	28%
Total	68%
2. Equity Share	
(a) Public	15%
(b) APSEB being business partners	5%
(c) GVK Industries	12%
Total	32%

That, is, the loan from foreign financial institutions = 28% (Rs. 240.52 crores)

(Accepted debt equity ratio is 68:32)

Foreign equity (12%) = Rs.103.08 crs.

Total foreign investment (40%) = Rs 343.60crs.

As per internationally accepted practice, plant cost, i.e., cost of equipment and machinery, is taken as two-thirds of the project cost.

For Jagarupadu Station:

859

Rate of Project cost = 235 = Rs 3.65 crore per MW

Plant cost = $24 \times 3.65 =$ Rs 2.43 crore MW

International rate of plant cost now prevailing is Rs 1.3 to 1.5 crore MW.

Hence the rate quoted by M/s GVK Industries in excess of international rate $2.43 - 1.5 =$ Rs.0.93 crore MW.

Excess amount claimed for the plant and machiner = $0.93 \times 2.35 =$ Rs218.55 crore.

Hence the actual foreign crore investment will be reduced by an amount of Rs.218.55 crore which is pocketed by the foreign firm by inflated cost of plant and machinery. So actual foreign investment is $343.60 - 218.55 =$ Rs.125.05 crore.

Percentage of foreign investment = $125.05 / 859 \times 100 = 14.6\%$ against 40% claimed in the agreement.

The following aspects are also to be noted:

1. Equity share of GVK by way of inflated cost of plant at the very beginning of the project = Rs 218.55 crore.

i.e. Real investment of M/s GVK = $103.08 - 218.55 =$ Rs (-) 115.47 crore.

The above calculation reveals that not only does this foreign company need not invest the due equity share of Rs 103.08 crore but also take away Rs 115.47 crore even at the beginning of the project. By supplying machinery and equipment at the rate of Rs 1.5 crore MW, the ABB bags huge profit in addition.

2. The cost of installing a thermal station by indogenous firms using indogenous technology and equipment is estimated to be Rs two crore MW.

So the total cost of Jagarupadu project will be $2 \times 235 =$ Rs 470 crore which is less than the "GVK Project Cost" by Rs 389 crores. In other words, a project which could be successfully completed using the equipment supplied by internationally reputed firms like BHEL at a cost of Rs. 470 crores is given to an American firm at a cost of Rs 859 crore.

3. As already pointed out, Indian investment in this project is:

Loan from financial institutions	40%
Equity share of public	15%
Equity share of APSEB	5%
Total	60%

= Rs 515.4 crore.

Just a glance at the above figures will convince any one that this project could be carried out without any foreign investment. (Cost of taking up the project indeneously is only Rs 470 crores and the Indian investment proposed is 515.4 crores.) Then why this hue and cry for this gimmicks of foreign investment!

4. A minimum of 16% and that too in US dollars) of recorded investment of Rs 343.6 crore (not of actual investment of Rs 125.05 crore is guaranteed to the foreign financial institutions and firms towards profit or interest. A depreciation charge of 7.5 per cent also is to be given.

Interest/Profit 16% = 343.6×0.16

= Rs 54.98 crores

Depreciation 7.5% = 343.5×0.075

= Rs 25.77 crores

Total

= 80.75 crores

Thus for an investment Rs 125.05 crores, an amount of Rs 80.75 crores (65 per cent investment) is taken out from the country every year.

Gains on account of tax exemptions, variations in exchange rates etc. are in addition to all these.

DHABOL PROJECT, MAHARASHTRA

The Maharashtra state electricity board has entered into an agreement with the multinational, M/s ENRON in collaboration with M/s G.E Capital and M/S Betchel Corporation to install a generating station of 2015 MW at Dhabool. Liquefied natural gas is to be used as fuel in this station.

Project cost = Rs 9053 crore

Rate of project cost = 9053/2015

= Rs 4.5 crore MW

Debt: equity = 70: 30

Plant cost = 4.5×23

= Rs3 crore MW

Plant cost in the international market

= Rs.1.3 to 1.5 crore MW

Amount pocketed by the foreign firms by inflated plant cost

= $1.5 \times 2015 =$ Rs3022.5 crore

Investment by foreign promoters in record (by way of equity share)

= $9053 \times 30/100 =$ 2716 crore

Total foreign investment in record (including debt)

= $9053 \times 40/100 =$ 3621.20

Actual investment by foreign promoters

= $2716 - 3022.5 =$ Rs(-)306.5crore

Actual foreign investment (including debt)

= $3621.20 - 3022.5 =$ Rs.598.7 crore

Percentage of actual foreign investment	= 598.7x100/9053
	= 6.5
Indian investment (including loans from Indian financial institutions etc.)	= 60% of project cost
	= 9053x60/100
	= Rs 5431.8 crore
Estimated project cost to carry out the work by Indian firms using indigenous technology and equipment:	= 2015x2
	= Rs 4030 crore.

Here also the project could have taken up and completed at a lower cost and with the Indian investment alone.

In the power purchase agreement (PPA) made by the MSEB with ENRON, minimum profit of 16 per cent and depreciation charge of 7.5 per cent are ensured. It is also specified in the agreement that the fixed cost part and running cost part of tariff are to be increased every year by approximately, 4 per cent and 3.5 per cent respectively. This is a clear deviation from the practices followed hitherto in formulating the electricity tariffs. Taking into account the probable wear and tear of the equipment and machinery, an amount equal to 7.5 per cent of the cost of machinery and equipment is set apart each year as depreciation charges so that 90 per cent of the cost will be returned within a period of 12 years. Naturally, this will envisage a reduction in the fixed cost part of the electricity tariff. But in the PPA with ENRON the above scientific approach has been done away with. Instead, an annual increase of 4 per cent in the fixed cost part is imposed.

The PPA, while specifying that the running cost part of the tariff is to be enhanced based on the fuel price, does not insist that the fuel must be imported at the lowest available rate in the international market. This means that ENRON can import fuel at any rate and consequent rise in running cost will have to be borne by the Indian consumers. (In fact, why do we go for this costlier option of gas? Why we are not opting the coal, which is cheaper?).

The above multinationals, draw out from India a huge amount every year as detailed below:

16% interest or profit for the Recorded investment	= Rs 579.4 crores
Depreciation charges 7.5%	= Rs 271.5 crores
	: Rs 850.9 crores

Share of the profit by increasing the cost of electricity generated in the first stage 695 MW (in 1998) incorporating the increase in fixed

cost part of tariff by 4 %	= Rs 1.14 crores
-do- in the 2nd stage	
1320 MW	= Rs 2.23 crores
Total	= Rs. 854.27 crores

By investing an amount of Rs 598.7 crores, the multinationals take out an amount of Rs 854.37 crores which is 143 per cent of the investment for the first year and higher amounts for the subsequent years. As in the case of Jagarupadu project, here also the above gains are exclusive of concessions relating to tax, exchange rate variations etc.

Main Conclusions

1. Enhanced project cost is artificially created by the foreign promoters and investors solely for looting out country.
2. In almost all projects entrusted with the foreign firms, their investment is nominal.
3. All the above projects could be completed with the resources raised within the country.
4. The argument that we opened the gates to the foreign investors due to paucity of capital is deceitful.
5. Huge amounts towards interest, profit, depreciation, etc., are given to foreign investors for their negative investments. In other words, after looting the country they will be siphoning out huge profit from India in coming years.

PLANT LOAD FACTOR - EFFICIENCY - COST

In the note of the power ministry mentioned at the beginning it is stated that higher PLF means cheaper cost of power. This statement also is baseless and unscientific as stated earlier. PLF of plant load factor is the technical term used to express the ratio between the units produced and the production capacity of a generating station. Electricity cannot be stored after producing it. Generation, transmission, distribution and utilisation take place simultaneously. Hence electricity could be produced strictly according to the demand, no matter whether the generators are of higher capacity or not. In a grid system, demand is maximum in the morning and evening hours, and these are called peak load hours. Also, there will be a minimum demand of power at any time and this is called base load. So after the peak load hours, the power produced is to be reduced. This reduction in the power production is implemented as per the direction of the load dispatch centre of the grid. Usually in a healthy system, power produced by hydel stations are reduced. So plant load factor of these stations will be much lower, (especially if it is not designed for peak load operations) when compared to other stations. This low plant load factor is not a criterion of efficiency,

but the main indicator of plant capacity utilisation. It is a function of consumption pattern too. So it can be very well inferred that PLF should not be taken as a scale to measure the efficiency of power stations and power station management.

A good number of public sector generating stations with BHEL machineries are having high PLF. For example, Corba- I(94.2%), Singroli-II (88.1%), Tutucorin (87%), Vijayawada-II (85.6%), Ramagundam-VI (85.5%).

Instead of PLF, plant availability (PA) should be taken as the criterion for efficiency and efficient management of the power station. For how many hours the plant was ready to generate at its rated capacity is denoted by PA. Between April and November of 1993, the PA of public sector generating stations in India was 78.3%. This is above the internationally accepted level. During the same period, the PLF was 58.4%.

The meaning of accepting high PLF, of the order of 90 per cent for the private sector plants controlled by multinational corporations, is that many of generating stations in public sector which are producing cheaper power have to reduce production or stop the spinning to share the base load of the grid with private sector plants which are producing costlier power. MSEB has agreed to purchase the power produced by 'ENRON Station' working at 90 per cent PLF, i.e. ENRON will either generate an average of 1813 MW power or it will produce energy for 7884 hours in an year, with its rated capacity. During 1992-93, peak load of MSEB was reaching 6864 MW while the base load was only 4500 MW. The installed capacity of Maharashtra grid is 10410 MW in which 1622.5 MW are of power stations owned by Tata. For ensuring full offtake of power at 90 per cent PLF at a cost of Rs 2.40 at ENRON plant, the power

stations of MSEB and Tata are to be offloaded (back loaded) which are giving power at an average cost of Re 1.16 per unit at the consumer end.

All these facts proves beyond doubt that the propaganda to unleashed by the government to justify foreignisation and privatisation of power sector are baseless and false.

To supply cheaper power to the people of India according to their demand the following alternatives are proposed:

1. Under centralised planning, and standardisation of indigenously manufactured generators and connected equipments, the installed cost of projects can be further reduced. Consequently this will bring down the cost of generation of power. This possible only under public sector. So projects are to be taken up under public sector, under centralised planning.

2. If we examine the losses incurred by SEBs, two main reasons for the same can be found out: (a) huge interest paid for the loan capital, (b) energy is sold out at a lesser price, compared to its cost of production. During 1990 the cost of production was 105 paise and the selling price was 80 paise. Now, an SEB should be allowed to increase the average selling price slightly above its cost of production, so that it can generate surplus for re-investment. Even after this increase, the price of electricity will be less to the tune of 1/4 or 1/3 of that produced by multi national corporations. Also, the loan capital of SEBs are to be converted as equity and its interest due should be written off.

3. Cheaper sources of electricity (eg: hydel potential) should exploited to the maximum extent possible.

4. A culture should be developed among the people in general and engineers, officers ad workers in power sector in particular to work for the expeditious completion of power projects.

TABLE I

Power Projects Cleared For private Investments

Foreign Company	Generating State	Station Place	Installed capacity	Installed Cost per MW in Crores
ENRON				
GVK Industries	Maharashtra	Dhabol	2015	4.5
ABB	Andhra	Jagarupadu	235	3.65
ST-CMS	Tamilnadu	Neyveli	250	4.40
Co-gentix	Karnataka	Mangalore	1000	5.09

TABLE 2

Indian Power Plants In Public Sector

Generating Station	Installed capacity MW	Year of Commissioning	Mode of Awarding Contract	Foreign/ Resource Indian	Installed Cost/MW in Crores
Chandrapur	2x500	91-92	Global Tender	Indian W/Bank	1.09

Contd. on 19

Role of Trade Unions to Improve Safety, Occupational Health and Environment in India



P.K. Das

Introduction:

Activities and mode of actions of trade unions are changing fast with rapid growth of industries all over the world. Traditional practice of trade union had been to increase wages and stop physical and professional repression. Now workers are not fighting for their wage and existence only. Nevertheless they are more active to protest against privatisation, useless modernization, violation of safety procedures, occupational hazard and polluted environment. Entire tactics of exploitation now do not confine on denial of reasonable wages only. Intelligent industrialists always search for alternatives to maximize their profit in the path of least resistance. Many of them are now ready to pay slight more wage if they can reduce manpower, make productive equipment massive, use old and unsafe machines, deny expenditure on safety and pollution control and so on. Important industrial houses also cannot ignore collective strength of organised trade union now. Only escape is to get the job done through contract agencies or piece rate contract who hire and fire millions of unorganised labours at here minimum wages.

This practice gets more and more momentum due to ever increasing unemployment problem and redundant or surplus workers from sick industries. Workers of sock or close industry have to bear entire burden of their family when they lost their only source of income. To enable to meet both ends together, a retrenched worker or unemployed youth becomes ready to do any job at any working condition at any amount of salary. Piece rate or job contract have direct consequence on industrial relation and production cost. Industrialists do not have to pay agreed wages, higher overtime rate, spell or relief, salary for non production days, weekly off days, annual leave, old age coverage, medical assistance, accident benefit and so on. More and more industries are entering into a new era. Often we find industrialist with finance capital, board of directors, brand name, massive advertisement, wide market, enormous profit...but without labour. By turn more and more workers become owners or manufacturers or a piece rate contractors. Such type of entrepreneur cannot earn his adequate living cost but have the pride of being a owner---even employer of few labours.

In Steel Plant, Chemical Industry, power Plant etc., piece rate work is not possible industrialists established large industry to maximise profit by

reducing manpower and introducing mechanization, handling of raw materials, bulk chemicals, gases, hot metals, high voltage, radioactive elements etc. further intensify problem of safety, health, environment and disaster.

It is difficult to imagine how the million workers of such small and big factories work days after days. A glimpse of factories situated at major industrial centers like Howrah, Lilluha, Relgharia, Barakar, Jamshedpur, Kanpur, Aligarh, Jalandhar, Faridabad, Gaziabad, madras, Sivakasi, Pune, Thane etc. can remind us a clear picture of those days of 18th century. Sordid condition of those factories could not cross the age of industrial revolution.

As per economic survey of Govt. of India, there were 19 lakhs 40 thousands small scale industries which employed 1 crore 26 lakhs workers in 1990. This means that there were six workers in average per industry. Those factories do not fall under purview of Factories Act 1957 or 1987 amendment.

Naturally, employers of those factories have no legal responsibility for better working condition leave apart any morale responsibility. Factories using power with ten workmen and twenty workmen without power do not fall under provisions of Factory's Act which means 90% of workmen are completely under mercy of their employers. To escape legal obligations, small scale factories are on increase from 17 lakh 92 thousand in March 1989 to 19 lakh 42 thousand in December 1990. In 21 months growth of small scale factories are 1 lakh 48 thousand despite 2 lakh factories are sick or closed during the period. This clearly indicate big industrial houses shift their problem of safety and pollution to many more small industries. Similarly, multinationals migrate their pollution prone, accident prone and unhealthy industries from mainland to developing countries. One such example was mic gas production by union carbide and its consequence as manifested by Bhopal gas tragedy.

Magnitude of the Problem

Sometime we cannot imagine how working condition can cause loss of limbs and lives of workers even in organised profitable factories, speech of Mr. Gopeshwar, INTUC leader and ex-Board member of SAIL in a seminar on 26th August 1987 at New Delhi can be an eye opener. He told that there are only few workers of Telco, (Giant Automobile factory of Tata) who have their all five fingers. Telco is one of the highest profit earning enterprise of Tata management.

Similarly, in an ILO seminar in October 1990 at

Bombay, AITUC leader of Electricity Workers Federation placed a report to say there are about 1670 fatal and 2157 non-fatal accidents in average in electricity industry or 6 fatal accidents per year per 1000 workers.

A study by Late N V Krishnan, Ex-Director, CLI, Bombay revealed that there were 38,000 to 57,000 accidents per year in jute industry of West Bengal only. This means 215 accidents per 1000 workers or one fourth of total workforce meet one or another accident annually.

As per report of Statesman dt. 6.3.90 about 10 million people in the construction industry in the world receive injury every year. Government of India do not keep proper record of construction accidents as it is not covered under Factories Act, specially where construction is in green field. Undoubtedly India owns a lion's of those accidents as per various reports.

As per GOI labour statistics, there are around 900 deaths, 3.5 lakh injuries, 18,000 disablement each year in registered factories covered under ESI only. There are large number of factories which are not covered under ESI. Accident figures of those factories are not properly tabulated by GOI.

Problems of accidents and deaths in unorganised sector is sky-high. Total number of unorganised workers are 5 to 6 times organised workers. Labour Secretary, Govt of India, in International congress on safety at New Delhi in 1989 admitted that there have been no statistics on unorganised sectors.

Road accidents take toll of around 50,000 deaths of transport workers and members of public injuries are many times more.

As per ILO report, there are about 110 million accidents in factories and 1,80,000 fatalities all over the world.

The pictures mentioned above can help to understand magnitude of the problem--which is steadily taking toll of human lives. Details of those accidents and remedial measures will be discussed later.

Can we neglect this problem?

In contrast to this serious problem of health and safety of Indian working class, organised trade union movement in India remains mainly confined to struggle and settlement of wage negotiations. There are only few wage agreements in National or local level which mention specific clause on improvement of safety and working condition of concerned workmen. Indian industrialists take full advantage to that and earn enormous profit by denying safety standards, better occupational environment and pollution free atmosphere despite marginal increase of pay packet.

In India, problems of industries are manifold. Those are, industrial sickness, very old and primitive

production equipments, import of unsafe technology, slum in consumer durables etc etc. Still this cannot be the plea for primitive mode of labour management. In spite of all ailments, profit by major industrial units are ever increasing. Denial of wage hike is not only way to increase profit by industrial managements. Industrialists inflate profit even after sanction of higher wages. Only they have to take few other less painful steps for their workmen. Those can be classified as under.

Problems Are Manifold

1. Reduction of Manpower:

With rapid update of technology, wage cost as percentage of production cost falls sharply. Sometime it is only 1 to 5 per cent of total production cost. Here are few examples:-

Name of the company crores	Year ending	Gross sales in in Rs.	Wage in Rs. crores	Wage cost in percent	Net profit in Rs. crores
Nagarjun Singnode Rajaj	9/91	14.85	0.54	2.75	1.82
Plastics Purusattam	3/91	18.81	1.10	1.7	1.35
Synthetics Coromondal	3/91	55.00	0.75	1.36	6.38
Fertilizer Warstila	9/90	209	11.81	5.63	10.50
Diesel	3/91	4447	56	1.25	422

In above cases, wage costs are less than profit. 50% increase of wage cost may rise 1 to 4% of production cost. A 100 Rs. rise in commodities will be costlier to Rs.104 only which has little impact on market. In labour intensive industry, wage cost is 10 to 15%. Naturally, industrialists prefer to raise wage marginally when confronted with strong trade union pressure but try to cut cost on other heads. Reduction of manpower is one such common attempt.

2. Old and unsafe machines: As all private entrepreneurs madly search for highest profit, in many places they seldom constantly update their machineries and try to use old unsafe accident prone machineries instead of replacement with new, safe and modern machines. They also employ old, unsafe, discarded technology. Production of MIC gas, use of old blast furnaces, production of more pig iron in India are few examples.

3. Overwork: Deny reasonable relief or spell and force to work in most unhealthy condition to reduce total workforce. Also encourage overtime work to keep workforce minimum.

4. Massive productive Equipment: Use extra

heavy equipments or machines to get maximum job with minimum workers. For expel, big steel plants and mines use 70-80tone road dampers instead of 15- 20 tonnes. Big dumpers enable one driver to do job of 4 drivers which are not suitable for roads of old factors and mines. This talm toll of huge lives each year. Examples are many.

5. Shift Duty Encourage more and more shift duty to reduce capital cost by installing less number of machines and small factory shed. Shift duty, specially night shift duty is highly detrimental to health of workers as per study revealed by ILO.

6. Shifting the Burden: Industrialists always try tonget job done by contractor or piece rate worker outside the factory or in cottage industry. In big plants, maintenance and repair contractors give cheaper labour, use unsafe work practice to do risky jobs and cause huge accidents.

7. Migrant Labours: Migrant labours are employed to carry hazardous jobs like stone crushing, line in, brick field, salt preparation, road making, building and factory construction etc. These green workers are unable to carry risky jobs and cause accidents.

8. Woman and Child Labour: Employment of women and children labours in labour intensive and monotonous jobs cause huge accidents. Those two comprise 20% of total workforce in production activities and 40% in service sectors. in some industries like fire works; carpet making, match factory, it is more than 60% of total employment.

9. Cheaper Material : To cut production or construction cost, private entrepreneurs use

cheaper, substandard untested quality materials which lead to collapse of building, factory shed, bridge etc and take toll of huge lives.

10. Personal Protective Equipment (PPE): PPE are very essential to carry risky jobs like iron smelting, machine tools, work at heights, painting, etc. As those are costly and sometime arrest pace of work, industrialists do not supply PPEs to save cost and add to risk.

11. Deny Factories Act: Industrialists do not even care to arrange minimum amenities like sanitation, drinking water, proper illumination, rest room, reasonable ambient temperature, health checkup, etc as per provisions of Factories Act.

12. Education: Inspite of clear provisions of Factories Act, industrialists seldom take responsibilities to educate their workmen about risk of the job on body and health. Widespread ignorance cause injury both temporary and permanent on health. Private entrepreneurs prefer to keep their workmen ignorant about risk of job to get maximum output.

T U Responsibility

Major and macro reasons are mentioned above to explain the source and magnitude of problems on safety and Health. problems of environment have to be discussed subsequently.

Despite to this serious problem is impossible unless trade unions take a close look on this sorry state of affairs and dedicated to work with firm commitment to improve lot of Indian working class.

Contd from page 16

Generating Station	Installed capacity MW	Year of Commissioning	Mode of Awarding Contract	Foreign/ Resource Indian	Installed Cost/MW in Crores
Dodri	4x210	92-93	-do-	-do- -do-	1.97
Madras(N)	3x210	94-95	-do-	-do- Asian Deve-	1.89
Iopment Bank Rayalaseema	2x210	94-95	-do-	-do- -do-	1.89
Tutucorin 4 & 5	2x210	91-92	Negotiation	-do- Internal	1.74
Ropar 5 & 6	2x210	92-93	-do-	-do- -do-	1.31
Vijayawada	2x210	94-95	-do-	-do- -do-	1.88
Chandrapur7	2x500	97-98	Inland Tender	-do- -do-	1.93
Bhatinda	2x210	95-96	-do-	-do- -do-	1.96
Lakhar	2x500	95-96	No competition	Foreign Bilateraaid	2.63
Anpara-B	2x500	94-95	-do-	-do- -do-	4.10

TABLE - 3

Foreign Power Plants

Country station	Generating	Installed Capacity	Mode of Awarding Contract	Company	Installed Cost/MW in Crores
Syria	Al-Sara	400MW	Global Tender	Chinese	1.86
Chile	Tocopella	125MW	-do-	Japanese	2.63
Saudi Arabia	Shoiba	525MW	-do-	American	2.79
-do-	Al-Cobar	440MW	-do-	Japanese	2.48

Workers rights, Human Rights and the Democratic Control of Multinationals

□ Hemant Kumar

An Asia-Pacific Trade Union Symposium on the theme, Workers Rights, Human Rights and the Democratic Control of Multinationals was held at Isunagaoka, Japan from 29th June to 1st July 1994. This symposium was attended by 130 trade union delegates which included 14 from Australia, India, Indonesia, South Korea, Malaysia, Thailand, USA and three international centres viz World Confederation of Labour, World Federation of Trade Unions and the International Centre for Trade Union Rights. The CITU was represented by Hemant Kumar, secretary, Air Corporation Employees Union.

This symposium was organised by the National Confederation of Trade Unions (ZENROREN) of Japan. It was organised with a view to exchange opinions and share experiences with regards the real situation and operations of multinationals, including Japanese corporations, as seen from the angle of workers and people, the present struggle against multinationals in the respective countries and the basic tasks in developing the struggle against Multinationals.

During the three day deliberations, the delegates vividly reported on the various aspects of the trade union struggles in their respective countries. The Indonesian delegate reported on how the Indonesian govt was systematic and persistent in its repressive attacks against freedom of assembly, association, speech, and expression, which were guaranteed by the constitution of Indonesia. In flagrant violation of these rights three progressive magazines "Tempo", "Editor" and "Detik" have been banned. 50 people including scholars, journalists, and students, were arrested in Indonesia, in furtherance to the repression against the strike by independent trade unions in April this year. The delegation reported about continuous military intervention in labour affairs in Indonesia. Likewise, the South Korean delegation reported that the transport workers were on strike in South Korea and the govt had arrested most of their leaders. The American delegate also had similar experience except that the repression was in the form of discharge of whenever the workers attempted to form unions or launch agitations in support of their demands.

The delegates were unanimous in their statements to the symposium which noted that the objectives and ruthless methods of multinational corporations were identical throughout the world. The MNCs quite transparently influenced, for their own ends, the international institutions such as IMF, WB, ADB, GATT, NAFTA, European Union, etc., and

their power was so great that they were also able to further their own interests by influencing the economic, industrial, social and political decisions of nation states. These MNCs were not democratic in any sense whatsoever, and they had damaged the local and national economies. In their drive to increase profits, they had everywhere cut earnings, imposed harsher terms and conditions, put health and safety at risk and introduced casual workers disposing off full time and secured jobs.

The delegates further stated that the trade unions could not counter this attack by actions isolated to their own countries only. International liaison between unions was necessary at all levels by the international trade union bodies.

The Secretary General of Zenroren in his keynote address to the symposium described the problems faced by the Japanese workers. The first and foremost problem was involving employment. There are 2.08 million people unemployed in Japan which is the highest level since 1953. Unemployment was up by 400,000 in past one year only, caused by an increase in both dismissals and bankruptcies. Currently in Japan on the pretext of the extraordinary high yen and overcoming the recession, the big monopoly corporations have been waging full fledged "rationalisation" attacks on the workers with large scale personnel cuts in all industries through overall cost reductions, reduced domestic production by closure and cutting down the size of factories, and the overseas transfer of production bases. Voluntary retirement incentives are a common phenomenon while middle aged and senior workers are sent to subcontractors, affiliates or other smaller companies or simply forced to resign. Companies like Nippon Steel, Japan Airlines, All Nippon Airways, NTT have already introduced plans to cut thousands of jobs in the coming years.

Simultaneously, these monopoly corporations were intensifying their control over workers through a system based on "Merit". According to this system the workers' wages are decided on the basis of secret and arbitrary assessments. Long and intensive work is imposed upon workers through the use of time and motion studies assisted by electronic technology like videocameras, etc. Flexible and discretionary working system involving working hours set by employers at their discretion is introduced to expand the scope of "service over time" (work without payment) in the pursuit of reducing costs and intensifying exploitation of workers, turning them into intelligent robots. This long and

intensive work norms in Japanese industries is leading to "Karoshi" (death due to overwork). The annual average working hours of a worker in Japan is 500 hours more than its counter parts in some European countries.

The second problem is attack on workers' wages and incomes. On the one hand competition within workers is enhanced by setting forth the norm that "those who can finish their work within a given working time are capable workers" and on the other, workers are forced to accept reduction in their wages if they want to avoid job-losses and thereby cost reduction is achieved to maintain international competitiveness under a high exchange rate of the Yen. Simultaneously, a phenomenon is emerging which the Japanese unions have termed as "hollowing out" of the economy, wherein the production is being shifted to low wage Asian countries. Wage level in other Asian countries are extremely low. If Japan's wage level is taken as 100, it is 4.7 in Philippines, 3.6 in Indonesia, 7.0 in Malaysia and 4.8 in Thailand.

The third problem is the crisis imposed on the small and medium sized industries which comprise 99% of the total number of enterprises in all industries in Japan, 79% of employees and 52% of all exports in the manufacturing industry. The shifting of production abroad has accelerated the worsening of the already poorer working conditions in these industries where wages are only 50-70% of wages of big business corporations. The number of small business bankruptcies in 1992 in Japan was 14,000 and in 1993 the number of self-supported small scale industries decreased by 300,000.

At the political level the Japanese government reached an agreement with the United States in 1985 called the "Plaza Agreement" which approved cheaper dollar, higher yen, with a view to relieving the trade deficit of the US and rebuilding of US economy. With this agreement as the political basis, a large scale development of multinational operations of Japanese multinational corporations started in 1986, when the Japanese govt issued the "Maekawa Report" in which it promised to follow the strategy of the US in the policy of removing the structural impediment of trade between the two countries. The share of the direct investment in Asia fell from 40% in the 1970s to 20% after 1986 pressed by the expansion of investments in North America and Europe. Under the present circumstances this investment is being redirected towards Asia and Pacific, especially Vietnam and India where the wages are lowest. Thus in today's Japan in contrast with the development of high productive capacity, poverty is widely spreading. A broad range of workers and traders are landsliding into becoming unstable workers or unemployed, observes Prof Kazunori Ohki of the Japan Research Institute of Labour Movement. He says further--"In the past economic crisis, the Japanese had avoided the collapse of the economy by increasing public projects, serving monopoly capital, the

expansion of exports through specialization of the industrial structure towards high productive industry, the creation of the bubble economy and raising the demand for overseas producer goods through increased overseas investments. The present structural recession however, is the result of the failure of these past measures to cope with the economic slump and the loss of their effectiveness. Thus those who have regarded the Japanese economy as a model of economic growth must draw lessons from these facts."

Another intellectual, Prof Kazuo Sumi of Niigata National University who is among the many scholars making a positive contribution to the development of the independent and militant trade union movement, in his paper noted the destructive impact of the Uruguay Round of GATT on national economies, local communities and natural/cultural environment of both developing and developed countries by providing TNCs a free hand in doing business and exploitation of natural resources on the earth; to override human rights of agricultural and industrial workers, and to destroy the living basis of the politically, economically and socially marginalised people such as minorities and indigenous people.

He informed that Japanese aid has been often provided in the form of co-financing to World Bank supported projects like the Sardar Sarovar Project in India, the beneficiaries of which were the industrial and commercial capitalists and rich farmers as well as Japanese companies. The Indian govt had refused visa to Prof Sumi to visit India recently because his observations on the Sardar Sarovar Project led to the Japanese govt withholding funds to the project. The Japanese delegates were especially thrilled at the news of a 200,000 strong militant trade union demonstration in New Delhi on 5th April against the Govt of India's signing the GATT agreement.

The perspective of Zenroren on the Democratic Control of Multinationals is that the monopoly corporations vested with the concentration of economic power in their hands, are controlling the economic lives of the people, and their activities are influencing greatly the whole of society. In Japan when the scandal in financial and securities was the focus of public criticism, even the Japanese Federation of Economic Organisation (KEIDANREN) established a charter of business activities where it had to set out the social responsibilities of business enterprises viz to work for the welfare and affluence of workers and respect for their humanity and to give due consideration for the preservation of the environment etc. Zenroren has in this context waged a consistent struggle against the rampancy, seeking fulfilment of their "social responsibility." Important among these are the struggle to establish democracy in workplaces, in defiance of their policy to divide and rule the workers, ignoring their fundamental human rights; to redistribute to their workers, the people and small and

subcontract companies the vast amount of internal reserves of big corporations, and to rectify the unfair big business oriented tax system. In fact, the slogan adopted by ZENROREN is "to live and work like humans." They believe that the core task, in enforcing the democratic and social controls on MNCs is to make clear their responsibility of ensuring employment, improving the wages and working conditions, and observing the workers' fundamental human rights, workers' rights to work, the labour standards act and international labour standards, besides fulfilling their responsibilities to stabilise the management of medium and small industries, revitalise local economy and towards consumers, the general public and the environment; further to establish clearly a democratic code on their conduct in overseas operations and production activities. Zenroren believes in order to change the present economy to a people oriented one, it is necessary to convert the old political framework in a progressive manner, and to combine the economic struggle based on the earnest demand of the workers and people with the political struggle.

The need for strengthening international exchanges and solidarity activities along with struggle against these corporations and governments domestically was emphasised by Zenroren.

A very interesting aspect of the conference was the report of the large number of delegates of Japanese industrial federations and unions which highlighted the diverse forms of attacks faced by them and their varied responses.

General Secretary of Tsushinroso (Telecommunications workers Union) narrated how the 100 years old Nippon Telegraph and Telephone Company (NTT) was privatised in 1985 leading to reduction of employees from 3,14,000 to 2,15,600 besides creating greater burden on users in the form of higher call charges, forced sales of telephone sets, higher construction costs, a three fold increase of public telephone charges and introduction of toll system of telephone number information services which had for the past 100 years been free, besides closure or cancellation of telephone exchanges in towns and cities. One delegate highlighted the intensive line work at Toyota plant which required a car radiator assembly line worker to complete the entire installation of a radiator involving 12 stages in between 58 to 60 seconds only.

Likewise, it was also pointed out in a family budget survey conducted in 1992 amongst the Japanese electric machinery workers that only 14% could have a surplus as against 46% just managing to meet both ends and 39% drawing deposit or debt to carry on their family expenses.

The Bank Workers Union representative how the Daishi Bank reduced his salary at the age of 55 to 65% of the amount he used to get at the age of 54. Some Banks in Japan were reducing upto 60% he pointed

out even though the retirement age is 60 years as per the law in Japan. Japanese aged bank workers continue to do the same work and are discriminated only by reasons of their age.

Shinfujin (New Japan Women's Association) was very candid while describing the position of women in Japan, which despite being a major economic power has a poor disposition towards its women population. 51% of the total women population are working women in Japan. Female salary represents only 51.1% of the male salary (as in 1992) and maternity and health are seriously affected due to long and intensive work. Despite 8 years having passed since the Equal opportunity law took effect, women in Japan are still fighting against discrimination in employment, recruitment, assignment, transfer and promotions. They are used as cheap labour, as tools in the pursuit of profit and being the safety valve of the economy are the first ones to be fired when depression hits the country.

Another very shocking practice was brought to notice by Mr Hideyuki Tanaka who was introduced by the Joint Committee of TUs supporting his case. He was dismissed (in 1967) from Hitachi Corporation on account of one time refusal of overtime work order and the supreme court in Japan (in 1991) upheld the dismissal order by Hitachi which is the richest and most wretched amongst MNCs in Japan. The internal reserves of Hitachi is 13,600 million dollars and these super profits it has accumulated by indulging in such practices as forcing its employees to be trained by an anachronistic spirit based on "Shinotism". The newly recruited employees in their first year are required to attend to the meeting of "Shuyodan" (a school of Shinotism) where they are disciplined with such practices as "MISOGI" to obediently obey the orders of their superiors. Misogi is a ritual practice in the Shuyodan meetings where young male and female workers are forced to soak in half nude position in a cold river in winter singing a poem made by the Tenno Meiji. Another notorious practice of Hitachi is to have at every office or shop floor an informal team of employees called "Shobo-tai" which means a fire fighting team in Japanese which organises special "missions" to expel communists or their sympathisers from all the office and shopfloors of Hitachi.

Such is the unmasked face of "successful" Japanese MNCs which the symposium bared. The symposium, a very well organised event and a memorable experience for the participants ended with separate messages of support and solidarity to the struggling workers in Korea, Indonesia, and Mexico. Besides, a press statement was issued while concluding, which emphasised workers and trade unions of the individual countries to develop the exchange of information, contact, mutual understanding and solidarity actions in diverse forms suitable to the actual conditions of each country.

Labour Laws in Socialism

(On the occasion of the 46th Anniversary of the foundation of the Democratic People's Republic of Korea, the General Federation of Trade unions, DPRK has published a material titled "The Labour laws of Socialism in Korea and the labour life of the Workers". We are publishing hereunder an abridged version of the same, which will give a good understanding about the workers' life in DPRK-Ed.)

In DPRK where the popular masses are authentic masters of the state, it is thoroughly guaranteed in law the independent and creative life of the workers.

One of the typical examples is the "labour Law of Socialism" adopted in the Second Session of the Sixth Supreme people's Assembly of the D.P.R.K., an April 18, 1978.

According to the 4th and 5th articles of the first Chapter of the Labour Law of Socialism, the people who are reaching to Labour age choose their jobs in compliance with their wishes and capabilities without distinction of person, and the state provides them with stable employments and good working conditions. Hence, nobody is jobless in the country.

Women workers have the equivalent right to that of the men. The state builds public service establishments including nursery, kindergarden and infant hospital for the women, and it provides them with all necessary conditions to have an active part in the social activities.

Besides, by the 15th article of the second Chapter of the labour law, child labour earlier than 16 years old is strictly prohibited.

It is stipulated 8 working hours in a day, but there are cases of 6 or 7 hours working according to the level of hardwork and special conditions.

In particular, the women workers who have 3 children or more, work 6 hours in a day, but get their living expenses on equal amount of money when they work 8 hours.

Moreover, in the fourth Chapter of the labour Law of Socialism under principle of the labour distribution of socialism in the country, all the workers, he or she, and different age or sex get the same wages for the same works.

The fifth chapter of the labour law of socialism defines that the state must furnish necessary conditions for factory college, higher technical factory school, night and correspondind educations, so that workers can learn modern scientific technologies, and every factory and enterprise must thoroughly guarantee it.

Through such legal confirmative guarantees for education today, 1,730,000 of engineers and specialists work in several areas of national economy. There were only 8 technicians when the country was liberated from the colony of the Japanese imperialists in 1945.

In accordance with the 53rd article of the sixth chapter of the labour law of Socialism, the country gives priority to the labour protection instead of production.

By this, one the state provides the workers with all working conditions in security, culture and sanitary, and organises regularly, medical examination and medical treatment, instruments for the Labour protection, necessaries and nutritive foodstuffs free of charge.

In accordance with the 62nd article of the seventh chapter of the Labour Law of Socialism, the workers have 14 days vacation every year and 7-21 days supplementary vacation in keeping with the kind of work.

Women workers, can take 150 days maternity leave, 60 days before and 90 days after childbirth with no relation of their term of Labour.

During these days, they get 100 per cent of their wages as maternity allowances.

In the occasion of going to sanatorium or rest centre, the workers receive from the state the charges for meals, lodging, treatment and also transport to go there.

The 68th article of the 8th Chapter of the Labour law of Socialism clearly defines as follows."The State regards it as the suprmke principle of its activities to bear the responsibility of and furnish the workers' life and promote incessantly their material and cultural lives."

The workers receive social supplemental benefits form the state. Some examples of the many social benefits enjoying the workers: The workers receive modern dwelling free of charge from the state and they take also food rations which are very low-prices; the state buys rice by 82 jon per a kilo from the cooperative farmers but furnishes it with only 8 jon per a kilo to the workers. If adds cost of transport, processing and Labour force, the real price for buying being 136jon.

In the country, there are no taxes since April 1, 1974. Without tax, the workers receive from the state 243 won and 60 jon in a year.

Everyone of the country enjoys the benefit of free and compulsory education. The state spends 22,111 won for one man's education from his creche education to the university.

All of the workers receive benefit of complete and general treatment system free of charge: this

costs 466 won and 40 jon every year. And there are also a lot of other benefits that the state gives to the workers in the country.

In DPRK where the working masses are masters of all and determine everyting, the workers are free from any worry about jobs, food, clothing, housing, children's education and medical treatment, and they all enjoy a happy life, study and do worthwhile, joyful and creative Labour in their security and cultural jobs chosen by them according to their hope and ability.

IN THE CAPITALISE WONDERLAND

Birthrate of unmarried women rises sharply in US

In a report based on statistics released by the US Census Bureau, the Newyork Times dated july 20 revealed that the number of children born to unmarried women soared to 70 per cent from 1983 to 1993. 6.3 million children or 27 per cent of all children under the age of 18 lived with a single parent in 1993 as compared to 3.7 million in 1983. 10.6 per cent of children living in two-parent families were living below the poverty line whereas 38.4 per cent of children living with divorced mothers and 66.3 per cent of those living with unmarried mothers were living below the poverty line.

The Census Bureau statistics reveal a sharp rise in divorce rate, the number of people who are divorced tripled from 4.3 million in 1970 to 16.7 million in 1993. During the same period the number unmarried adults nearly doubled.

The Bureau has concluded that the increasing phenomenon of out-of-marriage births is due to a host of factors, including increased crimes, drug abuse, welfare dependency and poor educational attainment.

Pay Rises in US Lowst in 20 years

A New-York based research group after a survey of 515 companies concluded that most workers can expect 4 per cent rises this year and the next, which is the lowest in 20 years. if the companies stick to their plans, 1994 will be the 13th straight year when pay rises are either unchanged or down from the previous year. In 1993, workers received pay rises of 4.5 per cent. The companies are holding the line of pay increases because they are "determined to control or reduce costs."

Strike by Turkish Public Sector Workers

An estimated 1.5 million public sector workers observed a one-day strike in Turkey on July 20 demanding higher wages, right to strike and to sign

This is short is the social policy for the workers in D.P.R.K. centered on the popular masses, built by the great leader Comrade Kim Il Sung and being followed by Comrade Kim Jong Il.

The G.F.T.U. of Korea recognizes the Labour Law of Socialism adopted in the Supreme people's Assembly of the D.P.R.K. as the Law fully favouring the interests of the workers and takes an active part in its fulfillment.

collective bargaining agreements. The strike, called jointly by 3 Turkish trade unions-Turk-Is, Hak-Is and Disk, paralysed all public transportation systems, banks hospitals and municipal services. In a show of solidarity, some private sector workers took part in the strike.

One of the main demands of the workers was implementation of the agreement signed in May providing wage increases as compensation for rising inflation. The government indicated that it wants pay less than what had been agreed to. An united strike by public sector employees and workers including some from the private sector had not taken place in Turkey in the past several years.

BOOK POST