



THE WORKING CLASS

MONTHLY JOURNAL OF THE CITU

All Parties And Organisations Hail The 19th January Call

B. T. RANADIVE

The call for strike on 19th January is getting widespread response. The State Committees of the Central Trade Union Organisations and Federations are embarked upon serious preparations to make the call a success. In the Executives of the various Federations and unions resolutions are passed endorsing the call and calling upon the workers to join the all-India protest.

ALLROUND SUPPORT

The united call of the central trade unions has secured the full support of the opposition parties in the Parliament. An appeal signed by the Democratic Socialist Party, R. S. P., Forward Block, CPI, Janata, BJP, CPI (M), Lak Dal and Janwadi wholeheartedly supports the call and says: "We are happy to know that the working class has raised the issue of remunerative prices for the peasants, decent wage for agricultural workers and supply of food and other essential commodities at reasonable prices to the people."

Earlier, meeting on 6th December, the Central Committee of the CPI (M) lent its support to the call and said "At the call of the Central Trade Unions and National Federations, the working class is going into united action against the basic economic policies of the Government, policies of enormous concessions to multinationals and monopolies and compromise with landlords and growing dependence on foreign loans, and in defence of itself and all sections of the common people." The resolution adds: "The united voice of the working class will inspire the entire people and draw the unorganised sections into the struggle against authoritarianism and for

democratic advance, and full popular support has to be extended to it."

Thirteen youth and student organisations in a joint communique, issued on December 13 have also supported the call. They observe "We join the trade unions in the fight for democratic and trade union rights, against unemployment and price-rise, for the setting up of a public distribution system, raising together with them the specific demands of Indian youth and students for employment or unemployment relief, better education system, voting right at 18, eradication of corruption, elected students' unions, withdrawal of black-listing of students". The CITU fully endorses the demands raised by students and youth-demands regarding education and democratic rights.

The political parties, the democratic forces and the youth organisations all with one voice support the proposed action of the working class on 19th January. Never before was there such all-round support for any action of the working class. The unity of the working class is accompanied by unity of popular opinion. The working class action is already laying the basis for country-wide resistance to official policies.

WHAT UNITY CAN ACHIEVE

What the working class and the employees can achieve through their united strength is already seen in Bihar where the State Government employees to a man have struck work to secure the implementation of the recommendations of the Pay Commission. They have been joined by Gazetted Officers

PREPARE FOR JANUARY 19 STRIKE

All Parties Hail One Day Strike

and the entire administration has come to a standstill. The strength of the employees this time is reinforced by thousands of Government teachers who have thrown in their lot with the NGOs.

Never before was there such a disciplined and united strike of State Government employees which drew in all sections. The working class must protest against the repressive measures taken by the Bihar Government and condemn the Central Government for lending its repressive machinery to the State administration.

A NEW PAGE

In the background of big mass actions and the support from all democratic sections and political parties the working class must fully honour the expectations that are roused and open a new page of trade union history. Nineteenth January must be recorded as a day when the full power of labour was asserted to show that nothing could move without its willing consent. There is no need for vacillation. With firm determination the entire working class army must march forward. The Government will be extremely illadvised to take repressive measures. But they will not affect the inexorable course set by common consent.

All contingents and unions will reiterate that day their firm determination to make the strike a success. Backed by the people the working class should realise that it is giving expression to the misery and woes of our countrymen ground down by high prices, shortage of essential commodities and outright starvation. It is the privilege of the organised working class to speak on their behalf, to fight on their behalf.

SIGNIFICANCE OF THE STRIKE

On 19th January the working class demands sale of essential commodities to our people at subsidised prices, remunerative prices to the peasants; minimum living wage and job security for agricultural workers, measures against black-marketeers, repeal of National Security Act 1980 and the Essential Services Maintenance Act which was enacted to satisfy the conditions attached to the new IMF loan; recognition of trade unions on the basis of secret ballot and full guarantee of collective bargaining and trade union rights; ban on retrenchment and closure; unemployment allowance to the unemployed, withdrawal of all victimisation measures and need-based wage and full neutralisation of the rise in the cost of living and bonus for all. By combining the demands of

the workers with the pressing demands of the peasants and the agricultural workers; with the demands of the suffering people against fleecing prices, the trade union movement is taking steps to unite all currents opposed to the exploiting rule of the bourgeois-landlord class, of the authoritarian party and seeks to discharge the historic responsibility of the working class towards the people.

Let 19th January be a worthy demonstration of the new role of the trade union movement—our defence of the workers combined with defence of the people's interests.

ILO-INDICTS Government Of India

In its 211th report, the Committee on Freedom of Association severely indicted the Government of India for its violation of the I.L.O. Conventions No. 87 and No. 98 on Freedom of Association and Right to Collective Bargaining respectively. The report was adopted by the Governing Body of I. L. O. in November, 1981. The report of the Committee was in connection with the three complaints filed by CITU on the issues of D. V. C. Shramik Union (CITU), All India Border Road Organisation Employees' Association and All India Loco Running Staff Association.

On D. V. C. Shramik Union

The Committee drew the attention of the Government that suspension of seven leaders of the union for their participation in industrial actions in July, August and September, 1980 violated the principle that workers should enjoy adequate protection against acts of anti-union discrimination in their employment. It asked the Government to revoke the suspension of the seven unionists involved.

Regarding the ordering of a watch and maintenance of dossiers on "Known or suspected" agitators, the Committee upheld the right to freedom and security of person and to the inviolability of union premises, correspondence and telephonic conversations.

About the favoured treatment given by the management to the members of one union, the Committee indicted the Government for placing one organisation at advantage and influencing the workers towards selection of the organisation they want to be members of.

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Complaint to I.L.O. Against Government of India

In pursuance of the decision taken earlier the National Campaign Committee submitted a complaint to the International Labour Organisation against the Government of India on December 14, about serious violations of international standards laid down by the I.L.O., concerning Freedom of Association (Convention No. 87-1948) and Right to Collective Bargaining (Convention No. 98-1949).

The signatories to the complaint were M. K. Pandhe (CITU), Indrajit Gupta (AITUC), D. D. Vasisht (H.M.S.), O. P. Aghi (B.M.S.), J. S. Dara (INTUC-Dara), Pratal Chaudhury (UTUC), A. P. Chakravarty (TUCC) and Gyan Singh (UTUC-LS).

The complaint focussed on the refusal of the Government of India to ratify the conventions although it was a party to them. There had been many complaints in the past. After return to power Smt. Indira Gandhi's Government had not only intensified repression on all sections of the working and toiling people who are struggling to protect their jobs and wages, but also had been arming itself with draconian laws (providing detention without trial, summary trials and summary dismissals) like National Security Act and Essential Services Maintenance Act, setting at naught all trade union and democratic rights. Exposing the hypocrisy of the loud proclamations by the Government that the National Security Act would not be used against trade union activists, the complaint enclosed a list of the arrested leaders and activists of the trade unions in various industries and states, including those in the Loco Running Staff Association. Even A. K. Roy, a Member of the Parliament and General Council member of CITU was detained under this Act-like MISA of the emergency days.

The complaint pointed to the manner in which the Essential Services Maintenance Ordinance was promulgated by the Government just on the eve of the Parliament Session. By totally ignoring the stiff resistance of the entire opposition, the Govt. of India revealed its authoritarian step to ban strikes practically in all industries. The Communication Minister, C. M. Stephen's statement in the Parliament that ESMA was penal law, defining strike as a cognisable offence, is a proof of Govt's intent.

The complaint further gave examples where Article 311(2) of the Constitution was grossly misused by the Government to summarily dismiss

its own employees without any domestic enquiry or reasonable opportunities for self-defence.

The direct attacks on the trade union rights of the railway workers were substantiated by the National Campaign Committee by enclosing copies of confidential internal circulars of the Railway administration which prohibit even the most elementary modes of trade union activities like meetings and demonstrations.

The burning examples of violation of the right of collective bargaining by the Government of India which were listed in the complaint included the Govt's unilateral going back on agreement with the employees of LIC, Bangalore based Public Sector Undertakings, Bharat Heavy Plates and Vessels and Loco Running Staff Association. All these violations have created an explosive situation in the country, sometime leading to an attack on the judiciary as was seen in LIC Case.

The motive of the Government to negate collective bargaining in public sector undertakings was laid bare by its constitution of the Bureau of Public Enterprises which imposed arbitrary rules to make the bipartite agreements subject to its veto.

Cases of arbitrary derecognition of recognised unions and patronisation of the minority INTUC unions were also put forth by the National Campaign Committee in the complaint. Examples of D. V. C. Staff Association, Calcutta, J. K. Rayon Workers Union, Kanpur, Mico Workers' Union Bangalore were glaring enough.

The National Campaign Committee highlighted the escalation of direct assault on the workers by the employers in connivance with the gangster elements and the police in various parts of the country which were intended to suppress the workers' struggles. Instances of regular and planned attacks on the workers by hired goondas of the employers in collusion with the police, firings by the police, killing of workers in police custody, harrasment of the workers by involving them in false cases, burning of their houses and criminal assault on their women folk in Assam, Haryana, U. P., and other places have been brought to the notice of I. L. O.

The National Campaign Committee drew the attention of I. L. O. to the fact that the Government of India had not even cared to reply to several reminders of I. L. O. on some of the complaints filed by the Central Trade Unions in the recent past.

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New Phase Of Struggle Against Multinationals

Confederation Des Syndicates Nationaux (CSN) Canada, organised an international Conference at Montreal, Canada on October 5-9, to develop international solidarity amidst the workers of Aluminium Co. Ltd of Canada (ALCAN) or its subsidiaries, in which delegates from Spain, Belgium, British Guyana, French Guyana, Jamaica, Mexico, British Columbia and India besides the CSN delegates representing the Quebec plants of ALCAN, attended. Com. K. Balachandran, Secretary, Aluminium Factory Workers' Union, Alupuram, Ernakulam represented CITU.

It is common knowledge that the multinational corporations (MNCs) have a monopolistic control over the natural resources of developing countries besides manufacture and sale of materials. Today the MNCs control 55% of primary aluminium, 58% of bauxite, and 65% of aluminium production in the world. The ore producing countries process only 33% of alumina and 10% of primary aluminium. The major aluminium companies namely 'The Aluminium Company of America, which founded ALCAN, Pachineyit Froges in France, Aluisse in Switzerland, Aluminium Industries AG in Germany, and British Aluminium Company, have formed a world-wide Trust. The new invention to reduce alumina into aluminium by electrolysis and the patent rights of this new technology made it possible to produce aluminium at a very cheap rate. This process requires abundant supply of electricity and hence they search for regions of low cost hydro electrical energy.

ALCAN employs 20,000 workers in Canada alone and it has got bauxite mines in British Guyana, French Guyana, and Jamaica and has fabricating plants in many countries throughout the world. In India, ALCAN is the major shareholder in Indian Aluminium Co Ltd., which has got plants at Alwaye, Belur, Hiraikund, and Calcutta besides several mines. 7000 workers are employed and its production is 6% of the total production of ALCAN world over.

Over the years ALCAN has expanded its overseas activities and the share of production from plants outside Canada increased to 46.5% in 1970. Now they are concentrating in Japan, Australia etc and in Canada workers are retrenched in Quebec region as being redundant. The unions are now convinced that the bargaining strength could be raised only if they get support from outside where ALCAN has got major investments.

Hence, in this conference, important issues affecting the workers like wages (need based, equal remuneration for men and women, parity between wages in different facilities of ALCAN in the same country), job security, rules for promotion and advancement, freedom of union action, hours of work, right to stop work in face of danger, freedom of association including right to strike etc, were discussed.

The Conference decided to form an adhoc committee with the consent of respective trade unions in ALCAN and its subsidiaries, with headquarters at CSN Canada offices, and also to seek cooperation from unions in ALCAN's facilities in Japan, Australia etc. For the exchange of information, the centre will publish periodically a bulletin in English and French.

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Government Employees Prepare For January 19 Strike

Various State and Central Government employees are preparing to respond to the clarion call of the National Campaign Committee for the one day all India strike on January 19 against price rise and anti-labour policies of the Government of India.

Supporting the resolution adopted by the November 23 rally, the All India State Government Employees' Federation in its meeting of the National Executive Committee held at Bangalore on December 18, called upon the five million State Government employees and teachers of the country to prepare themselves fully for joining the countrywide historic strike on January 19.

The All India Loco Running Staff Association in its Central Working Committee meeting held at New Delhi on November 21 and 22 unanimously expressed its preparedness to join the strike subject to the decisions of other Federations/Associations of Railwaymen.

The National Federation of Post & Telegraph Employees called upon the members to join the mainstream without hesitation and determination.

The All India Defence Employees Federation called upon the employees to join the strike.

Various Bank employees' Unions supported the call and urged upon the members to join the strike.

Bihar NGO's Victorious Strike

Defying the invoking of the Essential Services Maintenance Act and the shoot-at-sight orders by the Bihar Government, six lakhs non-gazetted employees and teachers of Bihar continued their indefinite strike from December 11 till victory was achieved on December 20.

The strike call was given by the Bihar State Government Employees', Officers' and Teachers' Co-ordination Committee, demanding implementation of the recommendations of the 4th Pay Revision Committee from February, 1978. After a careful consideration of the fiscal health of the State, its assets and liabilities the Committee recommended a sum of about Rs 170/- crores which the Government could pay. During the course of negotiations the NGE Federation also agreed to forego the arrears for the initial two years, bringing down the burden to a mere Rs. 29.24 crores. But to pit the people against the employees the Government deliberately exaggerated the amount and spread the canard that the recommendations would involve a sum of Rs. 270/- crores.

The vindictive attitude of the Government became unprecedented when it invoked the ESMA and issued the shoot-at-sight orders to its own employees. About 12000 employees and teachers were taken into custody and thousands were dismissed. Subversion of democratic process crossed all limits when the Centre in an unprecedented drive despatched an army of Central Reserve Police and Border Security Force to help the Bihar Government.

But the gallant striking employees were not to be cowed

down by the show of force. The strike continued to be complete. The entire state administration stood totally paralysed at all levels. Functioning of the schools stood still and communication between the districts were snapped. Law courts could not function and electricity and water supply got truncated. Even hospitals were affected as the nurses also responded to the call for strike.

The mass scale arrests by the police were made a matter of ridicule when the striking employees themselves dashed to fill the jails. Hundreds of arres-

ted employees including women from Buxar and other jails in Bihar had to be sent back to Patna for lack of space. Support came forth from all other sections of workers and trade unions. Massive rallies became a sight in all parts of the state down to the village level.

B. T. Ranadive, President of CITU condemned the high-handedness of the Bihar Government in a press statement. Bihar State Committee of CITU denounced the use of force by the Government. The All India State Government
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CITU Condemns Repression On Bihar NGOs

On December 15, Shri B.T. Ranadive, President, CITU, has issued the following statement :-

The CITU condemns the wanton dismissal of over one thousand employees and other repressive measures by the Bihar Govt. to ruthlessly suppress the struggle in order to secure the meagre relief which the Pay Committee appointed by the Govt. has granted to them. The justification of the demands is beyond question. The IV Pay Revision Committee has suggested a minimum wage of Rs. 350/- at 320 C.P.I. (1960=100) which is not only below the 15th I.L.C. norms but also much below the wages prevalent in Public Sector undertakings. The Committee had taken into consideration that there had been revenue surplus from 1974-75 and recommended that the revised pay scales be given effect to from 1st February 1978 which the Govt. could pay. The Bihar Govt. refused to accept these recommendations barring for a small section who were not

represented before the Committee and thus attempted to drive a wedge in the unity of the Govt. employees. These attempts failed and the teachers in Govt. schools and colleges have also joined the struggle now.

The CITU denounces the anti-labour practice of giving double wages to those who would join duty. This shows that the strike is total and the Govt. instead of securing a negotiated settlement has taken recourse to bribery and ruthless repression showing utmost callousness to the sufferings of the public as a result of this struggle.

The CITU expresses solidarity with the struggling NGOs of Bihar and calls upon the Government to immediately negotiate a settlement with the leaders of the struggle. The CITU appeals to all Trade Union Centres and democratic mass organisations to raise their voice of protest against the ruthless repression of their own employees by Govt. of Bihar.

Dilatory Tactics Of Government Criticised

The dilatory tactics adopted by the Government of India once again came up for sharp criticism by the trade unions in the 17th Session of the Committee on ILO Conventions held in New Delhi on 28th November last. The representatives of the trade unions expressed their extreme dissatisfaction at the prevaricating replies given by the Government spokesmen and demanded quick action if the ILO Conventions are to be taken seriously.

In the last meeting the Ministry of Transport and Shipping promised to give specific information regarding the employment of seamen in foreign going vessels. The details could not be supplied even before this meeting as the agents of the foreign ships have not been maintaining records. Trade Unions expressed their surprise at the state of affairs and demanded that a clear cut reply should be given by the Ministry. Regarding the payment of wages to Indian Seamen as fixed by the ILO (£125 per month) the Government spokesmen expressed fear that it would lead to further unemployment of seamen. The present wage is on £ 61 per month which was far below the ILO Standard. The National Maritime Board agreement cannot be considered as binding on the seamen since it was below the ILO Standard, CITU

representative noted. The Government agreed to place the details in the next meeting of the Committee on Convention.

Regarding the maximum permissible weight to be manually carried by a worker the Government memorandum suggested 75 kg of weight as an interim measure. However the trade union representatives insisted that it should be brought down to 50 Kg as per ILO Standard. The frivolous arguments of the Dept. of Commerce that proper bags can not be manufactured was rejected by the note of the Indian Standard Institution which stated that the same was possible. Since no argument was available to justify the continuation of higher weight the Government had to admit introduction of 50 Kg weight at an early date.

The Government of India stated in the meeting its proposal to ratify the ILO Convention (No. 102) concerning Minimum Standards of Social Security. The T.U. representatives while welcoming the proposal, disagreed with the Government's contention that it was already fulfilling the requirements of the Convention. Take for instance the claim of the Government that the ESI hospitals include facilities such as, "provision of artificial limbs,
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CITU CONGRATULATES RECEPTION COMMITTEE

In a letter dated December 1, B.T. Ranadive, President of CITU congratulates Sushil Bhattacharyya M.P., Secretary of the Reception Committee for the work in connection with the rally as under :-

Dear Comrade,

Please accept and convey my congratulations to the members of the Reception Committee of CITU for the splendid work done and efficient management of the camp and other work related to the historic Workers' March to Parliament on November 23, 1981. Also convey my warm greetings to the members of the Delhi State Committee of CITU, SFI, DYFI, Janwadi Mahila Samiti, Co-ordination Committee of Working Women, and our friendly organisations including Doctors, Teachers, Professors, who had mobilised their entire strength to make the programme a grand success. Over a thousand volunteers who tirelessly managed the onerous task round the clock for a week have drawn admiration from all and deserve high appreciation.

The task was a difficult one. The enthusiasm generated by the call for the historic march has brought thousands from all corners

of the country and they began arriving much before the expected dates and the Reception Committee has done well to find accommodation for them and also provide whatsoever comfort that could be provided to them in face of adverse and inclement weather condition. The successful holding of an All-India Convention of Working Women in which over three hundred delegates participated just the day before the historic march has added another feather in the cap of the Reception Committee, who have shown great strides in their capacity to manage such a big congregation.

The CITU Unions and the Working Class of Delhi, Haryana, Faridabad and Ghaziabad who joined the march in tens of thousands, by observing a strike on November 23 have demonstrated a high level of consciousness and deserve utmost praise.

Please accept my warm greetings and congratulations once again.

Central Trade Unions Criticise Working of the Factories Act

THE administration of the Factories Act came under sharp criticism jointly by the representatives of the trade unions in a meeting convened by the Director General, Factory Advice Service and Labour Institute (DG FASLI) in Bombay on 16th October 1981.

The Directorate did not convene any meeting of the Central Trade Unions to discuss the administration of the Factories Act for decades, with the result that the trade unions had no opportunity to express their views on the question. It was only after the assurance given by the Chairman of the meeting of the Committee on ILO Conventions in its last session, this meeting was convened by the DG FASLI.

The trade union representatives pointed out that the inspection under the Factories Act had been reduced to a farce. The inspectors often stay in company guest houses and visit the factory along with the chief of the personnel department with the result that the real situation is not brought to light. The TUs demanded that the factory inspectors should visit the factory along with the representatives of trade unions so that the irregularities could be properly detected.

It was also pointed out that the power given under the Act to the factory inspector to prosecute the management for violation of the Act should be given to the trade unions also. The present penalty is no deterrent to the defaulting employers. At times it is cheaper to pay the penalty than to implement the law. The maximum penalty of Rs. 1000 should be increased to Rs. 5000 or even Rs 10,000 if the Act is

to be taken seriously by the management. Rarely the management is imprisoned despite legal provisions. The imprisonment should be compulsory after the first violation.

The trade union representatives suggested that the provision for workers' factory inspector should be included in the Factories Act so that proper check up of the Act can be ensured and cases of violation will be reduced considerably. Already similar proposals are under consideration in the Mines Act.

Trade unions demanded extension of Act to smaller units also so that larger number of workers are covered. At present, several factories are split up into smaller units with a view to avoid implementation of the Act. Many contract workers, factory construction workers, canteen workers are also not covered by the Factories Act. It is therefore necessary to make the Factories Act comprehensive as in U.K., the TUs suggested.

Several workers are not getting weekly paid leave. Other leave facilities are also denied for many workers. Steps should be taken to ensure leave facilities to all workers. The 240 day precondition for entitlement of earned leave should be scrapped and workers should be given leave facilities for whatever period of work they perform in a factory. The present provision of one day's earned leave for 20 days of work should be substituted by one day's leave for 14 days work. The TUs further demanded that the differentiation between white and blue collar workers in the matter of leave facilities should

be ended and uniform leave facilities can be introduced by increasing the leave facilities for manual workers.

A proposal came about the encashment of leave facilities. TU representatives opposed the principle of encashment of leave facilities since whatever leave is granted should be enjoyed to maintain proper health by workers. They suggested further accumulation facilities for leave.

Regarding overtime payment trade unions opposed excessive use of overtime beyond the limits provided by the Act. The powers of exemption given to the State Governments is often misused and there should be restrictions on the power of the Government. The provision of overtime is quite often misused and steps should be taken to stop it. If overtime is checked then more employment will be generated, the T.U. representatives pointed out.

The provision of welfare facilities are only on paper in many factories. Elementary facilities like drinking water, toilets for women are generally not available. Centralised creche system in factories employing less than 30 women can be started to help such women workers. The present creches do not provide elementary facilities while no ayah is proved in many creches as a result of which several women prefer not to use creche facility.

The utter neglect by the management of factories on the question of occupational diseases was strongly criticised by the representatives of trade unions who emphasised that the Factories Act should lay proper stress

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All India Strike by J. K. Workers

THE struggle of the J. K. group and rayon workers of U. P. took a new turn when the workers of the units all over the country observed All India Protest Day on December 15. As per report demonstrations and rallies were held in various parts of the country expressing solidarity with the struggling workers of Kanpur.

In pursuance of the decisions taken in the Belur General Council meeting of CITU, an All India Convention of J.K. groups and rayon workers was held at Kanpur on November 7 and 8. At the call of the convention, the meeting of the all India representatives, held on November 24, set the all India stir beginning with December 15 as the protest day. The long-drawn struggle of the J.K. workers in Kanpur thus entered a new phase drawing all the workers in the country under the vortex of the grim struggle which is continuing since the last two years against open attack of the management on the workers organised under CITU and patronising the INTUC union.

The convention in Kanpur was attended by 76 delegates and fraternal delegates from different parts of the country.

Inaugurating the convention, M. K. Pandhe, Secretary, CITU condemned the management of J.K. group and said that the Singhanias have been fast multiplying their assets in the country. From the fourth position they had now come up to the third position amongst the Indian monopolists and were now only behind the Tatas and Birlas. The severe repression on the J.K. workers stands as a testimony to their naked anti-labour policies. He made a scathing attack of the Congress(I) Government for

openly supporting the J.K. Group to perpetrate the repression and create a reign of terror with the help of the INTUC hoodlums. He gave a stirring call to the workers to unite and struggle to effectively resist the authoritarian actions of the government-employer junta. He said, the repression on J.K. workers was a part of the successive authori-

Bombay Engineering Workers Strike

TEN thousand engineering workers of about 150 factories in Worli, Andheri and Bhandup went on a massive one day's strike on November 17 in support of the striking workers of Hindustan Ferodo Ltd. Ghatkopar.

The strike by 2200 workers of Hindustan Ferodo entered sixth month for realisation of their long pending charter of demands which include restoration of dearness allowance cut by the management.

The one day's strike call was given by the Engineering Workers' Union (CITU). The striking workers assembled at Azad Maidan and marched in a huge procession to Mantralaya. They were stopped by the police near the museum. But unprovoked, they squatted on the main road. A deputation consisting of P.K. Kurane, P. Sanzgiri, K.L. Bajaj, P.R. Krishnan, Ashok Banerjee, Prabhakar Swathe and S. N. Lanchekar met the State Labour Minister and submitted a memorandum demanding immediate settlement of Ferodo Workers' charter of demands. Later, the workers were addressed amongst others, by S. Y. Kolhatkar, President of the union. □

tarian measures of the Indira Government to boost up the profits of the monopolists like the Singhanias, increasing the prices and heaping miseries on the workers and the common people.

Various workers' organisations of Bank, Defence, I.E.L., J.K. Jute Mill, Syntex Tube Works, Kota J.K. Workers, etc expressed their support to the struggle of J.K. Workers. □

Victory of Jnanoday Workers

THE Management of Jnanada Prakashan & Jnanoday Press Patna deprived the workers of D. A., E. S. I., P. F., Overtime and any leave facilities. The workers formed a union and submitted a charter of demands. The infuriated management dismissed the General Secretary. Led by CITU, the workers launched a continuous agitation in the form of dharna and gate meetings and ultimately forced the management to come down to a settlement. According to the settlement, B. P. Dwivedi, the General Secretary was reinstated with continuity of service and full back wages. The other benefits include Rs. 75.00 rise in wages, payment of overtime as per the Bihar Shop and Establishments Act., E. S. I. benefit, gratuity, leave facilities, provision of service cards and no punitive measures or wage deduction during the period of the agitation. □

Editorial Board

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Stop Automation in Printing Industry

[In a letter dated December 13 addressed to Shri N.D. Tiwari, the CITU has demanded immediate setting up of a National Tripartite Forum and pending this, to cancel or put in abeyance, all licenses granted for photo type-setting. Excerpts from the memorandum sent along with the letter are given below-Ed.]

Giant Job Killing Device

INTRODUCTION of this photo type-setting technology would have a devastating effect on employment generation in the country, as will be seen from the following:—

(a) Mr. V. N. N. Chubra, Production Director of 'The Statesman', New Delhi says that:—

"A medium-sized machine with an output of 400 to 500 news-column lines per minute, would only need one operator and can compose the entire text matter of the majority of news papers in India and still carry spare capacity."—(I.L.O. Report III-Page 14).

(b) In Para 6.3 of the Report of the Norms Committee, it is stated that "whereas a Lino type operator can compose 5000-6000 characters an hour, an ordinary film setter with a punched tape attachment can set about 30,000 characters in the same time. The most upto-date film setters fitted with digital computers can compose as many as one lakh characters or even more per hour". This is a gross under estimation designed to allay the fears of the employees of Govt. of India presses. In reality a computer aided filmsetting machine can set 8 million characters per hour. The speed at which it works is awesome.

"To produce a single page of a text in the black and white section of a large-size news paper would take a hand compositor 22 hours, a machine compositor 5.5 hours; a teletype-setter 1.3 hours. Once the text is available in machine readable form it takes the electronically controlled film setting machine exactly 15 seconds". (I.L.O. Report II Page-7)

(c) According to a brochure published by the Statesman Employees' Union, "Cathode ray tube computation extend to the astronomical figure of five lakhs characters per minute printed out in column formats."

5. All these indicate that the new photo type-setting technology is a giant job killing device. According to the Statesman Employees' Union, only 360 persons will be required to do the job which is being done now by 2400 persons. With the reporters having been trained to type-in their reports in galley formats, the requirement of staff will go down still further. We have the example of the position in "The Hindu" before all of us. The experience in the advanced capitalist countries is also before us. The apprentice intake dropped from 20677 in 1962 to 9527 in 1976 in Federal Republic of Germany, from 4,653 in 1968 to 2062 in 1979 in Switzerland and from 33,900 in 1970 to 18,100 in 1980 in United Kingdom.

Workers Already Thrown Out

The memorandum pointed out quoting I.L.O. Report that already 54,000 workers have been thrown out of job between 1977 and 1978. There is a total ban on recruitment in Govt. of India

and railway printing presses. Today about 12500 tonnes of standard forms are being printed from outside presses. Once the new technology is introduced in Govt. presses, the work in outside presses will disappear.

Social Objectives, Self-Reliance Ignored

The memorandum criticised the Govt. for over-looking the key social objectives. The I.L.O. report says "In many developing countries, however, employment generation is a key social objective and in principle job creation should be an important consideration in the choice of new technology". (Report III Page 13)

"The I.L.O. report also says that "In developing countries these characteristics of the latest printing technologies often create difficulties. Many of these countries are located in tropical areas and have climates unsuitable for sensitive machines". It further notes that "Equally, printing with the latest equipment requires a recurrent supply of sensitive material, such as films and chemicals, plastic painting plates and sophisticated spare parts". (Report III Page 13) Many of these are either not produced in our country or are in short supply. The net result is that introduction of this new technology would increase our dependence on the advanced capitalist countries.

Set up Special Tripartite Forum

The memorandum demanded that "the Govt. of India should immediately call for a national tripartite meeting to consider all aspects of the problem and set up a special separate tripartite forum for the printing and allied trades."

On Page Thirteen

Make The One-Day General Strike A Grand Success

LAKHS of raised hands in the Boat Club lawns on November 23 supported the resolution calling for the one-day countrywide, industrial general strike on January 19. The unique and most representative gathering of over half a million resolved to register further disapproval of the rabid anti-working-class, anti-people, pro-monopoly and pro-landlord policies of the Congress(I) Government.

Carry the Message to the Grass root level

B. T. Ranadive, President CITU has drawn the attention of the CITU unions in a circular about the importance of the task ahead. The National Campaign Committee of Trade Unions which met on December 4 in New Delhi decided to issue a joint circular to all the unions to build up joint committees at the plant/industry level and give wide publicity to the resolution adopted in the November 23 rally and continue a running campaign to make the strike a grand success. It also decided to issue an appeal to the entire working class including those who have not joined the Campaign Committee so far, to join now to make the strike total.

A full meeting of the committee including the representatives of the Industrial Federations was also held in New Delhi on December 24 to ensure success of the strike.

Serve Notice on January 4

The National Campaign Committee further decided that notice should be served by the Unions/Federations on January 4 through joint demonstrations as a part of preparation of the strike.

Unprecedented Enthusiasm

Reports are pouring-in about holding of mass meetings, gate meetings etc to popularise the call. These reports show that the call for one day industrial general strike has generated unprecedented enthusiasm and support of the working class of the country. Already a number of determined struggles are continuing in different parts of the country. The Bihar NGOs have been forced to go into a struggle due to the adamant attitude and stubborn refusal of the Government of Bihar to implement the Pay Committee recommendations. The fact that struggle has drawn-in the government teachers, nurses and other sections of people despite the invoking of ESMA, confirms the determination of all sections of working people to fight the anti-labour policies of the Congress(I) Government.

Opposition Support-Bengal Bundh

The call for one-day country-wide industrial general strike has been supported by the leaders of the opposition parties in Parliament who in a statement have urged the entire working class to make this strike a grand success.

The Left-Front in West Bengal has decided to give a call of "Bengal Bundh" on January 19 to register support of the working people and democratic masses.

Forward To The Stupendous Task-National Campaign Committee

THE National Campaign Committee of Trade Unions Congratulates the Working Class of India for its magnificent response in the massive rally before Parliament on 23rd November 1981. It was the biggest ever united demonstration of the working class of India in which workers from all corners of the country marched together to fight against the price rise and anti-working class policies of the Government of India.

The clarion call given by the rally to organise one-day all India strike in all the industries on 19th January 1982 has been received with great enthusiasm by the workers throughout the country. This concerted action by the entire working class of India will be a milestone in the annals of the trade union movement in our country.

Let the demands voiced in the Workers March to Parliament such as reduction in prices of essential commodities, higher prices for peasants' produce and wages for agricultural workers, action against black marketeers, need-based minimum wages, full neutralisation in rise in cost of living, end to retrenchment and victimisation, higher bonus, correction of index, recognition of TUs through secret ballot, unhindered right to collective bargaining and withdrawal of NSA, ESMA and other repressive laws-be raised throughout the length and breadth of the country in the forthcoming days. The entire working class should be mobilised behind these demands so that the strike call on these pressing issues will evoke a spectacular response in all factories, mines, plantations and establishments.

The National Campaign Committee earnestly appeals to all the trade union organisations, and workers irrespective of their affiliations to mobilise their ranks to gether and start serious preparations to make the strike a grand success. The all-in unity achieved in the 23rd November march should be further strengthened so that the ferocious attacks of

the Govt. on the standard of living of the workers and other toiling people are squarely repulsed. We are confident that the National Federations who are in the NCC will do everything to make the strike call a grand success.

Champion The Cause Of The People-CITU

Com. B. T. Ranadive, President, CITU has issued a circular on December 7, to all CITU unions and state committees, the full text of which

is given below.

Let January 19, the first salvo of the Indian Working Class pave the way for bigger struggles to forge a left and democratic alternative to the authoritarian Indira regime.

We appeal to the trade unions and national and regional federations of unions in different industries who have not yet joined the National Campaign Committee to lend their full support to this countrywide industrial action so that the powerful voice of the working class will have its impact on the Government of India.

The National Campaign Committee appeals to peasants, agricultural workers, student, youth, women and intellectuals to rally behind the historic industrial action so that all sections of the toiling people are brought together on common issues on 19th January 1982. The economic policies of the Government, which strengthen the monopolists, landlords and multinational companies have been hitting hard the interest of the poor people in India and without a sustained struggle these policies cannot be reversed.

The National Campaign Committee is confident that the workers and the people of India will give a powerful expression of their feelings on the 19th January 1982 and make it a day of popular unity and struggle to achieve the just demands raised by the workers March to Parliament.

Following is the circular issued by the National Campaign Committee of central trade unions towards preparation for the strike on Jan 19.

First and foremost, on behalf of the National Campaign Committee we send you our congratulations for the work carried out in preparation for the 23rd November demonstration before Parliament in New Delhi. It is accepted in all quarters that this demonstration and rally at the call of the NCC was

in keeping with the mood and desires of the entire working class of the country and hence they came in their lakhs to demonstrate their wholehearted support to the decisions of the June 4 Convention in Bombay and their acceptance of the demands outlined there. It is also significant that a large number of agricultural labour, students, youth and women showed their active solidarity to our march since they are also voicing the universal demands of the common and toiling people of our country.

The lakhs of workers gathered at the rally have now placed before us the stupendous task of preparing for a one day token general strike in support of these demands throughout the country on January, 1982.

We have therefore to go forward unitedly to prepare for this action.

Therefore all our affiliates should take the following steps in preparation for the strike :

- 1) The resolution should immediately be translated into the regional language and distributed amongst the workers as widely as possible if not already done so far.
- 2) Steps should be taken at the plant/industrial centre level to set up united committees for preparing for the strike. The unity so far achieved should be taken further forward.
- 3) Gate meetings should be held jointly to explain the decisions of the national campaign committee and the demands and importance of the one-day strike on 19th Jan'82.
- 4) On 4th Jan'82 all unions should submit letters to their respective managements through demonstrations enclosing a copy of the resolution adopted at the Boat Club Rally. The pro-forma for such a letter is being enclosed herewith.

On Page Twelve

On Page Twelve

One-Day General Strike

From Centre Pages

towards authoritarianism. It is also a call to consolidate the unity of the trade union movement already achieved and strengthen it further.

The successful implementation of the call for one-day strike will be a great inspiration to the people to organise and resist the anti-people, anti-labour policies of the Government. The CITU unions must therefore do their utmost by carrying forward the call to all industries and to all states and thus place the trade union movement in the forefront inspiring the non-organised sections to follow it.

I would, therefore, appeal to all CITU unions to seize the initiative for building up broadest possible unity at the plant/factory/industry level, explain the issues involved and undertake intensive campaign for the success of the One-Day Country-wide Industrial General Strike, through which the working class can authoritatively speak of themselves as well as the people.

I am confident that the CITU unions and our state Committees would realise that the coming strike will be the first demonstration of the new role of the working class of championing the cause of the people and do everything possible for its success.

Working of Factories Act

From Page Seven

and provide protective measures in departments having occupational hazards. Necessary source of livelihood should be ensured to those workers who become victims of occupational diseases.

The absence of any consultation with the trade unions on the question of implementation of the Factories Act was vehemently criticised by the representatives of the trade unions. They stressed the need for periodical review of the Act by the trade unions so that necessary improvements can be incorporated in the Act.

There was unanimity among the representatives of the trade unions in criticising the working of the Factories Act and its

Stupendous Task

From Centre Pages

We are also enclosing an appeal issued by the National Campaign Committee which should be widely circulated among the workers through leaflets etc.

We are sure you will take all steps to strengthen and further the unity of the working class.

Forward To 19 January 1982.

Proforma

JANUARY 4, 1982

(Designation of the Chief Executive of the Concern Name of the Concern and Address)

Sir,

We enclose herewith a copy of the resolution adopted in the rally organised by the National Campaign Committee of Trade Unions in front of Parliament on 23rd November 1981.

Our union has fully endorsed the resolution. Accordingly the members of our union along with other workers will go on one-day strike on 19th January 1982.

This is for your information.

Yours faithfully,
(General Secretary.)

administrative machinery.

The Director General FASLI agreed to forward the suggestions of the trade unions to the Govt. of India for its consideration. He also assured that he would

discuss the proposals with the Chief Inspectors of Factories in different states.

Comrade M. K. Pandhe attended the meeting on behalf of the CITU.

CITU Bags All Co-operative Seats

CITU representatives won all the six seats in the Sudarshan Textile Mill Co-operative Society, Kota, defeating the INTUC and BMS candidates in a recently held election.

A joint front was formed by INTUC and BMS to defeat the CITU representatives. But the continuous struggle of CITU in the interests of the workers had established its credibility amongst them. Therefore, all the nefarious designs of the opposition joint morcha were repelled by the workers returning

the CITU candidates in all the seats by overwhelming majority.

World Trade Union Conference on Peace

A World Trade Union Conference on Peace and Social and Economic aspects of disarmament was held at Paris from December 15 to 17.

Jagjit Singh Lyallpuri, President of Punjab State Committee of CITU attended the conference on behalf of CITU.

Reject New Verification Procedure

Just on the eve of Union Labour Minister's informal discussions with the Central Trade Unions other than INTUC in October '81, the Govt. of India issued a circular on the subject of "Determination of membership of Central Trade Union Organisations", which reiterated the old procedure of verification subject to the following new clauses :

"Should any organisation fail to submit its claimed membership list, claimed list concerning that organisation would be compiled from the records of the Registrar of Trade Unions and circulated to all organisations."

Organisations referred to above would not be eligible to raise objections against the claimed lists submitted by the T. U. Organisations or compiled as above.

This point was raised by all the Trade Union Centres during discussion with the Union Labour Minister who agreed to call for a joint meeting to settle the issue. But the Chief Labour Commissioner (Central) through a circular dated November 27, 1981 called upon all Central T. U. Organisations to submit their claims of membership for the year ending 31st December 1980 to him on or before 31-12-81.

In the meeting of the National Campaign Committee of Trade Unions held on December 4, in which the representatives of the CITU, AITUC, HMS, BMS, INTUC (Dara), UTUC, UTUC (L/S) and TUCC attended, (CITU was represented by M. K. Pandhe and Nrisingha Chakrabarty), it was decided to address a jointly signed letter rejecting

the new verification procedure, unless provision for holding secret ballot in cases of disputed claims is made in the rules.

Full text of the letter sent to the Chief Labour Commissioner (Central) on 5-12-81, jointly signed by representatives of all these organisations in reference to his letter no : 35(II) Vfn dated 27-11-80, is published below :

"We have gone carefully through your above mentioned letter intimating Government's decision to undertake verification of membership of trade unions affiliated to Central Trade Union Organisations for "the purpose of giving representation on the national tripartite bodies, etc."

We are surprised to note in Paragraph 2 of your letter you have stated that :

"In the light of the differences in the views expressed amongst these organisations and considering that protracted discussions had already taken place these organisations left the decision in the matter to the Government". (*Emphasis Ours.*)

This is totally incorrect. Our organisations had made it clear in the discussions held at secretarial level that the system of secret ballot would be the most effective method of determining the membership of the various organisations. It was only one organisation which did not subscribe to this viewpoint, namely, the Indian National Trade Union Congress-I, who were prepared to leave the matter to Government for final decision. It is most reprehensible that you should state that the view of one single organisation represents the viewpoint of all organisations. We may add that

thereafter no steps were taken to hold discussion with all organisations at Governmental level.

With regard to the revised procedure, we had clarified our viewpoint when invited separately for discussion by the Minister for Labour, that we can consider the revised procedure provided in all cases of objections on claimed membership the method of secret ballot is adopted to resolve the disputes. The Minister gave us to understand that he would hold discussions jointly with all central organisations on this issue.

We are unable to understand how Government has decided to take such a step without holding a joint discussion."

Printing Industry

From Page Nine

Cancel All Licenses

Pending setting up such forum it was demanded that all licenses granted for setting up photo type-setting units should be kept in abeyance and no new license should be granted.

A New CITU Publication

THE EMPLOYEES
STATE INSURANCE
SCHEME-A Hoax
memorandum
submitted by the CITU
to the ESI review committee
with forward by
B. T. RANADIVE
President, CITU
Price : Rupee one

Ghaziabad Workers Strike Demanding Minimum Wage

Thousands of workers belonging to more than 100 factories [at Ghaziabad (U.P.)] struck work on December 23 demanding minimum wage of Rs. 500.00. Their other demands include remunerative prices to the peasants for their produce, minimum wage fixation to the agricultural workers, reduction of prices of essential commodities and scrapping of NSA and ESMA.

Led by CITU, four unions, viz Textile Mill Mazdoor Sangh, Engineering Kamgarh Union, Chemical Works Union and Card Board Works Union, jointly served notice to the managements of 103 factories in the Ghaziabad industrial sector as well as to the Government.

The workers carried forward unit wise struggles for long time. But the Government and the employers paid scant attention to their demands. The massive united action made a tremendous impact in the entire industrial area and the urge for further intensification of the joint struggle. After striking work, the workers held a rally at Navayug market, Ghaziabad.

Reserve Bank Employees Struggle Against Award

Organised under the All India Reserve Bank Employees' Association, the Reserve Bank employees are on a path of protracted struggle against the award of the National Industrial Tribunal given on December 4. Protest demonstrations were held before the establishments at various centres on December 7.

Addressing the members at Calcutta, Ashis Sen, the General

Secretary of the Association explained the anti-labour nature of the award. The award sought to introduce various machines in the routine work process and extend computerisation in Bank's work. The award upheld the management's prerogative in reorganisation of volume and methods. Ashis Sen said that the award was aimed at breaking the solidarity of the workers and called upon the members to resist the onslaught by the Government. □

P. W. D. Workers' Struggle in M. P.

THOUSANDS of P. W. D. Workers demonstrated before the Commissioner's office at Ujjain on December 5, demanding settlement of their long pending seven point demands. Several representations were made to the Chief Minister and the P. W. D. minister of Madhya Pradesh demanding permanency to all the workers who had completed one year's service, increased wages for unskilled, semi-skilled and skilled labourers, etc. But despite all assurances given by the ministers, repression was let loose against the workers to suppress their movements. Undaunted, the workers went on consolidating themselves under the Lok Nirman Vivag Mazdoor Workcharge Karmachari Union (CITU) and launched a continuous struggle for mitigation of their demands.

Another massive demonstration of about 4000 workers was held before the commission's office, Indore on December 14.

Thousands of workers marched from the Devas Gate, Ujjain and demonstrated before the offices of the Assistant Labour Commissioner, Executive Engineer and the Commissioner and submitted copies of their demands.

Among others, the rally was addressed by Banshidhar Azad, Secretary of Madhya Pradesh State Committee of CITU. The rally resolved to carry forward the struggle till the demands are met with.

Com. P.K. Moitra Released : Simplex Strike Enters Ninth Month

P. K. Moitra, Vice-President of Madhya Pradesh State Committee of CITU and leader of the striking workers of Simplex Engineering in Bhilai was released on bail on December 5 along with Dudhnath and Hansu.

P. K. Moitra was arrested by the police on June 4 along with other activists, refused bail and kept in jail without trial for the last six months. During the period, the management with the help of police and the hoodlums intensified repression on the striking workers to break their morale. However, determined bid of the workers ultimately compelled the authorities to release P. K. Moitra on bail.

The strike which covered the Simplex Udyog and Simplex Casting also has now entered ninth month facing indiscriminate arrests and attacks by the police goonda collusion.

The release of P.K. Moitra gave a fresh impetus to the workers who took out a massive march in the streets of Bhilai and took a pledge to continue the struggle till the demands are met with.

Restore Normalcy in Indian Railways --Samar Mukherjee

In a letter dated December 15, addressed to Smt. Indira Gandhi, Samar Mukherjee M.P. (Leader of the CPI (M) Group in Lok Sabha) has requested her to intervene for restoration of normalcy in Indian Railways. Quoting from the 211th Report of the Committee on Freedom of Association (reported elsewhere in this issue), he pointed out that in the opinion of the I.L.O. the Govt. should have made an effort to reconstitute the Loco Running Staff Grievance Committee so as to avoid the dispute. This is precisely the complaint of the leadership of the AILRSA who have made repeated representations to the effect that they were given no opportunity to even meet the officers and settle the issues through negotiation. He also demanded immediate steps to ensure release of Shri Newton Eliza, Shunter 'B', Ajni Loco Shed who has been arrested under NSA in August, i. e. six months after the struggle was withdrawn on the strength of an order issued during the days of struggle.

He also pointed out that the Govt. has not only refused to review the cases of summary dismissals of more than 600 locomen under Rule 14 (ii) but also have come up to the Supreme Court against High Court judgements setting aside the arbitrary dismissal orders.

He asserted that the I.L.O's observations should be taken into account as continuance of the present policies, in the long run, would be counter productive.

Supreme Court Grants Stay

On December 3, the Supreme Court has not only admitted an appeal preferred by Achinta Kumar Biswas, Asst. Driver, E. Rly, Burdwan against a Single Bench judgement of Calcutta High Court, but also has granted stay against the order of removal from service etc.

Achinta Biswas was removed from service under Rule 14 (ii) during the locomen's struggle. As the Calcutta High Court had dismissed his writ petition, he had appealed to the Supreme Court. Somnath Chatterjee (M. P.) Bar-at-law with Advocates H. K. Puri and P. K. Chatterjee appeared for Achinta Biswas before the Supreme Court.

Retrenchment of Casual Labour Ordered

It is learnt from a confidential letter dated July 15 issued by General Manager, South Central Railway to all Divisional Railway Managers, that the Railway Board has issued orders to the effect that instead of the earlier practice of the casual

labour being switched to other new work, the authorities would retrench the casual labour after giving compensation. Stress has been laid upon switching over the work to contract labour. Even maintenance of track work such as deep-screening, CTR work etc are now to be entrusted to contract labour. The drive for contract work has gone to such an extent that the maintenance of colonies which is till now being done departmentally is going to be switched over to contract system.

All casual labour, who are serving for 10 to 15 years expecting absorption in permanent vacancies are now likely to face retrenchment due to this drive of switching over the work to contract system, while the safety to trains is likely to be in jeopardy.
(On Page Eighteen)

Committee on Conventions

[From Page Six]

wheel chairs, spinal supports, surgical collars, walking callipers, surgical boots, crutches etc. as well as cardiac pace makers and facilities for dialysis and kidney transplants". The T.U. representatives noted that even elementary medicines were not available in ESI dispensaries. The T.U. representatives also expressed their concern at the reported proposal to withdraw leave benefits during strikes and lock-outs. They further suggested drastic improvement in ESI medical benefits to fulfill the requirement of the ILO Standard.

Regarding the Recommendation (No. 152) on Tripartite Consultation (Activities of the International Labour Organisation) the T.U. representatives clarified that the present method of consultation is merely formal and not real. They demanded that in future the Govt. should have adequate and genuine consultation with the central trade union organisations and the suggestion given by them should be given due consideration. The report sent by the Govt. to the ILO should be supplied to the TU. Merely including information re: ILO activities in curriculum of the Central Board for Workers Education will not help in promotion of better knowledge about ILO activities, they pointed out.

The Memorandum prepared by the Labour Ministry regarding action proposed to be taken on older workers Recommendation (No 162) could not be considered as copies were supplied to the members just on the eve of the meeting.

The T.U. representatives raised the question about the discussion in a meeting convened by the Director General, Factory Advice Service and Labour Institutes (DG FASLI) in October last. The report of the meeting was not placed in this meeting. The T.U.s demanded the suggestions given by TUs should be discussed in the next meeting of the Convention Committee.

Com. M.K. Pandhe, attended the meeting on behalf of the CITU.

All Set For Steel Workers' Convention

The preparations for the All India Steel Workers' Convention are going ahead in full swing in all the steel plants and workers are enthusiastically participating in playing their role in making the Convention a grand success.

In Durgapur, collection of contributions from among the workers is evoking good response and the Reception Committee is hoping to collect sufficient funds to meet the expenses of the Convention. In steel plants too, the collection drive to meet the travelling expenses of delegates is being made in right earnest. It is estimated that about 600 delegates are likely to participate in the Convention. Special efforts are being made to bring a large

number of contract workers as delegates to the convention from all the steel plants.

The draft constitution of the proposed federation has been finalised in the meeting of the All India Co-Ordination Committee of Steel Unions held at Durgapur on 25 and 26 November. The Coordination Committee has also worked out details of the deliberations of the Convention. The meeting of the Preparatory Committee will be held at Durgapur on 7 January at 9 P. M. to give the final touches to the preparations.

Com. B. T. Ranadive, President, CITU will inaugurate the Convention while Com. Jyoti Basu, Vice President, CITU will address the open session on 10

January.

Delegations from steel workers' unions of USSR and China have confirmed their participation in the Convention. Response from Romania and Czechoslovakia is still being awaited.

The Convention will review the crisis in the steel industry and conditions of the steel workers. It will chalk out programme of united movements to achieve the new charter of demands for steel workers.

On 7th January, first All India Convention of HSCL Workers will be held at Durgapur. It will consider the threat of retrenchment of HSCL workers and the problems of movement for a new wage standard for the HSCL workers in the struggle against rampant corruption and mismanagement prevailing in HSCL organisation.

ILO INDICTS GOVT. OF INDIA

[From Page Two]

In regard to the complaint against banning of bill posting and rallies, the Committee drew the attention of the Government to the freedom of assembly and freedom to impart information as essential for the normal exercise of trade union rights.

About the Regulation 9 of D.V.C. which prohibits collection of union dues in the premises of the undertaking, the Committee asked the Government to bring this regulation in line with I.L.O. recommendation No. 143 concerning facilities to be afforded to trade unions for collection of union dues and authorise the union representatives to do so in the premises of the undertaking.

On All India Border Roads Employees' Association :

As per Government's own admission in Parliament on June 18, 1980, the Border Roads Organisation was a Civilian Construction Force. The contention was upheld by Gauhati High Court also. But a severe repression was unleashed on the employees for forming the union. The authorities broke into the union premises, confiscated the vital documents and seized the funds. Six office-bearers were arrested and severely beaten. Subsequently 335 employees were arrested and put in war cells and their families were terrorised by the military. The office-bearers were court-martialled and jailed. Later, 850 employees were fined. Warrants of arrest have been issued against other office-bearers who had to go underground.

The I.L.O. Committee indicted the Government of India for its failure to reply to all the above specific allegations and recommended to the Govern-

ing body to ask the Government to do so.

On All India Loco Running Staff Association

CITU in its complaint on February 3, 1981, stated that the Government of India arrested a large number of locomotive crew, and resorted to mass dismissals in retaliation of movement demanding eight hours' work. It also dissolved the Grievance Committee, thus subverting the rights to freedom of association and collective bargaining.

The Committee noted that arrests and dismissals of strikers involved serious dangers of abuse of freedom of association and emphasised on the importance to the recognition of the right to strike by workers as a legitimate means of defending their occupational interests. The Committee asked the Government to supply detailed information as to whether any person still remained under arrest or any reinstatements have been made. The Committee further recommended for re-constitution of the Grievance Committee to uphold the right to collective bargaining.

Struggle Against Multinationals

[From Page Four]

This Conference gains importance because 'The World Trade Union Conference on Development' held in Belgrade during April 1980, formulated that "the trade unions should strive for the right and means to discuss with the management of transnational companies the economic, social problems of all workers of a given transnational company or group and to conduct international collective bargaining with these groups". The CSN which was a participant to the World Trade Union Conference has taken a step for the new phase of struggle against one of the aluminium MNCs, ALCAN.

Drug Multinationals

An International Conference of Trade Unions was organised by the Trade Union International of Oil, Chemicals and Allied Industries against the drug multinationals at Moscow from November 11 to 13. A delegation consisting of J.S. Majumdar, C.C. Mendes, Jahar Gupta, George Verghese and Amitava Guha attended the Conference on behalf of All India Chemicals & Pharmaceutical Employees' Federation (AICAPEF).

217 delegates representing 118 organisations from 71 countries attended the conference. Eleven international organisations like WFTU, ILO, UNIDO and UNCTAD also sent their representatives.

A seven member presidium including J.S. Majumdar conducted the proceedings of the plenary session.

Speaking on behalf of AICAPEF, C.C. Mendes emphasised on the concept of health as of involving social and economic aspects and not merely a medical problem. So the economic system and the political structure of a country are closely related to this concept. The World Bank has been demanding greater freedom to the private companies and the multinationals and the Government of India has been yielding to the pressure exposing the poor population of the country to their ruthless exploitations, leading to high rate of infant mortality and affections from Tuberculosis and Leprosy. He also pointed out to their dictates to which the Government of India was submitting to curb the democratic movements and trade union rights of the workers protesting against such exploitations. He referred to the recent loan from IMF in

the wake of which the Government enacted the ESMA, banning strikes. He said that the struggle of the pharmaceutical workers in India was with the mainstream of the struggle of the working class of the country against the Government policies helping and supporting the multi-nationals.

The conference pointed out that people of third world countries are subjected to malnutrition. High mortality rate, lack of self-sufficiency, shortage of essential drugs and exorbitant prices of medicines constitute the general picture in these countries because of the domination of the multi-nationals. The conference unanimously opined that pharmaceutical workers are subjected to harsh exploitations and the multinationals' increasingly attack the workers' gains to reduce their purchasing power, weaken the social security system and foil collective bargaining. The conference formulated a programme of struggle to change this policy and domination of the multi-nationals for a new economic order. It called upon the pharmaceutical workers of all countries to step up trade union activities to pressurise the U.N. agencies like, WHO, ILO, UNIDO, UNCTAD, etc. to give full trade union support and curb the activities of the multi-nationals.

It emphasised to set up Co-ordination Committees of Workers in the same multi-national company on national, continental and international levels. It further called for nationalisation of the multi-national corporations and a drive for self-sufficiency.

In the final analysis the conference denounced the policy of reaping fabulous profits by a

handful of people when millions of people and children are dying of hunger, malnutrition and disease. It raised the slogan of Right to Health and Right to Life and appealed to the organisations to wholeheartedly join the struggle for peace against the development and use of chemical and bacteriological weapons and against stock piling of Neutron Bombs and other nuclear weapons by the U.S. imperialism.

The conference formed a committee for implementing the decisions. J.S. Majumdar from India was included in the committee.

Bihar NGO's

From Page Five

Employees' Federation expressed its solidarity with the striking employees.

Ultimately the dogged unity of the workers forced the Government of Bihar to come down to settlement after ten days of the State paralysis. The Government has to cut out Rs. 29.24 crores from its surplus revenue to accede to the demands of the employees. It had to take back all the dismissed employees and release the entire 12,000 who were arrested. The strike period had to be adjusted as leave. And, the fact that all the police cases had to be withdrawn, confirmed their false and fictitious nature.

The glorious struggle of the Bihar Government employees and teachers should give an impetus to all sections of the Government employees throughout the country and all industrial workers in the public or private sector to gird up their loins to join the first countrywide strike on January 19. The valiant Government employees have practically exhibited what unity can achieve to down the authoritarian Congress (I) Government to submit to the workers' demands. The news of the glorious ten days of struggle could not be suppressed by the bourgeois press. The ignominious defeat of the Jagannath Mishra Government has reached all peripheries of the country to give a challenge to its principal—the Indira regime, on January 19, by the workers of India to change its anti-labour policies.

CITU Demands Tripartite Meeting in Cement Industry

Rejecting the Labour Department's reference of the dispute between the workers of the Cement industry and the Cement Manufacturer's Association to an arbitration, CITU has demanded a tripartite meeting in the cement industry.

Accepting the claim of the INTUC affiliated Indian National Cement and Allied Workers' Federation as having the support of the majority of the workers, the Cement Manufacturer's Association arrived at an agreement with it to refer their Charter of Demands to an arbitration consisting of G. Ramanujam General Secretary of INTUC and R.P. Nevatia of Hindusthan Sugar Mills. All the CITU affiliated unions and the AITUC led All India Cement Workers' Federation have rejected arbitrary decision by passing them.

In a letter to the Secretary, Government of India, Ministry of Labour on December 22, CITU has made it clear that the aforesaid agreement will not be binding on the CITU unions and demanded for a tripartite meeting with all the trade unions involved in the dispute to avoid aggravation of the situation.

Karnataka State Council of CITU Meets

The Karnataka State Council of CITU met at Mangalore on December 15. The meeting condoled the death of Comrade S. Dhana Singh, Assistant Secretary of Bharat Gold Mines Employees' Union on December 12.

The meeting condemned the police atrocities on Dandeli workers and demanded withdrawal of externment proceedings on R. Sathalekar, Vice-President of the State Committee and President of Dandeli Municipality.

The meeting adopted a resolution supporting the decision of the Karnataka State Government Employees to go in for an indefinite strike from January 6.

The meeting also adopted a resolution condemning the State Government for yielding to the pressurisation of the employers to lower the rates of minimum wages, to Beedi, Plantation and other workers by delinking the cost of living allowance from the wages and demanded immediate publication of revised minimum wages as proposed by the trade unions.

The meeting further discussed the preparations for the one day strike on January 19 and called upon all sections of workers in

Secessionist Forces Kill CITU Activist

A group of anti-socials acting in connivance with the secessionist forces in Assam attacked the CITU activists and killed Sukhanandan Pandit at Namrup on December 16. Prafulla Bora and three others were seriously injured.

Namrup has become a hot bed for these anti-socials who are being utilised by the secessionist forces in Assam to concentrate their attack on the CITU activists and other democratic forces defending the national integration. Only in August last, another leading CITU activist, S. Deb Roy was shot at from point blank range who narrowly escaped death. No attempts were made to apprehend the culprits in any case. Total failure of the Congress(I) Government at the centre to check the secessionist forces has led to taking law and order into their own hands and make frequent attacks on the activists of the resistance movement in Assam.

In a letter to the Home Minister, CITU has demanded immediate arrest and punishment of the anti-socials and adequate compensations to the bereaved family of the deceased.

all industries and establishments in the State to join the strike and consolidate unity.

Complaint to ILO

[From Page Three]

This year the committee on Freedom of Association had to make an urgent appeal to the Government of India to send a reply failing which, as per rules of I.L.O., the concerned committee would make its own observations.

Under the circumstances of such gross violation of the two basic rights of the working class and the reign of terror and repression let loose on it, the National Campaign Committee urged upon the I. L. O. to send a team of experts to find out the factual position in the country in the interest of millions of workers.

Railway News

(From Page Fifteen)

Steam Locosheds Being Closed

In the meeting of the C. W. C. of the Indian Railways Loco Mechanical Staff Association held at New Delhi in November, the members reported that some steam locosheds have been completely closed throwing the coal and ash handling workers out of job and the permanent staff of the locosheds are being utilised for repair of wagons. Apart from change of trades involved in this, problems of promotion would also arise. The meeting decided to collect facts and then chalk out their next course of action in consultation with the Carriage & Wagon Staff Council.

Teachers of Delhi University observed complete strike from December 10 to 17, demanding payment of arrears of salaries to the teachers and employees of Rao Tularam College for the last one year, security of service, reinstatement of victimised teachers and other demands. Arun Bose, President of Delhi University Teachers' Association warned the authorities that they will go on strike in the third term of the current session if early settlement is not made.

The employees of the univer-

sity led by Delhi University and College Karmachari Union went on a path of struggle demanding settlement of their long pending charter of demands and against deduction of one day's salary for their participation in the workers' rally on November 23 against price-rise and the anti-labour policies of the Government. They demonstrated before Executive Council of the University on December 19th. The police made a wanton lathi charge and arrested thirteen employees. The employees have gone in for an indefinite strike against this.

Closure of Kamrup Paper Mills

A delegation of Assam State Committee along with Nrisingha Chakrabarty, Secretary, CITU met the Union Minister of Industry and Labour on November 24 with a memorandum supported by signatures of over three thousand people of the locality and urged upon him to take steps to ensure that the notified closure of Kamrup Paper Mills from December 3 does not take place. In case the management does not agree, the Govt

should take over the mill which is a viable concern. Shri Tiwari assured immediate action and issued orders that Shri H. Pais, Joint Secretary would visit Gauhati and settle the issue.

Due to fresh out-break of the secessionist movement, the proposed visit was postponed. The management had imposed the closure despite request from the State Govt against this.

The CITU has moved the Ministry for take-over of the concern.

Delhi Workers

Demonstrate

On December 16, when the Minimum Wages Committee was discussing revision in the notified rates in the office of Labour Commissioner, Delhi Administration, thousands of workers were demonstrating before the office on the demand of Rs. 500/- as minimum wage. At the call of the Joint Committee of CITU, AITUC, HMS and INTUC (Dara), thousands of workers started the rally from Mori Gate, at 3-30 P. M. The Delhi Administration was warned that if by January '82 the demand of

Rs. 500/- as minimum wage is not conceded, the workers would be forced to launch a struggle. The demonstration was addressed by Sushil Bhattacharya M. P., S B. Bhardwaj and Jogender Sharma amongst other.

T. U. School in Punjab

A five-day residential school for trade union workers was organised by Punjab State Committee of CITU at Rajpura from November 7 to 11 last. The growth of the trade union movement in Punjab, in which hundreds of young workers have come up necessitated a programme for training them. 45 workers including a working

Women's T. U. Activities Increase In Orissa

REPORT from Orissa indicates general rise in women's participation in trade union activities, led by CITU. The spectacular response of women workers, mostly Adivasis, in Bhaskar Textile Mills in Jharsuguda has not only strengthened the newly formed CITU Union but also increased its bargaining power. About 500 women are working in the mill out of about 2500 workers. Majority of the Executive Committee of the union are women. In a recently concluded agreement with the management, the wages of the women workers were brought at par with the male workers and the minimum wages could be increased from a paltry Rs. 182/- to Rs. 400/- after a hard bargaining particularly by the women negotiators. The pressures on the management were however brought about by a series of movements where the women workers participated in large numbers.

Against recent attack on a CITU union and attempt to murder Ajeya Rout, General Secretary of Orissa State Committee of CITU, large number of women workers participated in the dharna before the authorities.

Orissa State Committee of CITU has taken steps to instil confidence in the women workers in various industries and educate them for trade union activities and coming up to occupy the leadership position along with the male workers.

woman attended the classes. To facilitate the workers to give undivided attention, the school was held in a nearby village, Boghlan. M. K. Pandhe, J. S. Lyallpuri, Bhag Singh Sajjan and Nrisingha Chakrabarty delivered lectures on different subjects concerning the trade union movement.

NOW IN TRIPURA

- * Village Panchayats, constituted for the first time through secret ballot, are engaged in the upliftment of village life economically, socially and culturally.
- * Block Panchyat Samities determine priorities and process of development in Block areas.
- * All working people including police and Government employees, have Trade Union rights.
- * Employment policy of the Left Front Government is guarantee of priority to the poor and to the minority.
- * Labourers working in the field or in factories or in plantation or on road, get wages at enhanced rate.
- * Small farmers have exemption of land revenue upto two standard acres.
- * Small and marginal cultivators are free from clutches of village money-lender and relieved of all debts.
- * Small farmers have protection of law, to establish share croppers' right on the land.
- * Tribesmen have obtained their much needed Autonomous District Council.
- * Tribesmen have their mother-tongue recognised as the second language of the State.
- * Candidates belonging to Tribal Communities have their quota in Government Service ensured.
- * Students have facilities of free education upto Class XII Standard.
- * School children get mid-day meals for those reading in Classes I to V.
- * Students belonging to scheduled caste communities have enhanced rate of stipends.

In the midst of tremendous problems of mass poverty, mounting unemployment, glaring inequalities of income all over the country, the Left Front Government of Tripura is pledged to strive for a united, democratic and self-reliant society, free from all exploitation.

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