



THE WORKING CLASS

MONTHLY JOURNAL OF THE CITU

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New Menace Of Higher Taxation And Railway Fare

THE GENERAL AND THE RAILWAY BUDGETS submitted to Parliament constitute a two pronged offensive against the toiling people of India who are already squeezed by the crushing burden of the steep rise in prices.

While presenting his budget the Finance Minister Chavan claimed "we cannot give up the war against poverty, ignorance and disease because the going is more difficult than anticipated." Actually what he meant was that the war against the poor would be continued and he implemented his Government's anti-people policy by imposing additional burden of Rs. 212 crores of taxation of which the excise duty alone was nearly Rs. 192 crores !

Chavan's war against poor was naturally for the capitalist class. He gave fabulous concession to the richer classes in the matter of income taxes. The development rebate of the industrialists was further extended on the plea of investment "revival". Chavan's claim that he spared the common man was a mere eyewash.

There is no wonder that the financial magnates were extremely prompt in giving bouquets to the Finance Minister—Ganesh Poddar, President of Indian Chamber of Commerce hailed the budget "as a refreshing return to realism" after a number of years. As reported by The Economic Times, he said, "the budget presented a balanced approach when the economy was facing an extremely challenging situation". Innumerable quotations from all sections of big business houses can be quoted to show how Chavan's war against poor is liked by the financial sharks.

Chavan himself admitted that the budgetary gap in 1974-75 at the existing rates of taxation would be Rs. 311 crores ; the actual gap will be much higher. Already he accepted that during 1973-74 the budgetary gap was Rs. 650 crores. The tall talk of checking deficit financing is only a smokescreen to continue the policy of deficit financing which is admittedly responsible for the skyrocketing prices.

The additional tariff on post and telegraphs are estimated to

yield Rs. 57 crores. The price of post card will now go up by 50 per cent, inland by 33 per cent and letter by 25 per cent. This will hit hard common man's means of communications.

According to the Railway budget, the fictitious concept of capital at charge inflated due to past bungling of railway finances has now reached a colossal figure of Rs. 4095 crores. It has led to eating away large funds from the operation of railway and every year the rise in railway fare has become a matter of routine. The additional burden of expenditure naturally falls on the poor people. For instance the total earnings from upper class passengers during 1972-73 were Rs. 41.39 crores which are likely to be Rs. 42.25 crores after the budget proposals, i.e. a rise of only Rs. 86 lakhs. However during the same period earnings from 3rd class passengers increased from Rs. 302 to Rs. 379 crores, i.e. a rise of Rs. 77 crores.

Whatever increases have been made in freight charges they will be recovered by the business community by raising the sale price of the final product. The total gross traffic receipts during one year after the budget amount to Rs. 257 crores which is just another form of taxation on the people.

In both the General and the Railway budgets, the spokesman of the Government have made much fuss of the increase in the expenditure due to the implementation of the Third Pay Commission recommendations. This is a clear attempt to pit the people against the Government employees by trying to show that the higher taxation was due to the acceptance of demand for higher wages of the Government employees including the railway workers. It is necessary that the trade unions should expose this fallacy propagated by the Government and show to the people that the rise in wages of the Government employees was only the result of high prices for which Government alone is responsible.

Trade union movement should also educate the workers that the Government did not impose any burden on the richer classes. As Chavan himself admitted, "In the field of direct taxes no effect is expected on tax revenues during the next financial year as a result of the proposals outlined by me". Never before the budget favoured the big business in such a shameless manner. Without touching the big business, Chavan hopes to increase his revenue by Rs. 539 crores which will thus reach Rs. 5641 crores by the end of the 1974-75 finan-

cial year. The loot of the Indian people through taxation and rise in railway fare during the year thus comes to Rs. 796 crores !

The budget thus constitutes the most ferocious attack against the people causing heavy inroads into the living standards of the people. The two budgets will only increase the already wide wide gap between the rich and the poor which is the real objective of Indira Gandhi's Socialism.

With collapse of the Fifth plan, in the first year of the plan itself, the Government will do everything to pass on the entire burden of its bankruptcy on the toiling millions.

The working class and the people however are in no mood to tolerate the present conditions and all over the country, people are in a fighting mood. The resistance to the attacks is assuming more and more militant forms and widest possible unity is being achieved everywhere. The idea of Bharat Bundh to express the wrath of the people against the anti-people policy is gaining popularity everywhere.

The strike of the 4 million State Government employees on April 9, the possibility of an indefinite strike of 17 lakh railway employees and solidarity action by the Central Government employees and the call for Bharat Bundh may only be considered as the early stages of still mightier struggles against the capitalist onslaughts.

Jamshedpur Workers Demonstrate before S.D.O's Court

On March 2 last, a large number of workers and employees of Jamshedpur industrial belt demonstrated in front of the S.D.O's Court under the leadership of the Jamshedpur Council

of Trade Unions. Later the representatives of JCTU submitted a memorandum to the S.D.O. demanding need-based minimum wage and Bonus for all, checking of high prices, increase in the

quantum of food ration, withdrawal of Professional Tax, and lifting of lock-out in Indian Tube, Hindusthan Tools and Dies and Simon Carves. A large number of women also participated in the demonstration.

The Jute Tripartite And After

After the successful conclusion of the 33 days all-India jute strike, the Union Labour Minister convened a tripartite meeting on March 4 to discuss the questions of standardisation of wages and other benefits on an all-India level, and relief to Budli workers. Representatives of the CITU and other Central Trade Unions attended.

During the discussions, the definition of 'Budli' was clarified as 'non-permanent workers' on the insistence of the CITU and AITUC. They also demanded that the meeting should only decide the quantum of relief, since the principle of giving relief had already been accepted by the 1970 agreement. This stand was also supported by the INTUC and HMS and the Labour Minister also later declared that under the 1970 agreement the workers are eligible for relief.

On the question of standardisation, the CITU and AITUC opposed contention of the IJMA that this is to be decided regionally. The INTUC wanted arbitration by the Union Labour Minister on this question. The Labour Minister however agreed that the question was accepted in principle and another tripartite would be held in April to discuss and decide the details. Regarding the payment of Rs. 101 ex-gratia to workers of other States, the Labour Minister asked the State Governments concerned to look into it.

Meanwhile, on March 25, the Union Labour Minister announ-

ced an award under which Budli (casual) workers working for at least 180 days in a year will be classified as 'registered Budlis' and will be entitled to leave, P.F., ESI and other benefits. Those working for at least 60 days will be entitled to relief at 10 per cent of their total earnings.

A special Convention of Jute workers held on March 27 under the auspices of the Bengal Chatkal Mazdoor Union (CITU), characterised the award as a great victory of the long struggle of the Jute workers on this issue and specially of the historic 33-days strike. The Convention also demanded immediate implementation of the award.

The Convention, presided over by Niren Ghosh, M.P. and attended by 585 delegates from all the 62 Jute mills, was addressed by B. T. Ranadive, President CITU, Jyoti Basu, Md. Ismail and others. The convention unanimously adopted a resolution which demanded immediate implementation of its 10-point demands and called on the workers to observe a day's strike in April and demonstrate before the IJMA office on these demands. The date of the strike will be finalised in consultation with other T.U. organisations.

Walkout Strike By GIE Staff

The General Insurance Employees throughout the Country went on a walk out strike for one hour on March 12th, to protest against the attempt of their management to modify the agreed terms in the scheme for standardisation of wages and service conditions and to press an early implementation of the scheme on agreed terms. The call was given by AIIEA, GIEA-IA & NCOGIE.

Co-Ordination Committee Of Coal Employees Unions Formed

A CO-ORDINATION Committee of Unions of Coal Employees was formed in a Convention held at Calcutta on March 20. The Convention was organised jointly by the Coal Mines Authority Ltd. Employees Union, National Coal Organisation Employees Association, Bharat Coking Coal Ltd. Employees Union and Coal Board Employees Association to ventilate their long standing demands. S. K. Dasgupta of National Coal Organisation Employees Association was in the Chair.

M. K. Pandhe, Secretary CITU, while welcoming the formation of the Co-ordination Committee, assured the Convention of the CITU's full support in achieving the employees' demand of Rs. 500 as minimum wage of a Clerk. He also supported the demand of representation of Co-ordination Committee in the Bi-partite Wage Committee. Among those who addressed the Convention were Robin Chatterjee, Bhabhatosh Roy, Samir Banerjee, Mihir Ghosh, Rajen Chatterjee and Haridas Chowdhury.

The Convention adopted a resolution condemning the attitude of the authorities after nationalisation of coal mines and demanded immediate settlement of all outstanding demands of the Coal immemployees.

A 12-members Committee was formed with Chitta Roy as Convener.

REPORTS FROM UNIONS

Led by the CITU Union, 200 workers of Trading Engineers, New Delhi demonstrated before their office on February 18 to protest against the anti-labour practices of the management.

At a Convention of P & T employees of Kozhikode district held on February 10 last, resolutions were adopted rejecting the recommendations of the 3rd Pay Commission, protesting against victimisation of employees of Kerala A. G. Office and demanding Calicut as a B2 class city.

On the demands of need-based minimum wage, bonus, holding of the price line, etc. a mass Dharna was held on February 16 and a memorandum submitted to the Dy. Commissioner, under the auspices of Dhanbad District Co-ordination Committee of Employees & Workers' Associations.

Leaders of CITU Unions of Electricity workers all over India met on February 3 at Madras. The meeting condemned the delay in implementation of the Wage Board recommendations. The open meeting held on February 4 was addressed by Comrades Sukhamoy Paul, Habeeb and others.

Demanding the scrapping of Service Rules, 1971, raising of retiring age from 55 to 60 and implementation of earlier agreements, Bus transport workers all over Orissa went on indefinite strike from January 16. Police arrested more than 60 workers and the State Government threatened to declare lock-out if the strike continued.

The employees of Lufthansa

German Airlines have formed a Union, Lufthansa German Airlines Employees' Union. Com. K. Sundararaman of Delhi State CITU has been elected President. The Union has applied for affiliation with the CITU.

West Bengal Forest Workers Organise

Large demonstrations of the Forest Mazdoors were held under the leadership of the Forest Mazdoor Union, Jalpaiguri and memoranda were submitted to the D.F.O. Jalpaiguri and D.F.O. Baikunthpur on the 21st and 31st January respectively including the following demands :

(1) Provision for work for all the year round; (2) Tenancy rights to the mazdoors; (3) Provident fund, gratuity and bonus; (4) Extension of the welfare facilities to the workers belonging to Scheduled Tribes; (5) Provision of cheap ration and fair price shops etc.

Demonstration by Delhi Workers

Led by the General Machinery Workers' Union (CITU), more than 200 workers demonstrated on February 23 in front of Pushpa Trading Co. of Delhi protesting against the illegal retrenchment of an employee and demanding his reinstatement.

C.S.T.C. Employees Demonstrate

Led by the Calcutta State Transport Employees' Union (CITU), workers and employees of Calcutta State Transport Corporation held a massive rally and demonstration on March 26. A small deputation of four met the State Transport Minister and submitted a memorandum with the Charter of demands which included minimum wage of Rs. 350, D.A. payment of arrear pay, etc.

M. P. Coal Workers Observe Demands Week.

Workers of Bisrampur Colliery in Madhya Pradesh observed "Demands Week" from March 11 to 17. On March 17, a meeting was held in which resolutions were adopted demanding supply of food grains and other essential daily commodities through fair price shops, and enquiry into the malpractices of the Additional Labour Welfare Officer.

Delhi Municipal Workers Strike

Led by the Lal Jhanda Union (CITU) Municipal Workers of Delhi observed a-day's strike on March 20 to protest against non-implementation of agreements reached between Municipal workers and the Municipal Corporation of Delhi. A huge procession was taken out on the day jointly by CITU, AITUC, INTUC and UTUC which went to the Lt. Governor's residence and representatives of the Joint Action Committee submitted a memorandum demanding immediate implementation of the agreements.

United Action Committee Formed

The Beas Sutlej Link Project Mazdoor Ekta Union (CITU), Beas Sutlej Link Project Transport Workers Union (AITUC), Beas Sutlej Link Karmachari Sangh (BMS) and the Work Charged Union have come together to form a United Action Committee to launch bigger united struggles to realize their demands. A 11-point Charter of Demands was submitted by the Committee to the management on February 26.

Central Government Employees Prepare For Countrywide United Mass-Action

NOW the stage is set for the Central Employees to embark upon a country-wide broad-based united militant mass-action to achieve their common basic demands which include, among others, need-based minimum wage, full neutralisation of rise in cost of living, bonus for all, de-casualisation of casual workers, full trade union rights and vacation of all sorts of victimization. The National Convention held at New Delhi on March 15, and participated by the leaders and representatives of all the central organisations (excluding those affiliated to INTUC) of the Central Government employees and workers, has come to the conclusion that the time has come for all organisations of the Central employees irrespective of their status and affiliations to organise broad-based united militant mass-action including indefinite strike, should the Government fail to concede the very legitimate demands of the Central employees.

It was for the first time since resentment and anger of the Central employees burst into the surface consequent upon publication of retrograde recommendations of the Third Pay Commission and announcement of further anti-employees decisions of the Government thereon, the leaders and representatives of all the central organisations of the Central employees irrespective

of their affiliations met in a national-level convention to unite the 2.8 million Central employees and take them along the direction of inevitable confrontation with the Government for realisation of their basic demands. The convention was sponsored by the All India Railwaymen's Federation in the background of railwaymen, irrespective of their status and affiliations, already serving jointly an ultimatum on the Government to settle their demands and taking the decision to launch an indefinite strike after the expiry of the ultimatum, from the national convention of the railwaymen held on February 27.

The convention was attended by one hundred and forty representatives belonging to national Co-ordination Committee of Action of the Railwaymen (formed from the railwaymen's 27th February convention-consisting of representatives of all unions, associations and organisations operating on the Indian Railways except the Congress-led NFIR), Confederation of Central Government Employees and Workers and its all-India affiliates (having allegiance to both Vyas and Madhusudan groups), National Federation of Posts & Telegraphs Employees (both the groups), Federation of National Post & Telegraph Organisations (FNPTO), Co-ordination Committees from all States, etc. The representatives of the All India State Govern-

ments Employees' Federation also participated in the convention. The deliberations of the convention were conducted by a Presidium consisting of George Fernandes, Umraolal Purohit, G. R. Gokhale (all of NCCAR), S. K. Vyas, S. Madhusdan, O. P. Bhasin (all of Confederation of CGEW), R. K. Sangle (FNPTO) and Aurobindo Ghosh (AISGEF).

George Fernandes while welcoming the delegates, explained the developments that led to organize the convention to chalk out the direction of the now inevitable united struggle on the basic demands of the government employees.

The convention discussed at length all developments taken place since the publication of Third Pay Commission's report and announcement of the Government's decisions thereon the policy of wage-freeze announced and practised by the Government, the extreme pauperisation of the Central employees due to intractable price rise made worse by heavy dose of recent indirect taxation and huge deficit financing, and took note of the growing urge for unity and struggle at the grassroot level symbolised by the recently held railwaymen's convention and through various mass-actions conducted in the meantime by various categories of railwaymen and other sections of the Central employees.

The main bulk of the speeches in the convention underlined the imperative need of going in for broad-based united strike-action by all sections of the Central employees including the railwaymen to secure their basic demands. The mood for positive united action as reflected in the presence of base-level representatives from all over the country overshadowed initial hesitancy that was hovering around the minds of a section of leadership and made those who were hitherto trying to quarantine their followings from united action on basic issues under the sham show of negotiated settlement, accept the inevitability of united industrial action for realisation of basic demands, and pass a unanimous resolution to that effect. Those who participated in the deliberations were S. K. Vyas, S. Madhusudan, A. S. Rajan, Sangle, O. P. Bhasin, K. N. Nayagum, G. R. Gokhale, Mudraraksha, A. P. Joshi, Om Prokas Gupta, U. L. Purohit, N. J. Iyer, P. Rashtrapal, Dipen Ghosh, T.R. Sharma, R. G. Karnik, N. R. Sinha, G. N. Parida and Thakur Singh.

The resolution which was drafted jointly by a Drafting Committee consisting of O. P. Gupta, A. S. Rajan, S. K. Vyas, R. K. Sangle, U. L. Purohit, S. Madhusudan, O. P. Bhasin, K. Adinarayan, G. R. Gokhale and N. S. Bhangoo and placed before the convention, was adopted unanimously. The resolution reads as follows :

“This Convention of Central

Government Employees' Organisations congratulates the railwaymen for unifying their ranks and taking the decision to launch an indefinite general strike on the various demands such as parity in wages with public sector undertakings, bonus, full neutralisation, reduction of working hours, proper job evaluation, etc., in the event of the failure of the Railway Board to reach a negotiated settlement by the 10th April, 1974.

“As some of the demands on which the railway workers propose to go into action are of common interest to all Government employees, the Convention feels that the railwaymen's strike will have great impact and therefore, other sections of employees cannot remain indifferent.

“Under the circumstances, the Convention appeals that the various organisations jointly and separately should attempt to complete their negotiations on the common and sectional demands well in time so that all the sections of the employees are also able to play their rightful role in the struggle of the Central Government employees for settlement of basic, sectional and categorywise demands.

“The Convention calls upon all sections of the employees to close their ranks, build up unity and gear up machinery to meet the challenge of time.”

In another resolution passed unanimously, the convention also appealed to all organisations to

mobilise their membership in solidarity action to rally round the State Government employees all over the country who will be going to organise one day token strike on April 9, to press their legitimate demands.

B. T. Ranadive, President CITU, while greeting the convention and assuring the support of the working class in the ensuring struggle of the railwaymen and other sections of the Central employees, said that history of our country's trade union movement is replete with many happy as well as unhappy memories and this convention will go down in history as a happy memory, since it will help in a very big way all sections of the Central employees to forge unity for realisation of their basic demands. He reminded that the fact that the railway workers are preparing for a strike calls upon all central employees to overcome their weakness and prepare for joint action. The railwaymen's indefinite strike action as visualised in their 27th February Convention when it materialises will be a big event in the history of our trade union movement and none can afford to remain aloof from it. While emphasising upon the need of organising united struggles on basic demands he cautioned that attempt to substitute united struggle on basic issues by movements on sectional demands, will be tantamount to betrayal. If the Central employees can forge joint united action with the railway workers, it will immensely strengthen their struggle.

Legislators propose but... (!)

ONCE again, legislators propose but the judges dispose. The Greek legend of Tanatalus too often comes true in the case of the working class of India. The promised benefit too often eludes its grasp. There it was the curse of Zeus, here it is the curse of the capitalist system.

It is by now quite an old provision in the Industrial Disputes Act. I mean section 33A of the Act. It sought to give a speedy remedy to the worker when his conditions of service are altered during the pendency of conciliation proceedings or of proceedings before a tribunal. As it was, before the enactment of this provision, even in such circumstances, the worker was left to the discretion of the labour department of the Government which decided whether to refer or not to refer a dispute to a Tribunal. Where a worker's service conditions were altered to his prejudice or he was discharged or dismissed during the pendency of proceedings before a conciliation officer or before a Tribunal and if he were concerned in such proceedings and if such alteration or discharge or dismissal were in regard to a matter connected with the dispute which was the subject matter of those proceedings and, in the case of a protected workman, irrespective of whether such alteration or discharge or dismissal related to a matter connected with the dispute or not, he could straightway move

the Labour Court for relief. Let us talk in the words of the Supreme Court which said in the case of Punjab National Bank Ltd. vs. Their Workmen (1)

“...The Trade Union movement in the country complained that the remedy of asking for a reference under section 10 involved delay and left the redress of the employee entirely in the discretion of the appropriate Government ...This section enables an employees aggrieved by such contravention to make a

Arun Prokas Chatterjee

complaint in writing in the prescribed manner to the tribunal and it adds that on receipt of such complaint the tribunal shall adjudicate upon it as if it is a dispute referred to it in accordance with the provisions of the Act...”

In Kamarhatti Co. Ltd. vs. Ushanath Pramanik (2), the Supreme Court held that a complaint under section 33A of the Act is as good as a reference under section 10 of the Act and the Tribunal has all the powers to deal with it as it would have in dealing with a reference under section 10 of the Act.

One should have thought, in view of the provisions of section 33A as well as the observations

of the Supreme Court, that benefit of section 33A of the Act was irrespective of, and not dependent on, any eventual decision of a court of law as to the validity or invalidity of the reference under, or by virtue of which, the proceedings were pending before the Tribunal or Labour Court or National Tribunal to which accordingly the application under section 33A lay.

But two Calcutta High judgements, the first by a single Judge and the second by a Division Bench, has belied our hopes. Both the cases were between Shalimar Paints Ltd. Vs. Third Industrial Tribunal. In one, an order of dismissal was passed against the employee and the Company made an application under section 33 of the Act to the Tribunal for approval. On the Tribunal refusing approval, an application under Article 226 of the Constitution was made. But, before the matter was heard, in another judgement dated 13 December 1971, Mr. Justice T. K. Basu (3) had held that the main reference was invalid and he quashed the order of reference. The Judge held that, as the main reference was invalid, there was no proceeding pending in the eye of law and as such the question of taking approval under section 33 (3) of the Act did not arise.

The second and later case was a Division Bench judgement and the parties were the same, namely Shalimar Paints Ltd. and Third Industrial Tribunal (4). Here a Salesman of the Company made an application under section 33A because his service was termina-

ted during the pendency of the identical proceedings which Mr. Justice T. K. Basu had quashed as being on an invalid reference. This salesman contended also that he was concerned in those proceedings pending before the Tribunal. The Tribunal allowed the application, set aside the order of termination and end directed re-instatement of the workman. The Company moved the High Court under Article 226 of the Constitution and, on its application being dismissed by a single judge, the company appealed to the Division Bench where the Tribunal's award in favour of the workman was quashed on the ground that the main reference having been quashed by Mr. T. K. Basu, there was no proceeding pending to which reference under section 33A could be made. It was held that :

“If there is no reference pending or if the reference made by the State Government has been declared to be invalid and quashed, it cannot in my view be said that section 33 (2) of the Act is attracted. Section 33A of the Act in its turn can be invoked only where an employer contravenes the provisions of section 33 of the Act...where the main reference under section 10 (1) of the Act has been declared invalid and quashed, it can by no means be said that a proceeding is pending before the tribunal...and, if that is the position...an employee cannot invoke section 33A of the Act in order to get relief from a Tribunal...”

We regretfully state that the logic of the Division Bench is fallacious. It is not also supported by accepted rules of construction according to which a beneficial statute must be so construed that the remedy proposed by the statute is advanced. Section 33A was inserted in the Act to give the worker a speedy remedy where he is discharged or dismissed or his service conditions are altered during the pendency of proceedings before a Labour Court, Tribunal or National Tribunal. Certainly the Statute did not intend that the question of the pendency of a proceeding has to depend on the accident of a judicial interpretation, whether such proceedings do exist in the eye of law or not. The statute must have intended that jurisdiction under section 33A would vest in the concerned Tribunal if the impugned order in regard to the service of the workman was made when such proceedings in fact were pending, no matter whether the originating reference was found by the Court valid or not.

Once, such judicial hair-splitting bedevilled the question whether applications under section 33 or 33A could be disposed of by a Tribunal even after the proceedings ceased to be pending. The bewildering conflict of decisions was ultimately solved by the Supreme Court in the case of *Tata Iron and Steel Co. Ltd. Vs. Modak* (5) where it was held that a proceeding validly commenced under section 33(2) (b) would not automatically come to an end merely because the main industrial dispute had in the meanwhile been finally determined.

Similarly, when a prejudicial order relating to the service of a workman is made when proceedings are *actually* pending before a Tribunal, the aggrieved workman should have the right to move the Tribunal under section 33A even though those proceedings may ultimately be quashed by a Court of Law as being on an invalid reference.

1. *AIR 1960 Supreme Court 1960 = 1959(2) Labour Law Journal 666*
2. *AIR 1959 Supreme Court 1399 = 1959(2) Labour Law Journal 556*
3. *AIR 1971 Calcutta 90 = 1971 Labour & Industrial Cases 164*
4. *1974 Labour & Industrial Cases 213*
5. *AIR 1966 Supreme Court 380 = 1965 (2) Labour Law Journal 128*

A. I. Chemical & Pharmaceutical Employees Federation Formed

An All India Chemical & Pharmaceutical Employee's Federation has been formed at a conference held in Bombay from 8th to 10th February last. 230 delegates representing more than one lakh employees attended the conference. Several resolutions on working conditions of workers in the industry, removal of ceiling on bonus, national wage policy, rising prices, fraud in compilation of Index etc. were passed at the conference which also elected executive committee for 1974-75 with Shri B. S. Chitra as President and Shri J. S. Majumdar as General Secretary.

FORWARD TO NEW MILITANT STRUGGLES

Ranadive Addresses CITU General Council

COMRADES,

WE ARE MEETING A YEAR AFTER OUR Conference in Ernakulam. You know the reasons for the delay. I do not therefore wish to deal with them.

At the outset on behalf of all of you, I offer my homage to the memory of our beloved Comrade Muzaffar Ahmad, the great pioneer of the Communist movement, member of the Central Committee of the CPI (M) and a builder of our trade union movement and founder of the kisan movement.

I offer my homage to the memory of all those who fell fighting for the working class in recent battles.

Comrades, The emergency is used to attack our movement. Thousands are being held in prison for years in Congress jails, under detention without trial or framed up criminal charges. Our organisation demands an end to the Emergency and release of all political prisoners.

On behalf of all of you, I raise my voice of protest against gangster attacks against our trade unions in W. Bengal. Our offices continue to be occupied, hundrees of workers are not allowed to attend to their jobs and earn their livelihood. The entire trade union movement must demand an end to the Government supported gangsterism and call for restoration of trade union liberties in West Bengal.

Comrades, you all know about the invitation extended to us by the Federation of Vietnamese Trade Unions to attend their Third Congress and that I was deputed to represent our organisation. I have written about the Conference in our "Working Class". I am also circulating a report of what I saw in Hanoi. I am sure the General Council will express its thanks for the invitation and send a warm fraternal message to the Federation wishing its success in its struggle for completely freeing Vietnam for building the Socialist North, and fulfilling its leading role in the task of Socialist industrialisation.

New Situation

Comrades, the international picture since we met last in our Conference has considerably changed in favour of the working class. The Paris Agreement which was just signed then not only constituted a big defeat of American imperialism, but it came in the midst of explosive economic situation created by the deepening of the general crisis of capitalism. Devaluation of currencies and above all, dollar devaluations, currency war, piratical attempts to capture markets, balance of payments difficulties and finally mounting inflation in the midst of stagnation—these were already in evidence when the Americans had to retreat in Vietnam. They have been intensified in the last year exposing the instability and bankruptcy of the capitalist system and leading to widespread working class actions in the capitalist world.

Last year, the cost of living in Japan increased by nearly 20 per cent, in Britain, the inflation rate was 12 per cent. In 1974, the rate is expected to rise further to 15 per cent. The jump in food prices has been 20 per cent in the year with a record balance of trade deficit 234 million. In the USA, the cost of consumer goods rose by 9.4 per cent last year, the largest annual increase in two decades. For 1974, the food prices are expected to rise from 8 to 16 per cent in the year while the prices of cereals, bakery products and bread may mount up by 20 per cent.

Italy, West Germany etc. show similar trends. In West Germany, the price of bread rose by 8 per cent and vegetable by 16 per cent in January. The cost of living index went up by 10.3 per cent in the month. As a result, pay rises are reduced to nil. In France, the situation is no less worse. In March 21, the French Finance Minister had to announce a series of anti-inflation measures saying the economic situation "is much more difficult than is believed, much more than is thought." He said that the country's national product rate would fall

to 3.6 per cent, this year from last year's 6.6 per cent. The balance of payments deficit is expected to be 3,600 million dollars. The annual rate of inflation in France is estimated to be 18 per cent. The French Prime Minister admitted that the new measures will have serious consequences on the French living standards.

Increasing Unemployment

In the U. S. A. industrial production has been declining in December and January—in the last month it fell by 8 per cent. Unemployment has been increasing and has been intensified further by the energy crisis. The number of unemployed exceeds five million.

The rate of unemployment had reached 5.2 per cent because of economic slow down and may increase by half a million because of the energy crisis according to Labour Department spokesmen.

Britain has now more than two and a half million unemployed. The three day work week threw 2 million workers on the dole, with 3 million others receiving supplementary doles.

The Federal Republic of Germany had about half a million people without any work at the end of December and the Finance Minister estimated that their number would further increase this year and that "it will be necessary to fight unemployment more than ever". The number of unemployed in Italy has topped the million mark and is also rising in Scandinavian countries.

The strike struggle in these countries have been inevitably rising. The heroic struggle of the British miners against wage freeze, against attempt to pass on the burden of the crisis to the workers toppled the Conservative Government in Britain. In February civil servants, postal workers, and railway men among them went on strike for the first time in the history of the F. R. G. Two lakh and fifty thousand workers confronted with the Government they had voted for and forced an increase of 11 per cent in wages from it. Twenty million workers went on strike in Italy in early part of last year. And in Paris, on March 21, this year strikers dislocated bank, railway, and air services, blacked out stores and offices and snarled traffic throughout Paris in widespread demands for higher wages to meet soaring prices. The new "anti-inflation"

measures of the Govt. were denounced as "tantamount to a declaration of war against the workers" and "an anti-wages plan, not an anti-inflation plan."

This growing collapse brought about by the general crisis of capitalism, has revived memories of the Great depression of 1930 and produced the following comment from Irving Friedman, former Chief Economist at the World Bank, "I cannot logically dispute the view that the natural consequences of the present process is a global price surge that causes all confidence to collapse, investment in production tools to shrink in favour of gold or food and the birth of a hideous world depression." (March 25)

Watergate

It is not only the credibility of the economic system that is cracking down. Its political credibility is also strained to utmost with the Nixon scandal in the USA, the citadel of capitalism.

Today the Centre of world attention is the Watergate scandal and crime in which the American President and his retinue appear as criminals, committing one crime after another. They invade individual freedom, organise burglaries to gather incriminating material against their critics raid houses, send spies into opposition parties to gather blackmailing material, raise money for election purposes illegally and submit fraudulent accounts.

As if this list of crimes was not enough Nixon topped them by starting underhand war against Cambodia, concealed it from the Congress and submitted false returns about bombings which completely misled the House and the Senate. Thus under the American democracy neither the people nor the Congress have the real right to say yes or no to a war against another country. How correct was Lenin when he said: "Take any country from America to Switzerland...in these countries, the real business of 'State' is performed behind the scenes and is carried on by the departments, Chancelleries and general staffs. Parliament is given up to talk for the special purpose of fooling the 'common people.'" The Watergate scandal has further revealed that the General Staff was spying on the doings of the President and his foreign department.

Inner Conflicts

Sharp economic conflicts have broken out among the three Centres of imperialism—the EEC, USA and Japan. Contradictions have been developing among the EEC countries also.

The oil crisis accentuated contradictions among all the imperialist partners. This was particularly shown during the Oil Conference called by the USA.

So sharp was the conflict between France and other EEC members that bourgeois journals feared the question facing the community is whether it can survive. But the American attempts to knock Europe into a bloc against the Middle East and block all bilateral deals between oil producing and oil consuming countries do not appear to have succeeded and a clause blocking such deals had to be abandoned.

The failure to make Europe toe the line led to Nixon's threatening outburst on 16th march cancelling his European visit. "The Europeans cannot have it both ways. They cannot have the U. S. participation and co-operation on the security front and proceed to have confrontation and even hostility on the economic and political fronts."

While these developments lead to sharpening of class struggles in capitalist countries, the intensification of the national liberation movement (Arabs), upsetting of Govts. in capitalist countries (Britain), it also leads to manoeuvres on the part of American imperialists and others to keep their grip on the changing situation.

Detente

The growing economic rivalries are leading to contradictions over a wide field including foreign policy and each centre is trying to develop its own version of relationship with the Socialist countries. The detente between the USA and the USSR, between the former and the People's China are important developments understood as changes in imperialist manoeuvres born out of the increased strength of the Socialist world rising national liberation struggles, weakness of the imperialist camp and its hope that it will enable imperialists to pursue its aggressive designs elsewhere and take advantages of differences in Socialist Camp. The agreement over Berlin, the acceptance of the frontiers created by last war, constitute important

developments. But all talk that these developments introduce a new era of peace is misleading and objectively helps to conceal imperialist manoeuvres.

Nhan Dhan correctly wrote: "The imperialists pursue a policy of detente with some big countries in the world in order to have a free hand to consolidate their forces, oppose the revolutionary movements in the world, repress the revolution in their own countries and stampout national liberation movements while never giving up their preparations for a new war."

We must, therefore, guard against the false propaganda of revisionists like the AITUC leaders who propagate that we have entered a new period of international peaceful development.

If Chile showed the treacherous conspiracies of American imperialism while talking of detente, the October war between Israel and Arab Nations showed that it is compelled to manoeuvre before the irrepressible liberation urge of the people and yield ground while saving its client. It still continues to play an obstructive game in Syria.

The oil war waged by the oil producing countries has introduced another element in the struggle against imperialism, effective use of natural resources by erstwhile colonies against the metropolitan powers, sending wave of crisis after crisis to the imperialist countries.

Correct Outlook

Comrades, it is necessary to understand these development because without it we can neither discharge our international duty nor carry our own struggle with a correct outlook. There is a tendency in our movement to conduct our struggle without reference to the big economic achievements of the Socialist countries. Is it not a matter of pride to us that while the entire capitalist world is groaning under inflationary burden, the Socialist economics are free from price rise? There is also a tendency to forget that internationally our main enemy is American imperialism—the enemy who carries on massacres in Vietnam, who organises coup in Chile and massacres hundreds of revolutionaries. This international enemy has to be fought on our soil by concretely exposing and frustrating his designs.

American Imperialism At Work

American Imperialism has taken quick steps to regain its lost initiative on the Sub-Continent. By

pouring aid in Bangladesh, by pretending to be very friendly and helpfull it is trying to create a new image for itself and its agents are busy sowing enmity between India and Bangladesh. Some reactionaries in Bangladesh have become outspoken enough to attack the Govt. for keeping friendly relations with the Soviet Union and are also appealing to religious fanaticism.

Simultaneously, the USA Govt. is arming the Shah of Iran and other Gulf rulers feverishly, satisfying all their demands for phantom jets, and sophisticated weaponry. This is directed against Soviet influence, intended to counter the Arab democratic regimes and assume the reactionary military circles in Pakistan in their anti-Indian game. This the old game of making Asians fight Asians is again on. Simultaneously, it is strengthening and completing a chain of military bases from the African Coast to Australian across the Indian Ocean, as in Dio Garcia Island, as well as new naval and air bases in Iran's Arabian Coast close to Pakistan.

All these constitute a danger to the freedom of the people of India and the Sub-Continent. The base at Dio Garcia has raised wide protest from a number of countries, but our trade union movement has not seen the danger. In the interest of our people and the working class of the Sub-Continent we must sharply raise our voice against these American conspiracies and rouse our people against them.

Bangladesh Recognition

We are happy that the Pakistan Govt. has at last recognised Bangladesh. We send our fraternal greetings to the working class of Pakistan and Bangladesh and express confidence that the three proletarian wings will work unitedly for fraternal relations between the three peoples, for proletarian solidarity and for frustrating the American imperialist game to develop tensions in the Sub-Continent and make Asians fight Asians. Such common understanding and action are essential because the imperialists and reactionaries are already busy hunting out new issues to keep the plot boiling. It is our mutual duty to support each other's struggles for democracy and civil liberties, so that the voice of the people prevails in shaping the foreign policy of our countries.

Rising Struggle

The whole of last year, the working class, our CITU and the people have in one place or another been leading mass protests against the burden of high prices, unemployment, food shortages. Big bandhs against rising prices and unemployment in W. Bengal, Maharashtra, Tamilnadu, Tripura were organised in many States unitedly with other organisations. Behind the organised working class and employees are now rallying all sections of the people and the united protests become the starting point of wide democratic struggles. In some States, broad-based anti-prise rise committees are being organised in which trade unions, political parties, employees', women's and students' organisations participate. In States where the left and democratic parties are not strong, the initiative taken by the organised trade union movement co-ordinates popular protests against Govt. policies and gives them a democratic direction, preventing their distortion by the Right reactionary parties.

The militant struggle of the valiant people of Gujarat against Congress-imposed starvation, high prices and corruption, its unabated continuance for more than two months has not only written a glorious page of popular resistance to Congress rule but has also underlined the transformation brought about by continued suffering of the people. Every effort was made to suppress it in cold blood. It was maligned as the design of reaction. All leaders were arrested. The leaders of the CITU were detained under the MISA. Young boys and girls were beaten and tortured by the police. Men and women were beaten in their homes. All major towns were put under endless curfew. The Army was called to suppress the people. Nearly hundred people were massacred.

But the Indira Government reckoned without the new spirit of resistance. The students, the employees' organisations, the State employees all remained firm. The people directed their anger against seats of oppression and exploitation ; against institutions which represent richness and exploitation and the Government called it looting.

Bloodbath having failed, and with indignant protests from all over the country against the repression in Gujarat, the Indira Government had to bow down and admit an ignoble defeat before the people. A legislature with an overwhelming

Congress majority has to be dissolved because of popular struggle and withdrawal of the mandate. This is the first instance of its kind.

It is an important political victory, victory of a principle. A legislature completely out of tune with the people and wallowing in the cess-pool of corruption has no right to continue, whatever the Constitution might say. This principle have been asserted. The extra-parliamentary force has prevailed over parliamentary process. It is the popular method of asserting the electorate's right to recall its representatives.

In March, in Bihar, once again under the auspices of some Students' Committees mass protests and demonstrations were organised leading to police firings and shooting down of 20 people. Once again, curfew was clamped on a number of cities including Patna and atrocities were perpetrated on the people. The people retaliated by attacking houses of ministers, Government offices and property and seats of oppression.

It is good to remember Lenin, "The Russian Revolution of 1905 was a bourgeois-democratic revolution. It consisted of a series of battles in which ALL the discontented classes, groups and elements of the population participated. Among these there were masses imbued with the crudest prejudices, with the vaguest and most fantastic aims of struggle; there were small groups which accepted Japanese money; there were speculators and adventurers, etc. But OBJECTIVELY, the mass movement was breaking the back of tsarism, and paving the way for democracy; for this reason, the class conscious workers led." (P. 356, Vol. 22)

In this background of the food and anti-price rise and anti-unemployment struggle developing in to a popular movement embracing the widest spectrum of society, the organised trade union movement must play its role of initiator and guide and see that it is directed in democratic channels. Failure will mean handing over the movement to the spontaneous consciousness or to the demagogic reactionaries.

The New Budgets

Comrades, the budgets of the Central Govt. and the State Govts. show that there is to be no respite from price extortion and food shortages. The mismanagement of the economy in the interest of

the capitalist landlord classes has brought the country near to economic disaster. The inflationary crisis in capitalist countries, to whom our economy remains tied, is accentuating the situation further. The rise in oil prices further accentuated the foreign exchange crisis. The high food prices in the world, —since we have to import food because of our failure to commandeer the stocks of the landlords— make huge demand on the dwindling foreign exchange resources and leading the country to beg for more and more foreign loans and more and more foreign dependence. The tall talk of self-reliance has vanished in thin air. The World Bank knowing India's plight has advertised her bankruptcy and announced that India would need foreign aid of not less than 12.1 billion dollars (12,100 million) in place of 5 billion estimated by the Planners for the five year period.

Thus not only high prices, food famine and mass unemployment will continue but the Congress regime has created the menace of further foreign loans and a danger of economic domination. This is what confronts the working class and the people hitherto engaged in somehow defending their livelihood against price onslaught. Now the fight for more increased dearness allowance has become meaningless unless the workers are able to defeat the policies which create inflation and also are ready to fight against economic dependence.

Unemployment

Comrades, the struggle against inflation has also brought before the country the question of mass unemployment. Registered urban unemployment has reached the colossal figure of 82 lakhs. Rural unemployment is estimated to have reached more than 25 million. The number of educated unemployed is near 4 million now. By June 1973, it was 35 lakhs. Between June 1972-June 1973, registered unemployment rose by 33.5 per cent. A whole nation is being reduced to the status of destitute.

There is no relief, no relaxation unless the right to work and pedning it the right to unemployment wage is legally secured.

The official index of wholesale prices has registered an increase of 27 per cent in 1973 over the previous year, while in the increase in the price of necessaries of life in the retail market has ranged

between 50 to 70 per cent and in a few cases even 100%.

Every necessity of life—foodgrains, sugar, oil, vegetables, fish, milk, fuel, has gone beyond the reach of the common man. Deliberate marching inflation combined with small and big shortages have placed the people's livelihood completely under the control of landlords, food speculators, blackmarketeers whom the Govt. dares not offend and who are among its patrons. In last two years, general prices increased by 42 per cent and food prices by 47 per cent.

The 1974-75 budget estimates the deficit at Rs. 125 crores which is farcically low considering that several important items like food subsidy has been deliberately understated.

It is therefore not surprising in the least that according to a survey conducted by the All India Consumers' Council, within 10 days of the presentation of the budget, even before the new taxation proposals have come into effect, retail prices of mass consumption goods have risen between 20 to 50 per cent.

There is absolutely nothing in the budget which is anti-inflationary. It conceals the real extent of deficit financing; raises taxes on many articles of common consumption like kerosene; imposes imposts leading to increase in railway freight charges on almost all commodities including coal and passenger fares including third class fares—all of which is bound to move prices forward. Besides, the State Governments levy an additional taxation of Rs. 250 to 300 crores.

While fleecing the people through additional taxation and increased price burdens, the budget grants relief to people with high incomes. It grants steep reduction in personal income-tax to top sections under the plea that it would stop tax evasion.

Appeasement of Landlords

Neither the state budgets nor the Central Budget make any attempt to levy any burden on the landlords who are fleecing the people.

Not only on fiscal measures are taken against the landlord incomes, there is complete failure to procure their surplus stocks and people are placed at their mercy. The pitifully low target of 6.5 million kharif grains could not be reached. Now wheat take over is being officially disbanded and the

blackmarketing prices of Rs. 100 to 115 per quintal are being agreed to by the Government. The Govt. dares not commandeer the surplus stocks of the landlords to meet the needs of the people. The freedom of wholesale trade to speculate, the high prices sanctioned and the not so good rabi harvest all will intensify the misery of the people and take food beyond their reach.

It is this dependence on foreign loans that compels the Government to pay fantastic rates of compensation to foreign Companies like ESSO in the name of taking over.

It is necessary for the trade union movement to raise the demand for the nationalisation of foreign oil companies and other monopoly concerns without compensation.

The working class must also be made to understand that the food crisis is the direct result of landlords' monopoly of land and so long as the workers do not wage a relentless struggle for abolishing this monopoly and turn land to the landless and agricultural labourers, they will continue to starve and remain at the mercy of landlords and speculators. The present food crisis must lead to a powerful alliance of workers and peasants for ousting the entire land of all those who own wet land above ten acres and dry above 20 to 30 acres and distributing it to the landless and agricultural labourers.

Commandeer Stocks

At the same time it should be realised that there is absolutely no reason why lakhs should starve today. It is official policies of succumbing to the landlord and the wholesaler that is forcing high prices and starvation on the people. All surplus stocks of landlords should be commandeered, exorbitant prices should not be given and the peasants should be given an extra incentive price. This will put sufficient stocks in the hands of the Government and it will enable supply of half a kilo of cereals per day for every adult.

Along with this we must raise the demand for need-based wage. As you have seen the inflationary measures have made a mockery of dearness allowance. Unless there is a firm guarantee of need based wage, the living condition of the working class cannot be protected. The Government and its henchmen make it appear that the demand is outrageous in present day Indian conditions, and pit the worker against the agricultural

worker. The landlords make it a question of city vs. village for they fully know that every advance of the working class in cities will encourage the agricultural workers to push forward their demands.

The need based wage is an elementary democratic right of the working class, it alone will protect him against the vagaries of inflation and the nearer the working class reaches it, the near will come the collapse of this system whose economic standards are based on old colonial standards.

Against these conditions the workers have been waging one struggle after another from Kerala to Bengal, from Bengal to Bombay and Punjab. The textile strikes of Tamilnadu and Bombay, the jute strike of Calcutta, the strikes of agricultural workers of Kerala, Tamilnadu and other States, the strikes of loco and other railway men, show incessant activity of the working class.

An important feature of the strike struggle is the surging direct actions of different sections of railway workers. The loco workers were forced to go on strike three times during the period.

The action of the loco workers in NFR against breach of promise by the management and of the Rly. Guards constitute the latest instances of the struggle for struggle among the railway workers.

The movement against high prices, for assertion of minimum economic rights has become all embracing. NGOs, LIC employees, IAC employees, Doctors, Engineers, Professors and Teachers have struck work, isolating the Govt. and often winning many victories and advances.

A new feature revealed in the course of these struggles has to be noted and the trade union movement must unitedly fight against it. The prolonged character of working class struggles and the loss of mandays often results from the vindictive use of lockouts by the capitalists.

Dr. Nag, W. Bengal Labour Minister speaking in the State Assembly on 21st March on work stoppages in 1973 said that there was a rising tendency in the number of mandays lost and the major percentages of such work stoppages were accounted for by "managements' aggressive action by way of lockout." He said as many as 345,480 mandays were lost owing to situation precipitated by non-implementation of settlements and awards by the managements.

Government Imitates Employers

A recent feature is that the Government has started imitating the worst employers and resorting to lockout to starve the workers into submission. The Lockout in the Indian Airlines Corporation with hundreds denied their earned wages was imposed in the style of the private employers. Under the pressure of starvation, the employees were compelled to surrender individually all trade union rights and accept managements' claims to deal arbitrarily with workers' living conditions as if the workers were chattel.

The same methods were tried in the LIC where hundreds were locked out and where services of the labour lieutenants of the Government like those from the revisionists were hired out to break the resistance of the workers.

The terms of settlement which the IAC authorities asked the Union to sign left nothing unsaid.

The memorandum of settlement demands that the workers agree to observe constitutional means and eschew agitational steps and/or concerted action or any other means which may have the effect of interrupting or disrupting the Corporation work, etc.

This is demanded when the fundamental rights are not yet abrogated under the Constitution. What remains of trade unionism if you cannot agitate, if you cannot take concerted decisions and action, cannot bargain concertedly. Since when agitational steps have become unconstitutional? This is a demand to agree to banning of all propaganda, agitation, strike, a demand that each individual worker may individually represent his case but not in union with his fellow workers.

Consistently with this outlook, the authorities claim arbitrary rights to alter the working conditions of the workers. The memorandum lays down "The workmen concede that there are certain fundamental management functions as enumerated below"—The management from time to time shall lay down the duties and responsibilities of each category of workmen and the workmen shall perform all such duties and all duties incidental and ancillary thereto—The establishment strength including both the number and designation of posts in the various categories and grades shall be determined by the management—The management will promote employees only when it is necessary to fill

up a vacancy in a higher cadre and that too, on the basis of suitability cum seniority.

No worker shall be entitled to take leave as matter of right unless it is sanctioned by a competent authority. Privileged leave shall be admissible on not more than three occasions in the financial year. Any workman may be required to avail such PL as the sanctioning authority may decide on giving him reasonable notice. If leave so offered, is not availed of by the workman, he shall forfeit it and his leave account shall be debited accordingly.

What remains of trade unionism and collective bargaining after this ?

The Government with nauseating hypocrisy utters phrases about labour's participation in management while their nominees are doing their best to illegalise all trade union rights and organised movement.

The trade union movement cannot allow this onslaught to succeed. It will be soon extended to unions in othe public sector undertakings and then to workers in the private sector.

New Bill

In the light of this, what importance can be attached to the promises of the New Labour Relations Bill whose copy the Labour Minister seems to have sent to all business executives, but not to the CITU.

If press reports are any indication, the Bill includes new provision for recognition, registration, arbitration and efforts to have one union in one industry. We must be quite clear what these slogans mean for the Government. They do not mean the same to them that they mean to us. The Government looks upon the labour question primarily as a law and order question—this is its basic concept. Everything else provides a facade for keeping labour in control. This aspect we daily see when DIR and MISA are applied to working class struggles and workers are killed during strikes.

When the Government and its spokesmen talk of one union in one industry they virtually mean that no union other than that approved by them, or controlled by the ruling party or its allies should have any legal existence. This is seen in their obstinate refusal on the Railways till compelled by repeated strikes, to negotiate with any one except

the Federation, recognised by them. That is why they will not accept a genuine ballot of workers but will always claim powers of verification to till the balance in favour of their favourites. And having done so they will demand that no other union can now function or be recognised. One union in one industry has no meaning unless the union follows democratic process, is based on the free will of the workers and not on the patronage of the employers and the Government.

All attempts to put new restrictions on the trade union movement in the name of avoiding the evils of multiplicity of unions will fail. The discontent and anger of the workers at the denial of their basic organisational right, their right to forge a weapon of their choice to enforce their demands, will only multiply in reply to such devices. The honest way will be to deal with unions possessing genuine following, instead of using soft union leaders to create disruption among the workers. This will lead to a rapid process of all genuine organisations working democratically coming together and lead to the formation of one union in one industry, with one bargaining agent. It should be realised besides that in the present day conditions in India, where the basic principle like needbased wage is not accepted. When every workers not guaranteed a certain minimum at least and differentials in wages worked on that basis, the pull of sectional, categorywise and local conditions is bound to be strong, leading to corresponding organisational forms.

New Struggles

Comrades, We are in the midst of great trade union struggles. On the 9th of April, 4 million State employees will embark upon a united one day strike to protest against State Government failure to do justice to their demands. The State employees' conditions are far worse than the Central employees and their demands including parity of conditions with Central employees are just and our CITU fully supports them. It is to be noted that the employees as part of the people have given prominence to the demand for regular supply of food to people at reasonable prices.

Railway Strike

Comrades, another important development is the proposed all-India railway strike. The strike

(On Page 21)

National Convention Serves Ultimatum On Govt.

THE AIRF sponsored National Convention of Railwaymen was attended by over 3500 delegates representing about 100 organisations excluding the INTUC controlled NFIR. Apart from them the leadership of CITU, AITUC, HMP, UTUC (Lenin Sarani) participated in the Convention and declared firm support to the struggle.

The Convention was presided over by Com. George Fernandes, President, AIRF. The main resolution was moved by Malgi, General Secretary, National Railway Mazdur Union, Central Railway (AIRF) and supported by D. B. Roy, a leader of Rail-Employees. About 60 leaders from various organisations including S. K. Dhar from LRSA, Mohd. Ismail M.P. from CITU etc. spoke in support of the resolution.

The resolution formulated the basic demands, viz. immediate wage rise at par with Public Sector Undertakings pending grant of need based wage ; job evaluation for fixation of higher grades ; 8 hours duty ; cent per cent neutralisation of rise in prices ; bonus for 1971-72 and 1972-73 ; Decasualisation ; cancellation of penal measures ; full trade union rights including right of negotiation ; implementation of ILO Convention of 1919 characterising railwaymen as industrial workers ; etc. It served an ultimatum on the

Government that if these are not settled by April 10, the railwaymen would be free to go into an indefinite general strike from any date thereafter.

The Convention decided to observe "Demand week" from April 2 to 8 to popularise the demands and a Co-ordination Committee was formed at the national level with one representative each from the participating organisations with Com. George Fernandes as the Convener. It was also decided that such co-ordination committees shall be established at lower levels also.

The new urge for unity which was seen in numerous struggles during the past 2 or 3 years on sectional demands and against Police repression, has now asserted itself and brought together the leadership of various organisations.

This spirit prevailed even in the discussions held on February 28 and March 1, among the leadership of these organisations. A small committee with two representatives each from AIRF, LRSA, Confederation, CITU, AITUC and BKMS, was also formed with George Fernandes as Convener, to conduct day-to-day work including negotiation if the Government so desires.

Repression in N. F. Railway

The General Manager of the N. F. Railway, who had earlier agreed to implement 10 hours duty from February 15 and with-

draw penal measures, however backed out of the commitment. When the locomen started implementing the same, severe repression was unleashed in the form of mass arrests and suspensions. Workers were also detained under MISA when they are granted bail. Even workers not connected with this movement were not spared. Haramohan Das, Convener and several other members of the United Committee of Railwaymen have been detained under MISA and served with penal transfer orders. Workers have come out in protest led jointly by the UCR, LRSA AIRF.

Annual Conference of AILRSA

Over 3000 delegates and visitors from all over the country assembled at Varanasi on March 15-18 for the fourth Annual Conference of the All India Loco Running Staff Association. A dastardly attack was made on some delegates by anti-socials as a result of which Comrade Sivanandam of Southern Railway succumbed to his injuries while discussions on the Secretary General's Report was going on. Another delegate was also injured. As a result of this, March 17, was observed as a day of mourning and the Conference was extended by a day.

After reviewing the situation in N. F. Railway, and the implementation of the agreements of August and December last, the Conference decided to serve ultimatum to the effect that if the agreements are not implemented, penal measures

not withdrawn and other demands not settled by April 8, direct action will be launched. Pending fixation of the date by Working Committee, 10 hours duty would be implemented and work-to-rule started from April 15.

The Conference also approved the united struggle by all Central Government Employees organisations to win the basic demands and urged the formation of joint committees at all levels. The conference also elected the office-bearers with M. R. Sabapathy as President and P. K. Barua as Secretary General. A public rally was held on March 17.

Work-to-rule by Guards

A work-to-rule movement was launched by Guards of Indian Railways from March 10. In order to suppress the movement, the authorities deputed unqualified persons to run train services. Three drivers of S. F. Railway were suspended for their refusal to run trains without qualified guards. The movement was called off after negotiations between the leaders of guards Council and the Deputy Railway Minister.

Ministerial Staff Observe Dharna

Ministerial staff of Railway all over the country observed Dharna on March 15 as decided by the CEC of the Ministerial Staff Association. The ministerial staff of S. E. Railway led a huge demonstration on the day before General Manager.

Ceat Tyre Workers In Bombay On Indefinite Strike

TWELVE hundred workers of the Ceat Tyre factory at Bhandup, Bombay (controlled by an Italian monopoly) are on indefinite strike since November 12, 1973 under the leadership of the Mumbai Shramik Sangh (CITU).

Although the immediate cause of the strike is the suspension order on a Union Committee member and chargesheets on 20 other workers, the real issue is the repeated attempts by the management to increase work-load in the Truck-tyre building department.

Following an unsuccessful strike in 1966 and an agreement signed in 1967-68, the management imposed higher norms of production in the Truck-tyre building department. After the successful 120-day strike in 1970 under the leadership of CITU, management had to revise norms across the table. They were, however, biding time and began attacking the workers again on this issue since early 1973. In September matters came to a head and they issued warnings to

50 workers and chargesheeted 20 others on the false ground of go-slow.

Attempts to settle the dispute through negotiations having failed, the union called for a protest strike on October 29 and indefinite strike from November 12 to force the management to withdraw the victimisation.

The strike is completely successful and has brought production to a standstill. The workers are firmly united and determined to carry on the struggle till victory despite threats and provocations by the management. The State Labour Minister, instead of forcing the management to settle the dispute, is pressing the Union to settle on the Company's terms.

Solidarity and support for the striking Ceat workers have come in large measures. At the call of A.I. Rubber & Tyre Workers' Federation (CITU) the workers of Firestone factory have demonstrated their solidarity by observing a day's strike, by donating Rs. 5000 to the Strike Fund and giving a loan of Rs. 20,000 from their own Union Fund. Help and solidarity actions have also been extended by the workers of premier Tyre (Kerala), Dunlop, Inchek and National Rubber (West Bengal) and others. At the call of the Federation a 'Solidarity Day' was observed on February 27 by tyre and rubber workers all over India in support of the Ceat workers' strike.

Electric Staff Agitate

The electric staff of Gorakhpur (N. E. Rly.) suspended work for 5 days to press for their demands. The Electric Staff Council of S. E. Railway led a huge demonstration before the Chief Electrical Engineer on February 18 and submitted a charter of demands.

Newsletter

Maharashtra

Gherao Of Maharashtra Assembly Unique

The 'Gherao' of the Maharashtra Assembly on February 25 last at the call of the Leftist parties and the trade unions, including the CITU, AITUC, HMP, HMS, Sarva Sharmik Sangh, and Bharatiya Mazdoor Sangh, was unique and completely successful. All the eight roads leading to the Assembly Hall were blocked by a 'human barricade' of thousands of people—women, workers, Government employees, hawkers and others—from 4 P. M. till midnight.

The Gherao was called to voice the people's demands for 12 kg. food ration, complete procurement of grains, grant of concessions to farmers and employment to landless labourers and others.

The Gherao took place under the shadow of the terror unleashed by the Police and Shiva Sena on the night of February 22, when the people all over Maharashtra and particularly Bombay responded magnificently to the "Thali Beating" programme called by the Action Committee and the Anti Price Rise Committee to protest against rising prices and food scarcity. Seven persons were killed in police firing in Bombay on that night and scores were arrested.

On the 25th, the opposition MLA's came out of the Assembly as soon as the house rose for the

day, and squatted in front of the Assembly Hall blocking the exit. Thousands of people joined the procession which started from the Azad Maidan and converged on the Assembly to take part in the Gherao. Four thousand women, besides Dalit Panthars, workers and hawkers, joined the procession and Gherao. The procession was led by P. K. Kurane, Secretary of Maharashtra CITU and Jaganath Jadhav, both convenors of the Action Committee, and other trade union leaders.

Late in the night, a deputation on behalf of the Action Committee and the women's Anti-Price Rise Committee met the Chief Minister at the Council Hall and submitted a memorandum on their demands.

J.K. Chemicals Workers Fight Back INTUC Goonda Attacks

Six hundred workers of the J. K. Chemicals factory at Thana in Maharashtra faced semi-fascist terror and attacks of Congress and INTUC goondas for nearly a month.

Led by the CITU Union, the workers were fighting against retrenchment of 3 workers demanding their reinstatement. When these retrenched workers were taken back by the management, the minority INTUC Union led by the Congress MLA Dr. Dutta Samant, went on strike from February 1 demanding their dismissal. Taking advantage of this the management declared a lock-out on February 14.

Later, when on the demand of the CITU union the management partially lifted the lock-out on February 22, four hundred workers of the CITU Union reported for duty in a procession. Enraged at the failure of their anti-worker posture, the INTUC leader Dr. Samant mobilised a large force of goondas and prevented the workers inside the factory from coming out, threatening them with assault if they came out. They also assaulted the leaders of the CITU union and other workers, murdered a CITU activist and set fire to the houses of workers. This continued for more than three weeks, but the State Government and the police remained silent spectators to this goonda rule.

The workers of the factory, who received firm support and solidarity from workers of other factories in the area, resisted these attacks with courage and determination. The goondas were ultimately forced to retreat in the face of this united resistance and the Police also had to arrest some of the anti-socials. After this, the workers left the factory and went back to their homes.

Tamil Nadu

1.5 Lakhs Textile workers in Tamil Nadu are on continuous strike from 1st February 1974. The Action Committee (from which CITU has been excluded) agreed in their meeting on February 13 to revise their demands and accept the proposal of the State Ministers and Mill-owners. CITU protested against

the betrayal of workers by the action committee and appealed to the workers to continue their united struggle. The pro-millowner representatives of the Action Committee signed an agreement with their masters on March 8 last, minimising the financial benefits, neglecting many demands and surrendering the trade union rights of workers.

Contrary to their own joint decisions, the action committee representatives belonging to non-CITU unions have also signed separate agreements in many big mills like Vijayakumar Mills at Palani, B & C Mills in Madras etc. betraying the interests of struggling mass of workers.

Successful agreements benefiting the workmen have been signed by CITU leaders in Sugar Mills at Ariyalur, Soda Manufacturing Factories at Udumalpet, Pattapiram Mills and Small Tool Services at Ambathur, P. R. Thalampu Agarpatti Company and Kotari Sugar Mills during February—March 1974.

The services of 25 women workers have been terminated by Panil Leather Corporation on 11th February as they have joined the CITU Union in their factory. Workers of CITU unions in the area are demonstrating against this.

10,000 workers, led by CITU, employed in three Magnesite Factories at Salem are on continuous strike from 25th February last demanding reasonable financial benefits. As usual INTUC and DMK leaders are opposing the united struggle and adopting all means for breaking the unity of workers.

West Bengal

CITU Supports Striking Doctors & Engineers

OVER 7500 doctors and engineers of West Bengal who started indefinite strike on February 21 last on their demands (reported briefly in our March 1974 issue) are still continuing their struggle with unprecedented unity and determination in the face of assaults and intimidation by Congress goondas and the threats issued by the State Chief Minister, Health Minister and MLA's of the ruling party.

The private doctors all over West Bengal observed a day's token cease work on March 15 in support of the striking doctors and engineers.

Supporting the struggle and demands of the doctors and engineers, Com. B. T. Ranadive, President, CITU has issued the following statement :

“The CITU strongly protests against the intimidatory threats uttered by Chief Minister, Sidhartha Sankar Ray against the striking doctor and engineers

200 weavers of Dharmapuri Anna Sagar are on strike from 15th February demanding increased wages.

The strike by Powerloom workers of Madurai from 2nd January 1974, demanding higher wages, re-employment of discharged employees and release of 294 workers arrested during the strike period, has not yet concluded.

of West Bengal. These were preceded by vulgar accusations calling the doctors and engineers anti-social and anti-national.

The concessions offered by the Chief Minister are just token and do not go in any way to meet the demands of the doctors and engineers who are justified in outright rejecting them.

The demand raised by the doctors and engineers for parity of conditions, for improvement of the salary structure etc. is both correct and just. No Govt. with a sense of justice and fair play can off hand dismiss it and threaten reprisals. The excuse that since the demand for parity raise questions of an all-India character it is beyond the purview of the State Govt. reveals only abject subservience to the Centre. The West Bengal Govt. has enough power to do the right thing to the doctors and engineers if the Chief Minister musters courage and stops acting as the errand boy of the Central Govt. The doctors and engineers should remain firm and united despite the sabre rattling by Shri Sidhartha Sankar Ray.

Com. Monoranjan Roy, M. P., President of the West Bengal State Electricity Board Workmen's Union has also issued a statement condemning the attempt by the WBSEB authorities to use the workers and employees of the Board to break the strike of the engineers.

when it materialises will be a historic landmark in the trade union struggle and will immensely strengthen the struggle of all sections of workers and give a push forward to the democratic movement.

The conditions of railway workers are so harrowing that a strike would have been justified long ago. But the treacherous reformist leadership which hitherto dominated the Federation saw to it that no resistance was organised.

The railway workers have been discriminated against in the matter of pay and living conditions. The railway wages have been far lower than in other industries. Various categories of skilled or semi-skilled or highly skilled staff do not get a wage corresponding to the minimum wage prevalent in many organised industries, private and public sector.

Besides it is now known that inhuman hours of work imposed on the Loco Staff which the country learnt with shock during the LRSA's strike. Many other sections also have to work longer hours under one excuse or another.

In spite of these discriminating conditions, with the real wage going down, the productivity of the railway workers has been rapidly increasing. The following figures from the official publication "Review of the Performance of Railways 1973-74" are eloquent :

Traffic units (000) moved per employee on the open line

1950-51	122
1960-61	147
1970-71	186
1971-72	193
1972-73	200

In short, productivity has increased by 60 percent since 1950-51. Each employee is contributing fifty per cent more in production effort than before. But his real wage has gone down. This is the meaning of his explanation, of the sweated Labour to which i.e. is subjected.

The same increased workload and sweated hours of work are to be found in workshop, imposed under the so-called incentive scheme. "Workshop repair output increased from about 335,000 equated broad gauge wagon units in 1957-58 to about 469,562 equated broad gauge wagon units in 1972-73, while staff strength came down from about

116,000 men in 1957-58 to about 111,634 men in 1972-73 of which 64,447 men are employed on other than rolling stock repairs..." It means with a reduction of 9 per cent in the staff, the workers are producing fifty per cent more than before.

The railway workers were chafing under these conditions of starvation wages and sweated labour. But the leaders of the recognised Federation refused to champion their cause and acted as a strike-breaking agency. But conditions became unbearable and large sections of workers began to break away from the two Federations whose leadership was working hand in glove with the Railway Board.

The leadership of the two Railway Federations and the Railway Board united to malign and crush the rising discontent. But then the simmering discontent asserted inside the All India Railway men's Federation at its annual session in September. A demand came for a genuine call for strike action and one of the confirmed strike breaking leaders, Peter Alvares, President of the Federation was removed from the post and George Fernandes elected in his place.

A resolution for strike was passed and the delegates moved an amendment to the General Secretary's report calling that the AIRF should take initiative to call all railway organisations together.

There were prejudices and vacillations in other organisations also. Many of their leaders mindful of the past of the AIRF leaders, and some of them victims of narrow craft outlook wanted to hold off. But the urge for unity in the ranks broke down all resistance and all joined the historic convention of all Railway organisations called by the AIRF in Delhi on 27th February.

The Convention passed a resolution spelling out urgent demands including need-based wage, and immediate grant of a minimum of Rs. 260 : It gave the 10th April as the time limit for negotiations. It appointed a co-ordinating committee of all organisations represented and a small executive Committee of...with two representatives from each organisations including the CITU (Com. Samar Mukherjee, Treasurer of CITU and Com. Nrisingha Chakrabarty, Member of General Council represent us on the Committee.)

This unity which was eluding the railway workers for decades is an important and historic development. There is no doubt that much remains to be done to transform the unity achieved at the top into an impregnable unity at the bottom.

It is a matter of some satisfaction to us that our CITU comrades have played their part and an important and vital part in helping forward this unity, in fighting sectional prejudices and overcoming the reformist efforts to continue disruption.

Central Convention

The AIRF leaders also called a convention of all Central employees to explore the possibilities of co-ordinate action.

With the AIRF initiative a new impulse for action was given. The general atmosphere was such that the revisionist wing of the Confederation and P & T also joined the convention and agreed to a unanimous resolution which though it has avoided the word "strike", calls upon all organisations to

complete negotiations by 10th April—the time limit set by the AIRF. This unanimous resolution does help the Central employees though it is a most question whether the reformist P&T wing will throw its full weight for common action.

However, Central employees' organisations and their leaders are earnestly endeavouring to co-ordinate their action with the railway workers and face the Government with the biggest working class action for need-based wage and other urgent demands.

This is one of the outstanding development that is taking place. The CITU and all its organisations are bound to throw their full strength in support of the struggle of the railway workers and Central employees. Our unions must help this vast section in daily propaganda and agitation, organise solidarity meetings and educate the public about the justness of their demands. It must call all sections of workers to stand solidly behind them and warn the Government against repressive measures.

State Government Employees Prepare For Strike Of April 9

Forty lakhs State Government employees all over India are carrying on hectic preparations for their first ever all-India strike on April 9 (see report in our March 1974 issue).

As per the decision of the National Executive of the A. I. State Govt. Employees' Federation employees in all the States held massive demonstrations on March 16 last and submitted strike notice to their respective Governments. In Calcutta, several thousands of employees assembled at the Shaheed Maidan on that day and marched towards the Secretariat to submit the strike notice.

The leaders of the Federation have issued an appeal to all Trade Unions, democratic organisations and all right thinking people to extend their full support and solidarity to the struggle of the State employees.

On March 22, a public Convention in support of the State Employees' strike was held in Calcutta under the auspices of the Co-ordination Committee of State Govt. Employees. Com. Santi Bhattacharya (AIIEA) presided over the convention.

The demands of the employees and the background of the strike was explained by Arabinda Ghosh, Hony. President of the A. I. Federation, after which a resolution was adopted calling upon the people to support the strike and urging the Central and State Governments to accept the just demands of the employees.

Addressing the Convention, Momoranjan Roy, M. P. pledged all out support and solidarity of the CITU for the employees' struggle. The Convention was also addressed by Jatin Chakravarty (UTUC), and others.

In a statement issued on March 28, Comrade B. T. Rana-dive, President CITU has extended full support of the CITU to the one-day strike of four million State Government employees on April 9.

Characterising the unity achieved by various sections of State Government employees as "a remarkable achievement for a common cause of an important section of our T. U. movement", the statement demanded that the just demands of the employees should be immediately accepted by the State Governments.

The CITU has appealed to all trade unions and democratic organisations to rally behind the State Government employees "so that one of the most powerful united actions of the working class of the recent period becomes a great success".

Coca Cola Workers Continue Struggle

THE illegal and vindictive lock-out declared by the management of Coca Cola factory in Goa on November 23 is still continuing (see report in March 1974 issue of The Working Class). This has thrown out of work 200 workers of the factory, besides 3 other workers who were retrenched earlier.

The management not only resorted to a murderous attack on the workers on January 18 last (reported earlier), which has evoked widespread resentment and condemnation among all sections of the people, they are also continuing the work of the factory with the help of anti-socials and black legs. Besides referring the dispute to the Industrial Tribunal, the Government has taken no steps. The police are openly aiding and protecting the management in their anti-worker actions ; even the criminals responsible for the January 18 incident have not been arrested.

The working class of Goa are standing solidly behind the valient and united Coco Cala workers. After the successful "Goa Bundh" of February 18, the Action Committee of Trade Unions and Mass Organisations called for a demonstration at Panjim on March 18 to focus the attention of the legislators on the grave issue. Further demonstrations and morchas are being planned.

Consumer Price Index Numbers

(INDUSTRIAL WORKERS/BASE 1960-100)

State/Centre	1973-74			U. P.	262	259	268	
	Nov.	Dec.	Jan.					
Andhra Pradesh				West Bengal				
Hyderabad	249	257	257	Calcutta	237	238	240	
Assam				Howrah	251	252	256	
Digboi	242	252	249	Delhi	274	271	278	
Bihar				Other Centres				
Jamshedpur	254	259	268	(On different bases)				
Jharia	270	276	284	1973-74				
Gujarat				Nov. Dec. Jan.				
Ahmedabad	257	262	264	Cuttack (1949)	308	308	312	
Bhavnagar	285	289	293	Berhampur	(1949)	342	349	352
Haryana				Jabalpur (1949)	320	320	336	
Yamunanagar	261	261	272	Beawar	(1951-52)	302	309	311
J & K				Himachal				
Srinagar	218	213	219	Pradesh (1965)	189	192	197	
Kerala				Goa (1966)	168	170	173	
Alwaye	275	267	265	Tripura (1961)	208	219	229	
Mundakayam	274	266	271	All India Consumer Price Index				
M.P.				(Working Class/General Index)				
Bhopal	263	262	270	Base				
Gwalior	275	280	290	1973	1949	1960		
Indore	286	285	294	July	295	243		
Maharashtra				August	300	247		
Bombay	236	238	241	September	301	248		
Nagpur	279	278	275	October	309	254		
Sholapur	282	298	293	November	315	259		
Mysore				December	316	260		
Bangalore	273	274	280	1974				
Orissa				January	321	264		
Sambalpur	251	257	262	Source : Index Sheet, Labour Bureau, Simla.				
Punjab								
Amritsar	258	262	264					
Rajasthan								
Ajmer	262	265	275					
Jaipur	266	272	278					
Tamilnadu								
Coimbatore	223	226	232					
Madras	231	233	238					
Madurai	247	248	254					

Deadlock In Electricity Wage Negotiations : All India Strike Planned

THE negotiations in the Wage Guidelines Committee for the Electricity industry, set up by the Tripartite Conference in August 1973, have reached a deadlock due to the adamant attitude of the representatives of State Electricity Boards and other Power undertakings. A final meeting of the Committee has been called on April 11, 1974.

In spite of the fact that 90 per cent of the 6.5 lakhs electricity workers are in the Public Sector, the minimum wages paid to them continue to be much lower than other similar undertakings. The present D. A. formula is also obsolete and has no relevance to the sky-rocketing prices which has drastically eroded their real wages.

The representatives of the Electricity Workers Federation and Unions affiliated to CITU, INTUC, AITUC, and HMS who participated in the negotiations demanded at least the same minimum wage and D. A. formula which have already been agreed to on a national level in the case of Bharat Heavy Electricals, Hindusthan Aeronautics, Cement and Iron and Steel (HSL) and some other Public Sector undertakings. This would give the Electricity Workers a total minimum emolument of Rs. 350 to Rs. 370 and a rate of neutralisation at Rs. 1.30 per point of rise in CLI.

The employers' representatives have refused to agree to this and have offered a 'marginal improvement' over the existing wages and D. A. formula.

The representatives of CITU, INTUC, AITC and HMS, who held a joint meeting in Delhi after the last round of talks on March 18, issued a joint statement the same day rejecting the employers' offer as totally unacceptable.

"The offer of the employers show a total lack of appreciation of the role of the electricity industry, and the need of the electricity workers", the statement pointed out. They also

urged upon the employers to meet and revise their attitude before the final round of talks to be held on April 11.

The joint meeting of the Trade Union representatives also unanimously decided "that a continuous all-India strike of the power conducted and led jointly by a Council of Action composed of their representatives in the Wage Guidelines Committee, has thus become inevitable". The date of the proposed strike will be announced on April 11 after the members meet in Delhi.

The statement also directed the constituent unions of these T. U. organisation to forge all-out unity and prepare seriously for the all-India strike, if it is forced upon the workers by the admancy of the employers.

Joint Trade Unions Council formed in the Andamans

THE countrywide wave of United struggle of the working class against the ruling classes has now swept the Andaman Islands. Recently a Joint Trade Unions Council has been formed consisting Andamans and Nicobar Government Employees and Workers Federation and the D. M. K. Trade Unions.

On March 12, J.T.U.C. held a massive demonstration and rally at Port Blair on the basis of 14 point Charter of Demands. The demonstration was first of its kind in this territory in which the workers belonging to all categories participated in thousands. The demonstration after marching through the streets of Port Blair culminated in a Mass Rally, which was

addressed by among others, P. K. S. Prasad, Chairman, A. N. G. E. F. and A. R. Maradhavanan, Secretary. D. M. K. Trade Unions. The speakers stressed the need for united action of the working class to defeat anti labour policies of the Government. In a separate resolution the J.T.U.C. served a 45-days notice to the Government for immediate settlement of their Charter of Demands, otherwise there would be no other alternatives but to launch bigger struggle.

The rally demanded immediate reinstatement of the suspended workers of Forest Department and condemned the Director of Education for victimising Smt. Nilima Chatterjee Jt. Secretary of the N. G. O.'s Association and demanded her immediate reinstatement.