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# THE WORKING CLASS

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ALL INDIA  
CONFERENCE  
OF  
ANGANWADI  
WORKERS  
BHOPAL  
MASS  
RALLY



**NPMO: ALL INDIA CONVENTION**  
Delhi — 12th August 1998 — Rally Enmasse

**RENCONTRE  
INTERNATIONALE**  
Paris, 13-16 mai 1998



**INTERNATIONAL ENCOUNTER  
150TH ANNIVERSARY OF  
COMMUNIST MANIFESTO  
PARIS, 13- 16 MAY, 1998**



**Delegates in  
one of  
workshops**

*Photo Courtesy:*  
**J. BALLABH**

# Pro-Capital, anti-People, MNC-Friendly Budget

M K Pandhe

The budget for 1998-99 presented by the Union Finance Minister, Yashwant Sinha, is anti-poor and pro-rich and virtually demonstrates faithful implementation of the dictates of the IMF and World Bank.

While the budget provides several concessions to Indian big business and foreign multinational companies, it does not give any relief to the poor and common people of India. His claim that the budget will be strengthening the foundations

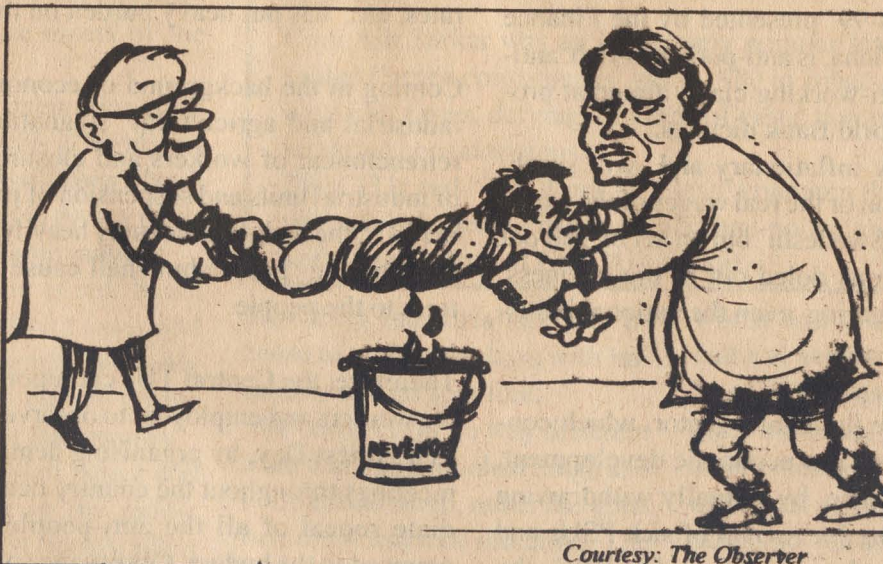
of the economy and restore industrial growth is nothing but sheer rhetoric and the economy will face further crisis in the forthcoming year.

The Finance Minister's claim of providing more funds to the agri-

cultural sectors will not reach the common peasants and the benefits will be pocketed by the rural rich. Moreover, the so-called measures to boost agricultural production has been more than reversed with the 30% increase in the price of urea and already announced pro-

and multinational companies is totally negating the claim of Swadeshi he has made in the beginning of his speech. And during the year, the grip of the multinational companies will be further strengthened on the Indian economy. His talk of building a

new India is only a myth. The government by announcing repealing of the Urban Land Ceiling Act and giving tax concessions to big builders will only strengthen the builders lobby in the country who are already making huge illegal



Courtesy: The Observer

proposal to take away subsidy and increase electricity tariff. there is no mention about the much needed land reforms and loosening the grip of the landlords over the rural sector. The concessions offered to the foreign investors

profits every year.

The proposal of the government to invest the Provident Fund money in the private sector will only mean use of workers' money as cheap source of funding for the private sector. Though all the

## CPSTU CALL

The Committee of Public Sector Unions (CPSTU) had called for holding of gate meetings and demonstrations on 3.7.98 (opening day of Parliament) by public sector workers all over the country. The call is to protest the budget proposals to disinvest 74% shares in PSUs, closure of sick units, and 'sell out' in Maruti Udyog.

## BENGAL STRIKE

In West Bengal, the Central Trade Unions met on 6.6.98 and decided to protest against the budget onslaught on the working class and common people, by observing a 24 hours industrial strike on 3.7.98. This call has been given by CITU, INTUC, AITUC, UTUC, UTUC(Lenin Sarani), TUCC, AICTU, HMS and other federations.

## COAL WORKERS TO STRIKE

All the central trade unions except BMS, together with a large number of federations, have jointly called for a nation-wide one day strike in coal industry on 3.7.98, protesting against privatisation, disinvestment, closure of sick PSUs and the anti-people general and railway budgets.

## CENTRAL TUs CALL FOR INTENSE STRUGGLE

The AITUC, CITU, HMS and INTUC in a joint statement on 5.6.98 denounced the budget and called for protest demonstrations on 11.6.98, as a prelude to further intensified struggle. Here is the text of the statement, signed by J Chittaranjan, President, AITUC, E Balanandan, President, CITU, A D Nagpal, Secretary, HMS and C D Sinha, Secretary, INTUC:

"The budget of 1998-99 presented by the Finance Minister, Yeshwant Sinha, is anti-poor, pro-rich, anti-public sector and anti-working class, aimed at propitiating the IMF-World Bank dictates.

The budget is highly inflationary and will surely lead to serious erosion of the real wages of the working people. It is not 'Swedeshi' but an act of sell out with heavy concessions doled out to big business, MNCs, NRIs, endangering even the national industries.

Seeking to dismantle the public sector, which constituted the edifice of our economic development, ever since independence, by virtually withdrawing all reasonable funding for revival of sick PSUs and providing instead only allocations for VRS, the budget of 1998-99 will accentuate further the problem of mounting unemployment and retrenchment, aggravating thereby the critical economic situation in the country.

Trade Unions have opposed provident fund investment in the private sector, the Government is completely disregarding the united voice of the trade union movement. The proposal to allow private sector companies in the insurance sector will be resolutely opposed not only by the insurance employees but also by the general trade union movement in the country. Though 43,000 crores of rupees, borrowed mainly by the corporate sector from the Public

Sector Banks are not being repaid, the budget proposals do not propose any action against these industrial houses. It merely talks about the dilatory debt recovery tribunal which means that it will only be a mockery of recovery of such vast public funds from the private hands.

The repeal of the Foreign Exchange Regulation Act and bringing in Foreign Exchange Management Act will only promote the economic offenders. The smug-

Privatisation of insurance sector is another dangerous move, depriving the public exchequer of the benefits of the resources available from this sector. The investment of provident fund deposits in private securities is bound to endanger the hard earned savings of the workers and employees. The move to abolish FERA is an attempt to legalise the illegality and white wash corporate delinquencies. The budget with petroleum price hike, increase in postal rates, etc, has put heavy burden on the people.

Coming in the background of economic recession, industrial and agricultural stagnation, large scale retrenchment of workers and closure of thousands of industrial units and suspension of production even in PSUs, the budget is not only heavily loaded against the working people but shall cause immense distress to the people.

Therefore, the Central TUs call upon all sections of the workers and employees to observe 11 JUNE 1998 as a Protest Day, by organising demonstrations and meetings throughout the country demanding immediate repeal of all the anti-people measures announced in the budget. Observance of Protest Day is a beginning of a mighty action of the working class to be followed by more intensive forms of agitation to be decided upon by the Central TUs shortly after further consultations."

glers and hawala operators will reap additional benefits.

The concessions offered in the budget for the Non-Resident Indians are only meant to make the NRI investment more lucrative for them at the cost of the Indian economy.

The budget has become the most atrocious against the public sector, the announcement of further disinvestment of public sector with the objective of bringing the public sector equity to only 26%

will ultimately wipe out the entire public sector network in the country and help the multinational companies to grab this sector to further increase their profits, at the cost of self-reliance of Indian economy. On the other hand, the budget pronounces death sentence on all sick PSUs and makes provision for distributing retrenchment doles to workers in the name of 'safety net' by selling out productive assets of the sick PSUs.

The Income Tax exemption limit raised to Rs.50,000/- is highly inadequate and will still keep a large number of workers in the tax dragnet in an unjustifiable manner.

The major revenue is still being raised through indirect taxes and rise in the tax revenue will only impose additional burden on the common people of this country.

The hike in the cost of petrol will result in increase in the public transport fare and seriously affect the people using two wheelers. The taxi fare is also bound to increase. Such step is bound to have steep hike in the prices of essential commodities.

The increase in the customs duty for the steel products is highly insufficient to protect the indigenous steel industry against widespread dumping by foreign producers. The Minister has not uttered a single word about Anti-dumping duty on steel products.

The substantial rise in postal rates will definitely hit the common people. 50% increase in the cost of inland and envelopes is highly unjustified in the present circumstances. In the name of abolishing Inspector Raj, the budget is

## COM. AJIT SARKAR

Com.Ajit Sarkar, CPI(M) MLA and State Joint Secretary of Kisan Sabha in Bihar, was brutally assassinated by the hired gunman of feudal-mafia-police-administration nexus on 15.6.98. Along with Com.Sarkar, his driver and another Kisan Sabha activist Com.Shibu Singh were also gunned down by the assailants.

Com.Sarkar had been in the forefront of land struggle and other democratic and popular struggles in Purnea. Besides, Com.Sarkar was a consistent and uncompromising opponent of criminalisation of politics.

Com.Ajit Sarkar was an immensely popular leader who represented Purnea constituency since 1980 in Bihar Assembly, winning four times, defying all kinds of caste, communal and other sectarian considerations.

The CITU and "The Working Class" condemn this dastardly act of feudal elements-criminal mafia and police and pays homage to the martyrdom of Com.Ajit Sarkar.

providing industrialists free license to violate the laws with impunity and go scot free.

The budget is in no way different from that of Manmohan Singh and P. Chaidambaram, rather has gone in more retrograde direction. The people cannot be hoodwinked by merely resorting to jugglery of

words and giving quotations of cultural personalities in country. The CITU calls upon the working class including the workers in the Public Sector to raise their voice of protest against the budget proposals so that the popular voice is raised against the budget all over the country.

## NPMO CALLS

To carry forward a broad based struggle against the anti-people budget, the National Platform of Mass Organisations, meeting at Delhi on 23.6.98, called for:

1. Demonstrations etc on 3.7.98 in support of the CPSTU programme and West Bengal Industrial strike.
2. Observe Nationwide protest day on 14.7.98.
3. Holding an all India convention under the banner of NPMO, at Talkatora Indoor Stadium in New Delhi on 12.8.98.
4. A massive MARCH TO PARLIAMENT during November'98 date to be announced from the convention.

# ELECTRICITY TARIFF REGULATORY COMMISSION WHOM IT SERVES ?

Swadesh Dev Roye

The BJP-led coalition government has enacted the Electricity Regulatory Commission Act, 1998 ( ERCA ). It has been enacted actually to promote the interest of the IPPs/MNCs chiefly in the matter of fixation of electricity tariff. The Engineers' Association noted : " the Act is solely aimed at dismantling the CEA ( Central Electricity Authority ), an apex institution created by the act of Parliament. Under sec. 3 of the Act "the Central Government shall, within three months from the date of the commencement of this Act ... establish a body to be known as the Central Electricity Regulatory Commission ( CERC ). Under sec. 17 of the Act the state governments have been asked to establish, on voluntary basis, State Electricity Regulatory Commissions ( SERC ). As provided in the Act, the functions of the Commissions shall be *inter alia* to regulate tariff of generating companies in public and private sector, to regulate inter-state transmission of energy including tariff of the transmission industry, to promote 'competition' and 'economy'.

The anti-labour character of the BJP-led government has been thoroughly exposed when the Power Minister of the government, Rangarajan Kumaramangalam , (who was supposed to be a 'labour leader' too), replied to the criticism of the government for resorting to the 'ordinance' route for such an obnoxious piece of legislation thus: " it is interesting to see that when it comes to an Ordinance on Payment of Wages or an Ordinance on Provident Fund or an Ordinance on Gratuity, the scorpion does not sting so hard".

## OPTION TO STATES

It is important to note that in the Ordinance , constitution of the SERC was compulsory. But submitting to the pressure of some of the constituents of the coalition, it has been changed to voluntary. Now the question is that the monstrous legislation has been erected on the justification, mainly, to nurse to health the State Electricity Boards. The major part of the speech of the Power Minister while moving the Bill in Parliament was devoted to express his

concern over 'poor' functioning and necessity for improvement of the SEBs.

It appears that the Power Minister rather adopted a strategy to project too gloomy a picture about the functioning of the SEBs with the ulterior motive to justify the passage of the bill. A former Power Minister of the Narasimha Rao ministry, NKP Salve lamented that due to granting option to the SEBs, the " Bill has become utterly impotent and it is an exercise in futility." However, rebutting allegation of the minister, E. Balanandan said, " there are so many Electricity Boards which are functioning efficiently ... when we say in Parliament that all the Electricity Boards are in bad shape, it is not true." But now that the SEBs have been almost excluded from the purview of the Act, the points of arguments centering round the SEBs are no longer valid and still the legislation has been enacted. Therefore, it is not difficult to understand that the real reasons behind the legislation are the bankrupt economic policy adopted at the dictates of the World Bank and IMF and pursued by the 'Swadeshi Parivar'

The Regulatory Commissions shall be a total heaven of the bureaucrats. The Selection Committee shall be constituted comprising bureaucrats who in turn shall select another set of bureaucrats to man the Commissions.

## QUASI JUDICIAL BODY

Moreover, sec.12 of the Act has empowered the Commission with "the powers as are vested in a civil court under the Code of Civil Procedure, 1908." Further that appeal against the decision of the Commission shall lie only to the High Courts. Section 16 stipulates, " Any person aggrieved by any decision or order of the Central Commission may file an appeal to the High Court. Except as aforesaid, no appeal or revision shall lie to any court".

It would be pertinent to remember that the structure and composition of the BIFR has got very close resemblance with the instant Commissions. The BIFR is also composed of the serving or retired bureaucrats and it has similar judicial status. Given the

horrifying experience with the BIFR, one can well imagine what is in store with another such quasi-judicial body.

One of the major game plan behind the enactment of the legislation is to abdicate the responsibility by the party (s) in power in ensuring supply of electricity to the needy people at affordable price and abandoning accountability to the people for the misdeed of imposing higher electricity tariff. The voice of the Power Minister in Parliament was sarcastic and at the same time, perhaps, audacious too, when he said, "I believe, power has been played around ;with power for a very long time - and by power also. It is time everybody knows what costs what." Before that, the Minister hurled an admonition, "... Let us know what the cost of inefficiencies is, what the cost of theft is, what the cost of power is, what the cost of cross-subsidisation is."

#### **TARIFF FIXATION**

Sections 28, 29 and 30 of the Act deal with the whole gamut of tariff fixation by the Central and State Commissions. The parameters under which the Commissions shall be guided in determining the tariff, as stipulated in these sections, clearly set direction for market driven price fixation. Therefore, in the days to come, the price of electricity is bound to be hiked in a big way. Take for example Sec.29 (f) which stipulates, "the electricity generation, transmission, distribution and supply are conducted on commercial principles". Sec. 29 (3) stipulates, "The State Commission, while determining the tariff under this Act, shall not show undue preference to any consumer of electricity ..."

While the sole authority of determining the tariff of electricity has been vested with the Commissions, it has been granted almost total immunity from any accountability to the people or to the legislature.

#### **PRIVATE LOOT, THE MOTIVE**

The real motive of the BJP-led ruling coalition behind this exercise is, on one hand to serve the MNCs like Enron, Cogentrix etc. by helping them to reap rich harvest by imposing heavy electricity tariff burden on the people of the country and on the other hand to pleading innocence before the people that fixing tariff is not with the government but with the Commission. Really a clever exercise by the ruling polity to hide their pro-private sector, pro-MNC

bias. We must not forget that bureaucratic exercises are easily susceptible to corrupt practices. Thus this Act shall be handy to the 'resourceful' private power operators to manipulate the tariff fixation mechanism. In this context it is interesting to note a calculation done by the Working Group on Power Sector: "a variation in the tariff per unit of a tenth of one paise implies Rs.70,000 per MW per annum (at 80% load factor) and as per the Enron PPA, "the one paise implies Rs.15,768 crores per annum for the 2000 MW that is being installed." Thus it is not difficult to imagine how the Act has opened the door for loot by the private operator through influencing the process of tariff fixation by the Commissions.

An impression is sought to be created as if all the ills of the electricity industry lie with the rate of tariff only. As if the technical problems relating to generation, transmission and distribution have nothing to do to promote efficiency. The Power Minister has no reply to the question as to how the acute problems like deep rooted corruption, theft, T&D loss etc are going to be addressed by him. It has been estimated that "every one per cent of the transmission and distribution loss saved means an additional 500 MW available to the country."

#### **DISINTEGRATION COMPLETE**

The electricity industry was almost exclusively in the public sector prior to the introduction of Fund-Bank dictated economic policies in 1991. It was opened to the private sector under the anti-national new economic policy. Simultaneously, the time tested, age old composite character of the power industry was destroyed and one after another operations were disintegrated. Now by creating the Regulatory Commissions the disintegration process is complete. Thus today generation, transmission, distribution and tariff regulation are all totally disintegrated and thrown open to private sector. The task initiated by the Congress (I) government is completed by the BJP government.

It is the mass of the poor population of the country who will suffer the most. Therefore, it is incumbent on the toiling people to unite and fight these policies. And the trade union movement in the industry must take the lead in unleashing the nation wide united movement.

# HIDDEN AGENDA EXPLODES AT POKHRAN

W R Varada Rajan

In the evening of May 11, 1998, the Prime Minister, Atal Behari Vajpayee, announced at a Press Meet that India had carried out three successful nuclear explosions at Pokhran, followed by two more explosions on May 13. Carrying out a nuclear test required 30 days. This suggests that the Prime Minister must have given the clearance on or before 12-4-98. The Vajpayee Government took office only on 19.3.98 and within 3 weeks or so, this decision of far-reaching significance had been taken.

Whose agenda is this nuclear misadventure? The National Agenda for Governance adopted by the partners of the ruling coalition had stated that "We will establish a National Security Council to analyse the military, economic and political threats to the nation, also to continuously advise the government. This council will undertake India's first ever Strategic Defence Review... We will re-evaluate the nuclear policy and exercise the option to induct nuclear weapons".

This meant a step by step process of i) establishment of a national security council ii) undertaking a strategic defence review iii) re-evaluate the nuclear policy and iv) exercising the option to induct nuclear weapons.

The Vajpayee Government had only appointed Jasjit Singh, Director of the Institute of Defence Studies and Analysis, New Delhi as the convener of the National Se-

curity Council Task Force, to work out the role and constitution and functions of the proposed NSC. Excepting this very preliminary initiation, the steps outlined in the National Agenda were given a complete go by and within a span of 72 hours, the nuclear option *had been exercised*.

The BJP manifesto for 1998 elections pledged to "exercise the option to induct nuclear weapons." Making of an atom bomb had been on the agenda of the BJP, right from its Jan Sangh days. Rather, it is the agenda of RSS, mouthed by its political outfits.

Thus it is clear that at Pokhran, the hidden agenda of the BJP had exploded.

The Pokhran explosions are a *sudden break* from the principled nuclear policy followed by India.

India's nuclear policy was firmly rooted in its advocacy of peace and disarmament and opposition to arms race. It was determined to develop a many sided nuclear energy programme aimed at peaceful, non-military use of nuclear energy with the perspective of achieving universal nuclear disarmament. India firmly ruled out surrendering its nuclear option, including weaponisation, unless all the nuclear weapon states agreed to do so.

Keeping the option open, India maintained utmost self-restraint *by not exercising the option*.

India also withstood pressures from most powerful quarters, including the USA, to force it into

signing the two international treaties on nuclear tests, which were discriminatory in nature.

There was not only a national consensus on this policy, it has also received international appreciation. All these have been tumbled down in a single stroke.

More damage has been inflicted by the irresponsible statements of the ruling clique.

The Prime Minister while making an announcement to the Press on 11.5.98, did not explain the reasons and rationale behind nuclear explosions.

But he wrote identical letters to the heads of five foreign states, on 11.5.98 itself. Of these, the letter to US President Bill Clinton was published in the New York Times and made known to the people of India.

National security is the main consideration that guided the Vajpayee Government to choose this course of action, we are told. "We have an overt nuclear weapon state on our borders, a state which committed armed aggression against India in 1962. Although our relations with that country have improved in the last decade or so, an atmosphere of distrust persists mainly due to the unresolved border problem. To add to the distrust, that country has materially helped another neighbour of ours to become a covert nuclear weapons state."

This is a direct accusation against China. Of course, Vajpayee's letter also points to Pakistan, as a

neighbour, relations with whom were embittered by three aggressions in the last 50 years and by the unremitting terrorism and militancy sponsored by it in several parts of India.

Is this the way to promote peaceful relationship with all neighbours on a reciprocal basis?

Incidentally, this letter confirms that the hot outpourings of the Defence Minister, George Fernandes, against China prior to Pokhran blasts, were pre-meditated and *not without* tacit consent of Vajpayee. Together, this had virtually grounded the process of normalisation of relationship with China, assiduously cultivated by both sides, ever since Rajiv Gandhi's visit to China in 1988.

Regarding BJP Government perception of Pakistan, less said the better.

L K Advani, Home Minister, the trusted one of the RSS parivar, went hammer and tongs over Pakistan, after the blasts. He talked of a 'pro-active engagement, and a 'hot pursuit'. He linked the Kashmir issue to the nuclear blasts and warned Islamabad "to realise the change in the geo-strategic situation in the region and the world."

This "Hindutva" belligerence was responded to in ample measure by the 'Islamic' neighbour. Pakistan reciprocated, by exploding five nuclear devices on 28th May and adding one more to it on May 30th in the Chagai hills.

Nawas Sharif, Pak Prime Minister, matched L K Advani, by declaring that Pakistan had settled its scores with India. He took pride in that he was not the leader of a

coward nation.

Thus Pokhran tests have heralded a nuclear arms race in South Asia, with the Prime Minister declaring "India is now undeniably a nuclear weapon state."

But he chose to describe the nuclear weapons as weapons of self-defence. He is yet to answer the question "where you will explode your nuclear weapon in self-defence".

India has for long taken a position that nuclear weapons are no guarantee of security. Nuclear weapons can only assure mutual destruction.

India refused to sign the Nuclear Non-Proliferation Treaty (NPT) and the Comprehensive Test Ban Treaty (CTBT).

After the pride and bravado over the explosions, BJP Government indicated that if the first five nuclear powers are willing to admit India as a sixth member of the nuclear club, it will acquiesce in the discriminatory NPT/CTBT regime giving up the demand for a time bound nuclear disarmament. This is a first step towards a compromise, in the post Pokhran situation. The second attempt at compromise is to bargain 'further economic liberalisation' for lifting of sanctions by the US etc.

The sell out to Suzuki in the Maruti Udyog is an example. The Government willingness to extend to three more MNCs in power sector, the counter-guarantees as in the case of Enron is another pointer. Signing of 18 contracts for oil exploration, clearing 34 proposals for mining contracts in the states of Bihar, Rajasthan, Maharashtra and Gujarat, all with

MNCs, expose the Government readiness to swiftly grant entry to MNCs into core sectors.

The nuclear misadventure will take its toll in fiscal matters as well. Several estimates suggest that over Rs 1000 crore would have been consumed by the explosions. Already the budget allocation for defence and atomic energy had been hiked by a whopping 72% over last year. This will mean further burdens on the shoulders of the people.

The Indian public will have to take note of the state of emergency declared at midnight on May 28, immediately after Chagai explosions, by the Pakistani regime. The present ruling coalition, because of its precarious majority and tilting stability, might not have that luxury. But attacks on democratic and trade union rights, can well be on the anvil.

The anti-Pakistan and anti-China hysteria unleashed by the saffron brigade in the aftermath of Pokhran blasts will be utilised by them to whip up anti-muslim and anti-communist passions internally.

The working class has to be vigilant against all these dangers. It must demand the government not to deviate from the nationally accepted policy of universal nuclear disarmament but to work for peace and friendly relations with all our neighbours. It must also resist the compromises that the Government might hurriedly make with the imperialist powers and the MNCs. Above all the unity of the working class must be preserved and strengthened for carrying on the impending struggles. \*

# REOPENING OF DUNLOP INDIA LTD

To a question raised in the Rajya Sabha on 1.6.98, regarding the Dunlop India Ltd, which remains closed, the Industries Minister, Sikender Bhakt replied: "there is no proposal to take over" the company. By way of raising supplementaries, Dipankar Mukherjee and Jibon Roy highlighted certain key issues involved. Here are excerpts from the proceedings:

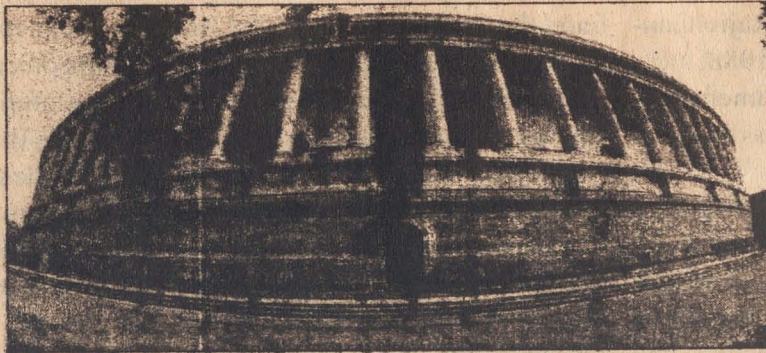
**Dipankar Mukherjee:** The reply gives an idea as if we are dealing with a sick company.

Unfortunately, Dunlop India is not a sick company. It is a classic case of corporate terrorism, diversion of money, leading a very, very viable, blue-chip company towards sickness, absolutely caused by man, a corporate terrorist sitting in Dubai. The very reply given is that the policy of the Government is not to take over any sick unit. Its sickness itself has been questioned not by the unions alone but by the bankers. The Government's nationalised banks—the United Bank of India and all other consortium of banks have questioned that there is an artificial sickness and this company is not sick at all. Dunlop India is a blue-chip company. It manufactures aero-tyres, its monopoly product which is used in defence; it manufactures OTRs(off-the-road tyres) used for agricultural tractors and all. It is

very much in the process of being run. It employs 7,000—West Bengal, one unit; there is another unit in Tamil Nadu. The Annual Report of 1996-97, wherein the management says, "The company has reached achievement-studded record and has contributed substantially to the state of national exchequer for over six decades. While in recent times we have to face some ups and downs, the company through its dint of hard work and sustained efforts at all

is for Dunlop, it was being diverted. Its economic offender is perpetrating this type of corporate terrorism. That is why when a complaint has gone to the Department of Company Affairs, the Government of India, in its wisdom, has decided, it is convinced, that there is a financial mismanagement in the company. They have asked for nine additional directors in the Dunlop Board which means that the Government wants to have a major share not in the

## LABOUR ISSUES IN PARLIAMENT



company but in the management. What have I been asking for? I am saying that the operation has been suspended for the last six months. Seven thousand workers are not getting salary for the last seven months. It can be started only if

employee-levels, managed to record several successes." Then what is the problem? This is the report of 1996-97 placed before the AGM in August, 1997. The only problem before this company, as the Annual Report says, is: "It is, therefore, absolutely imperative that the banks, and financial institutions take a more realistic attitude towards funding in order to further Dunlop's development programmes and ensure the company's strong fundamentals."

Why are banks not giving money? They have enough reasons to say that this money was not being util

the money is made available from the banks. And banks would not give money to this corporate terrorist. I have said that instead of going to the Company Law Board under section 408, you have a statute, you have an ideal Act. Section 18-AA specifically stipulates that sickness is not an issue. If there is a financial mismanagement, if there is siphoning off of the money, if you are satisfied with that, you can take over the management temporarily and production can be restarted. It is ready for production and it can be restarted. What prohibits you? You say, it is *sub judice*, *sub judice* in

## SAVE HINDUSTAN FERTILISER

Sunil Khan, CPI(M) MP made a special mention in Lok Sabha on 11.6.1998 on Hindustan Fertiliser. He said:

"In order to save the Hindustan Fertiliser Corporation Ltd, Durgapur Unit, the only urea producing plant in West Bengal, Government of India should allocate Rs 45 crores according to audit report of the plant for repairing its boiler and other machinery so that the plant will start its production. Though we know the HFC has been referred to BIFR, it has to await final verdict of BIFR. It is a long process. The government are giving Rs 32 crores per year for preservation of the unit without any production. What is the necessity of it. Whereas if the government allocate only Rs 45 crores, the factory will start its production. The farmers of West Bengal will get urea from their own plant. So, I urge upon the Central Government to please release Rs 45 crores so that the HFC Durgapur will be saved."

the company Law Board under Section 408. What prohibits you from applying 18-AA against this company to take over when you are convinced that there is a financial mismanagement?

**Sikander Bakth:** Whatever the Hon. Member has said, I agree with every word he uttered. He is right. The case is before the BIFR. This company has gone before the BIFR according to law. They have the right to go to the BIFR and the matter is *sub judice* on two counts: number one, before the BIFR and number two the workers also have gone to the Calcutta High Court. The BIFR took a meeting on the 31.3.1998, examined so many persons. Most of the persons said whatever the hon. Member has said. The banks are also very unhappy. They do not want to call this concern a sick unit at all. Therefore, the non-cooperation of the banks is justified from their own point of view. The moment we finish with the BIFR, we will see as to what action we can

take. I agree that this company's case is a very complex case. Till 1996-97 they have shown profits. They have even distributed dividends, etc. They are not in a loss. This gentleman, about whom you have mentioned is not in India. He has been prosecuted in whatever way it could be done.

**Dipankar Mukherjee:** For the last five-seven months the company has suspended its operation, as you agree with me. I used the word 'corporate terrorists.' Now I use Mr Advani's words. When the terrorist issue is being discussed, what role should the Government play? Is it to be pro-active or reactive? He wants the country to follow the route of pro-active. Is it that the pro-active stand is taken only in the case of political and other terrorists, and not in the case of economic terrorists? This is nothing but a case of financial mismanagement. I say this is the Act before you. Why cannot you follow the advice of Advaniji and take a pro-active

stand in the case of M/s Dunlop, and temporarily take over the management? There are so many professionals available. Take them into the management and run this company. What signal are you sending to the 10,000 workers and shareholders in public interest? What is the pro-active stand of this Government vis-a-vis Dunlop?

**Sikander Bakth:** That is very good English. There is no doubt about it. I appreciate it. I did not want to give any cold answer to his question because I know that the situation is very complex. But, we have got to go by certain rules.

**Jibon Roy:** This question does not concern only Dunlop. It concerns the entire industrial empire of Manu Chhabria. In a similar case, the then Finance Minister Chidambaram, assured this House that eight directors would be inducted into the Board of Shaw Wallace. The Finance Ministry went to the Company Law Board. But this thing could not be clinched till now by the Government. As a result of this, all the money has been swallowed. It has been diverted. He shifted the head quarters from Calcutta to Mumbai. The headquarters is actually in Dubai.

A similar thing is happening in Dunlop. He would take away the whole money. If we have to buy the argument of the Government that this has to be cleared by the BIFR as well as by the High Court, nothing would happen. The factory will remain closed. On the other hand, if you agree, the workers can withdraw their case from the High Court. If the Government agrees to take over the company

under section 18A, the trade unions will withdraw their case from the High Court.

Secondly, if the Government appeals to the BIFR that they would like to take over the company, the BIFR would immediately release the company from under its purview.

In the meantime, another thing can be done. I draw the attention of the Government to the fact that the (West Bengal) State Government has said that if the Central Government agrees to take over the company, the State Government would temporarily take over the management of Dunlop.

Therefore, there is no legal bar. It

is a matter of Government decision. Government decision cannot be flat for every case. You have to act.

**Sikander Bakth:** I have not taken the name of the gentleman because I wanted to avoid it. I also want to avoid the question where the money has been diverted to from the Dunlop India Co Ltd. I know where it has gone. This will be totally beside the question that we are discussing about. I am again saying, "Give us time, please." We are very much conscious of whatever is happening. We are not going to let this company go in the red.

istry should go to the Ministry of Industry today itself. Otherwise, all this will be serve no prupose. In NTC many employees have been given retirement under Voluntary Retirement Scheme. What a contradiction is going on; on the one hand, you are increasing the age of retirement from 58 years to 60 years and on the other hand, people are being forced to take voluntary retirement.

The voluntarily retired employees have formed an association, known as Association of Voluntarily Retired Employees, to get their gratuity and provident fund in time. This voluntary retirement has been forced in a particular company, namely, the Bharat Process Mechanical and Engineering Company under the Ministry of Industry. They say, "By 31st May if you do not take voluntary retirement, from 1st June onward there will be suspension of operation." What social security are you talking about.

Anyway, I am happy that this ceiling will now be Rs 3.5 lakh. But when the ceiling of Rs 2.5 lakh was introduced earlier for the Central Government employees, the effective date was 1.4.95. Now this is being changed to Rs 3.5 lakh and the effective date is 1.4.97. I think this is a discrimination between the employees of the Central Government and others. This is a discrimination which should not bethere. They have got it with effect from 1.4.95 and the ceiling is Rs 3.5 lakh. I would like to know whether the Minister would give an assurance that this discrimination will not be there and like the employees of the Cen-

## Payment of Gratuities (Amendment) Bill

**D**uring the debate on Payment of Gratuities (Amendment) Bill in the Rajya Sabha Dipankar Mukherjee, MP and Member of the CITU Working Committee raised certain important questions. Here are excerpts from his speech on 1.6.1998:

Today I have seen an editorial against the Labour Minister. This editorial is against him because he has talked about contract labour in jobs of perennial nature. He has been quoted as saying that this should not be allowed and he has been snubbed. How long he can withstand this pressure? So, this is the problem and we are talking about gratuity. The way the contractualisation of labour is taking place in all sorts of industries, I do not know how long we will be able to give gratuity to people. I wish that this will not be for public consumption only. The

Minister should try to see to it that the contractualisation of labour is stopped to the extent possible. This social security that is being provided to the working class will be of no use if contractualisation of labour goes on like this.

I would like to inform that about 1500 employees of Jessops who retired in 1995 have not got their gratuity so far. I would like to know from the Minister whether he would pay a little attention to this aspect. What is this coverage of Rs 3.5 lakh which you are talking about? Again on the same issue, I would like to know whether the Minister has got any intention to talk to the Ministry of Industry as to how long this tamasha will go on. Because, on the one hand, you have this Gratuity Bill, and on the other hand, about 1500 people have not been paid their gratuity. A note from the Labour Min-

tral Government, others will also get it with effect from 1st April, 1995. This is what I would like the Minister to do.  
(Note: Unfortunately the request

## ON AMENDMENTS TO P.F. ACT

**D**uring the debate on the Employees' Provident Fund (Amendment) Bill seeking to increase the rate of contribution from 8.33% to 10% and 10% to 12% Jibon Roy MP and Secretary CITU made certain important suggestions. Here are some excerpts from his speech:

**Jibon Roy:** The coverage of the Provident Fund is declining at an alarming rate. The Department gives confusing figures. I inform you that they add up the number, but do not delete those who are going out of the coverage. This practice is very much alarming. I suggest that you call a tripartite meeting, for this, and see that the coverage is increased.

Please do not bring the aspect of sickness in the matter of social security. Yours is a new Government. Do something basic and rational. Have some departure from the earlier rule. A company which is profitable this year, may go sick next year. How would you demarcate on the question of payment of Provident Fund whether it is 8 per cent, 10 per cent or 12 per cent. Therefore, I suggest that you accept the suggestion of the Standing Committee on this point.

The last amendment\* that was made in this House, has not been accepted by the workers, espe-

cially the workers of the large industries. You are a trade union leader. You know a number of cases are pending in several High Courts. The Supreme Court has given an interim injunction on the operation of the last amendment. I understand that the figures circulated by the Provident Fund Department show that they could not identify even 60% of the probable pensioners. Reply has not come even from 50% of the total workers, to whom the forms were distributed. Therefore, the entire scheme will lead to a deep problem. The Supreme Court have transferred all the High Court cases to the Supreme Court and its judgement may come at any time. Now, in this amendment you are giving 2% more. Why do you

maintain this atmosphere of confrontation? You know the problem at the ground level and what problem is developing now. You discuss the matter with officials and trade unions. Since you are giving 2% more, as you have mentioned in the Bill, kindly see if you can adjust all together and make out a viable scheme in regard to pension and provident fund. Afterwards, if something comes from the Supreme Court, you will be in a very very difficult position. Already in the last interim judgement, the High Court has mentioned that there was a case of violation of constitutional rights in the previous amendment. Therefore, find a comprehensive solution taking both the schemes together.

(Despite these pleas, the Labour Minister, Dr Satyanarayan Jatia, stuck to the original stand of getting the ordinance regularised by passage of the Bill. The Bill has since been passed by both the Houses of Parliament.)

### OVERDUE WAGES FOR HSCL WORKERS

Sunil Khan, CPI(M) MP, raised the issue of non-payment of wages for the workers of HSCL, Durgapur Unit in the Lok Sabha on 4.6.98. He said:

"I want to draw the attention of the House and the Minister of Steel to the plight of 800 workers of HSCL's Durgapur Unit, who are not getting their wages since March. Several discussions were held at various levels in this regard. Even a fax message was sent by them to the Minister of Steel but no answer has yet been given by the Minister to the HSCL workers. It is a serious matter. There is likely to be a serious problem of industrial relations in the Unit. From 20th June, they are going to sit on relay hunger strike at their Head Office in Calcutta. I urge upon the Minister of Steel to order the MD, Durgapur Steel Plant (DSP) to release Rs 105 crore which was due from the DSP after modernisation works."

\* (Reference is to Govt Pension Scheme)

## INDUSTRIAL RELATIONS—RECENT TRENDS & ISSUES

Santhi Ghatak

**I**ndustrial Relations situation in a country depends on the policy of the Government on different sectors and the power structure of the social partners besides other factors. The industrial strategies and industrial policies in India have undergone changes over time. The policy changes introduced in 1991 in the form of adjustment programme have major influences on the industrial relations in different States of the country. With these changes there have been changes in industrial strategies of the major industrial houses. Some issues in industrial relations have become more prominent and these effects are reflected in the industrial disputes raised by the parties. Some of the issues which are of prime concern to the workers are indicated below:-

1. Delay in payment of wages and other dues to workers has become a common feature in many Central Public Sector Undertakings. Non receipt of budgetary support in time is the main reason for delay in such payments. While concerted efforts are not being taken to revive these units, these units are not receiving regular budgetary support to meet the essential expenditure to keep these units in operation (e.g.: National Textile Corporation, Hindusthan Cables.)
2. In some public sector units work has been totally stopped and workers are receiving wages with no work to do. Stoppage of work in the units results lowering of economic activities in the State and loss of income of large number of people indirectly connected with the activities of the units (e.g.: Nation Textile Corporation, Hindusthan Fertiliser Corporation, Durgapur).
3. The casual and contract workers in the public sector units are worst affected. While there is Voluntary Retirement Scheme for permanent workers, the casual and contract workers are not covered under any such scheme. Over the years, contract workers have acquired permanent status due to active involvement of trade unions and even if the contractor changes they do not change. In the past some contract labourers were made permanent following pro-

hibition of contract labour for notified jobs. The workers engaged by contractors were thus aspiring for permanent jobs. Some of the recent developments indicate loss of jobs of contract labourers. They lost their jobs virtually without any compensation (e.g.: Hindusthan Fertiliser Corporation, Durgapur).

4. Voluntary Retirement Schemes have been introduced in many industries in order to reduce number of workers. In some instances the scheme has not remained voluntary. Management has created a situation which has forced workers to opt for the scheme. One such method is to transfer workers to remote areas and in areas where even no office of the organisation exists. (e.g.: ICICI, Hindusthan Motors).
5. In order to close some units, the management is offering Voluntary Retirement Scheme to all its workers and permanently closing these units (e.g.: Flender in Calcutta). In some other units the management is declaring suspension of work and then asking the workers to leave the organisation on receipt of nominal compensation which is almost equal to retrenchment compensation (e.g.: Bengal Ingot).
6. Restructuring of organisation in many cases is involving closure of regional offices and transfer of activities to different agencies. In many pharmaceutical units there have been closure of their regional offices and appointment of carry and forward agents. This is not restricted to pharmaceutical units and is being introduced in organisations marketing different consumer products.
7. Current trends indicate increase in the proportion of contract labour in different industries. In some cases introduction of contract labour is being agreed at unit level by the unions in order to arrive at the agreement on wage increase. Sometimes such agreements are made after prolonged lockout in the industrial unit. Most non-production (not involved with main process of production) jobs are being contracted out. In some cases there are also complaints about engagement of contract labour in main production work. Contract workers are paid less wages than the permanent workers in the units and in many cases

they do not get statutory benefits (e.g.: Security jobs, Transport, Loading-unloading jobs).

8. All industrial establishments engage casual workers but in some industries more casual workers are engaged compared to the permanent workers. The casual workers are deprived of social security benefit and they also do not get standard wages of the unit. Over the years, wages of the workers have increased through periodical wage agreements, but the fruits of such agreements are not being received by the casual workers. Large scale unemployment and low wages in unorganised sector and other unscrupulous attitudes of some employers are the main reason for such engagement of casual labour. The labour intensive industries are more prone to such problem.

9. Farming out of jobs and outsourcing is another major issue. The jobs of many large units are now being done by small units in the manufacturing sector. While these small units are involved in production, the large units do the marketing of the products besides helping these small units on required technology and maintenance of standard of product. While workers in the large units are well protected and get good wages, workers in small units supplying for large units get poor wages and are not protected under social security schemes (e.g.: Phillips India gets most of their audio sets from outside, fan factories).

10. The changes have major implications on the structure of new industrial units. From the very beginning they are planning their work in such a way that most of the activities are contracted out. Another feature is transfer of jobs from bargaining category to non bargaining category of work.

11. Many units have been referred to BIFR. Employers of these units are taking advantage of Section 22 of the Sick Industrial Companies (Special Provisions) Act, 1985, to avoid payment of PF, ESI and Gratuity dues of workers. Section 22 of the Act provides that if a matter is pending before the BIFR or any scheme has been approved by BIFR, then proceedings for recovery of dues will remain suspended. The Act requires amendment so that there is no restriction on realisation of dues of workers.

12. The Dunlop India Limited needs no introduction. The company was started by the Britishers with

two units- one at Sahgunj in West Bengal and the other at Ambattur in Tamilnadu. The management suddenly declared suspension of work in the Sahgunj unit on 7.2.98 and at Ambattur unit on 9.2.98. Over 8000 workers have lost their employment in both the units. Considering the importance of the industries and the interest of the workers, the West Bengal Chief Minister, Jyoti Basu, has declared the State Government's intention for taking over of the management of the company under the Industrial Development and Regulation Act. But it requires the approval of the Central Government which is still awaited. This intention of the State Government, when implemented, will have far reaching effect. This will act as a sharp warning to unscrupulous employers and source of relief to the affected workman elsewhere also.

13. These are some of the main issues in the industrial sectors. These observations are based on examples from West Bengal, but probably similar issues are coming up in other States also. Some of them are results of new economic policy introduced in India in 1991. But, there is also a change in the industrial strategy practised by the employers of large units for manufacturing and marketing of their products.

14. In the above circumstances, it has become very necessary that the existing Acts pertaining to industry, commerce and labour are suitably amended for protection of the genuine rights and service conditions of the workers and employees and for prevention of squeezing and drawing out the assets and potentialities of the existing units by some unscrupulous multi-nationals, NRIs and Indian monopolies. It is unfortunate that on many major issues the State Governments have no legal authority for taking proper action against such unscrupulous profiteers and industrial tycoons. The Centre should delegate more powers to the States to deal with such situations for safeguarding economy of the State as well as the entire country and bread and butter of the workers. The Central TUs have been struggling for protection and prosperity of our industry and against the attack on the rights and living condition of the workers by the multi-nationals and some of the unscrupulous Indian monopolies. But those who care for the country should actively take up the above issues.

# Resist Globalisation of Capital Move Against Capitalist System Itself

Chittabrata Majumdar

*(ESPACES MARX of Paris, organised a four day international meet titled "Encounter for the 150th Anniversary of the Communist Manifesto" from the 13th to 15th May 1998. The Encounter addressed two questions as its agenda: What alternative to Capitalism? What human emancipation? The participants totalled to almost 1500 including 21 from countries outside France. There were 149 contributions from eminent personalities, which have been published in twelve volumes. Contributors include M.K. Pandhe, Sukomal Sen, Chittabrata Majumdar and Jibon Roy. The encounter comprised eight plenary sessions, thirty-odd workshops and two final round tables. From CITU, Chittabrata Majumdar, K.N. Ravindranath, Sukomal Sen, Jibon Roy, J. Ballab, Chaitali Roy, participated.*

*At the inaugural session of Encounter held in the evening of 13th May 1998, Chittabrata Majumdar was one among the select few invited to address. We publish the text of his address — Editor)*

This is a historic international encounter in Paris, 150 years after the publication of the Manifesto of Communist Party. This venture is of vital importance, particularly when the imperialists, taking advantage of the disintegration of the former Soviet union and dismantling of the Socialist system in U.S.S.R. and the East European Countries, are campaigning heavily against the teachings of the Manifesto.

Manifesto of the Communist Party is the greatest programmatic document of scientific Communism. It is a guide to the entire organised and fighting proletariat of the contemporary world. Any failure to protect and develop socialist system is not the failure of the Manifesto, but the failure to implement the teachings of Manifesto on the part of the ruling parties in those countries.

Manifesto of the Communist Party has been drafted on the basis of the law of social development, where the proletariat has to play leading role in the transformation

of society. It is not the programme for a particular country and for a particular period. It is a programme for the entire epoch and for the entire globe. Each individual country has to formulate their programme of revolution and socialist construction based on the teachings of the Manifesto and on the prevailing conditions in the respective countries.

It is an established fact that the capitalist system *nowhere in the world*, is in a position to utilise the entire productive forces in their greed for profit. This system is not in a position to solve the basic needs of the people. So this system has to go.

On the basis of scientific analysis, the working class has been identified as the leading force for this transformation. Socialism and communism is the ideology of the working class itself. But, this revolutionary character is inherent and

the working class cannot be conscious about their leading revolutionary role, simply through their trade union activities. To unleash this inherent revolutionary quality among the working class, the party of the working class has to play vital role. That is the teaching of Marx and the Manifesto.

To day, in the the era of globalisation, resistance to globalisation of capital and against the anti-people and anti-labour assaults have been taking place in a somewhat random and fragmented form. Cohesion of the process of global resistance of the working class is an urgent imperative. But perhaps more important is to elevate the struggles, taking place against the evil fall-outs of the capitalist encroachments, to the level of moving against the system of capitalism itself. Here lies the role of the party of the working class to play.

## WORKERS CELEBRATE MILITANT STRUGGLE

As revolutionary armed struggle surges in the Philippine countryside, the legal democratic protest movement intensifies in cities and town centres. Last May day, tens of thousands of workers, urban poor, farm workers and other oppressed sectors marched throughout the country. In Manila, at least 35,000 workers of **Kilusang Mayo Uno (KMU) (May First Movement)** assembled in three groups, then marched and converged at the Liwasang Bonifacio to the hymn of the International.

About 34 delegates from 13 countries joined KMU in the Labour Day celebrations in Manila. They marched with the workers, chanting: "Long Live international solidarity!". They later participated in the 15th **KMU International Solidarity Affair (ISA)**, a programme of study tour, discussions and formal workshops and conference quite unique in the world.

At the 15th KMU ISA Conference, held from May 6-8 at Pagsanjan, about 100 kilometers south of Manila, delegates resolved to further unite and advance the struggle against imperialist "globalisation" and the intensifying crisis and attacks of the world monopoly capitalist system. M Seerangan, CITU General Council Member from Tamil Nadu, R Govindarajan, All India Insurance Employees' Association, and P Sadasivan Pillai, Bank Employees' Federation of India

represented India at the ISA Conference. Govindarajan was included in the five-member steering committee, which conducted the proceedings. He also presented the report on India. Sadasivan Pillai headed one of the four groups in the business session workshops. M Seerangan greeted the ISA on the final day.

The ISA meet was preceded by a programme of integration of foreign delegates with KMU Regions and Federations. They were divided into three groups and taken to three different regions in the Philippines. The group presented their reports in the ISA.

After the integration reports were placed, the ISA took into consideration the country reports. After a debate over each and every country's report, the ISA drew the synthesis of the reports. As it was revealed in the synthesis, the most important feature of the situation was the impact of the financial crisis in Asia in the second half of 1997 under the world monopoly capitalist system; this was characterised by loss of jobs, devaluation of currency, erosion of wages, rising unemployment; attack on workers' rights. All the countries reported different phases of privatisation, liberalisation and deregulation process with the IMF dictating terms under the pretext of bailing out the country from the crisis; casualisation and contractualisation had been rampant; the reponse of the trade un-

ions and workers' movements had been to work for unity to defend their rights and build alliances to fight against imperialism and globalisation; the trade unions could bring to the general struggle against the neo-liberal offensive, different histories and capacities to meet the challenges.

The programme ended with a spirited solidarity night where representatives from all countries performed their arts or sang revolutionary songs and participated in a dance; declared solidarity and thundered "Down with Imperialism." Then it was exactly midnight of 8th May 1998.

The ISA adopted a statement of Action Plan comprising mainly the following:

- \* Raise the class and political consciousness of workers.
- \* Thwart the influence of opportunism, reformism and sectarianism.
- \* Organise contractual and casual workers and dismissed workers and the unemployed.
- \* Mass protest campaign against neo-liberal policies, privatisation, deregulation, liberalisation, etc.
- \* Develop cooperation of militant trade unions operating in the same MNCs in different countries.

*(With inputs from KMU, R Govindarajan, P Sadasivan Pillai and M Seerangan)*

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## ANGANWADI WOMEN PLAN FOR STRUGGLE

The 3rd Conference of the All India Federation of Anganwadi workers & Helpers held on 6,7,8 June at Bhopal gave the call to intensify the struggle for the long pending demands of the 9 lakh Anganwadi workers & helpers on regularisation, minimum wages and against privatisation. It also decided to expand and strengthen the organisation. The 3rd All India Conference of All India Federation of Anganwadi Workers and Helpers began with the flag hoisting by Vimal Ranadive at Brijwarin Bai Nagar, Bhopal. Ramlakhan Singh Sharma MLA, Chairman of reception committee welcomed the delegates. E. Balanandan, President of CITU, inaugurated the conference. Veteran freedom fighter, Laxmi Sehgal, Girish Pandey (HMKP) and Bala Krishna Gupta (AITUC) addressed the session. Neelima Maitra placed the report of the General Secretary. The conference was greeted by P.K. Tandon (Kisan Sabha) and Zakir Ali (SFI). Messages from Brinda Karat, (AIDWA) and Suneet Chopra (AIAWU) were read out. On the opening day of the conference, there was a huge rally of hundreds of Anganwadi workers and helpers, braving the oppressive heat, which passed through the main areas of the Bhopal city. A meeting was convened at Golden Jubilee Park. The meeting was addressed by E. Balanandan, Vimal Ranadive,

Laxmi Sehgal, Neelima Maitra, Ramlakhan Sharma, Sandhya Shaily and Safia Akhthar.

The conference expressed its deep concern at the news that the BJP-led coalition Govt. at the centre is contemplating a move to hand over the ICDS projects to the Panchayats. The conference apprehended that such a move is not at all a part of the scheme of devolution of power and authority to the states through a process of decentralisation. It is rather an extension of the IMF-World Bank dictated policy of Govt. getting relieved from all social measures benefiting the poorer sections of the people. The conference explained that the handing over of the ICDS projects to the Panchayats will in most cases, severely affect the functioning of the scheme; Anganwadi workers and helpers will be subjected to harassment of various types; because as things stand now, panchayats are not functioning well, except in three or four states. The conference urged upon the Central Govt. to desist from taking any step in this direction before proper evaluation, objective assessment and consultation with state Govts and the All India Organisations of the ICDS Workers. The conference emphasised that the ICDS project should continue to be run by the Central Govt.

The ICDS scheme introduced in 1975, mainly includes package of services comprising supplement-

tary nutrition, health check up and referral services, immunisation, pre-school education and health and nutrition education extended to children in the 0-6 age group and women in the 15-45 age group. Over 9 lakhs of Anganwadi workers & helpers, all women, are engaged in this task. According to the Govt. itself: 'the nutritional status of children improved and considerable proportion of children benefited by the scheme belonged to scheduled castes, STs and other poorer sections of the society; also the infant mortality rate and maternal mortality rate have decreased.' The scheme covers about 200 lakh children and 50 lakh mothers all over India. Also interventions for adolescent girls of the age group 11-18 years, particularly the school drop-outs have been launched in 507 ICDS blocks benefiting 4.5 lakh girls. The scheme has achieved international reputation as a model to be followed in the developing countries. But, the working and living conditions of the Anganwadi workers and helpers are very pathetic. When all the other employees of the scheme, including the class IV employees in the project offices are Central Govt. employees and getting all the benefits of Central Govt. employees, these women workers and helpers are considered as giving voluntary service or social service and paid 'honarium'. This paltry sum is Rs.500/- for worker and Rs.200/-

for helper. Their working hours are fixed as four hours and their service package also is fixed. But they are forced to work upto 8-10 hours a day. All the new projects and programmes of different departments of the state and central Govts are carried out by these poor women. Although there is a guideline of the central govt. to give extra pay for extra work, usually no such payment is made. In

some states they are not even getting the 'honorarium' for months together. The food for the centre, fuel charges, TA etc. are also not given. There are cases of sexual harassment as well, with extreme cases of suicide reported in Madhya Pradesh and Tamil Nadu. In this backdrop, the conference deliberated the various issues faced by the anganwadi women and chalked out an action pro-

gramme as under:

10th July 1998 - demands day.  
In September 1998- Relay hunger strike at all district head quarters.  
In Oct-Nov 98 - State level rallies  
One day strike in November 1998.  
A new working committee with Neelima Maitra as President, Bhavtosh Roy as Acting President, K. Hemalatha as General Secretary and Nina Rao as Treasurer was elected.

## MP MINE WORKER KILLED IN POLICE FIRING

The Dig Vijay Singh Government of Madhya Pradesh, known for its anti-worker repressive regime, has resorted to unprovoked police firing against mine-workers, killing one worker (Dannaram Kaushik, 30 years) on the spot and grievously injuring six others, at Dourabhata, in Bilaspur.

These workers were employed in the private mines in Dourabhata. They were on agitation for the last one month demanding drinking water facility, implementation of minimum wages notified by the Government and adequate mine-

safety measures. The private mine-owners declared a lock out throwing over 1500 workers out of job for the last three weeks. The management refused to attend even the conciliation proceedings before the Labour Department.

The police firing was resorted to around 1 pm on 13.6.98. The worker, who was fired at in the face by the police inspector, could not be identified immediately, as the face was mutilated with bullets. It is learnt that the mine owners were with the police at the time of firing.

The police has since unleashed a

terror by arresting 199 workers including 88 women, imposing curbs on movement of workers and trying to twist the incident as inter-union clashes.

This Dourabhata firing is the latest in a series of police firings and repression resorted to by the Dig Vijay Singh Government in MP. The CITU condemns the police firing, demands a judicial enquiry into the incident and immediate steps to resolve the genuine demands of the worker and reopening of the mines, besides payment of compensation to the family of the deceased and to the wounded.

## ASSAM: CITU ON THE MOVE

May Day was observed at several centres in Assam. In Guwahati the rally was jointly organised by CITU, AITUC, AICCTU, UTUC(LS) and 10 other federations of central/state Govt employees.

2000 tea garden workers including women, with babies in arms,

marched to the state Assembly on 14.5.98 demanding fixation of Rs 50 as daily minimum wage.

Save Public Sector Committee staged a demonstration in front of the State Assembly on 13.5.98 participated by 200 workers.

The CITU Assam State Committee meeting held on 26.5.98 dis-

cussed the preparations for observing the ESI demands Day on 18.6.98. It also planned to observe a demands day in July 1998, to demand reopening of closed factories, fixing up of vacant posts by State Govt and strengthening of public distribution scheme in Assam.

*(Report by Deben Bhattacharya)*

## COALMINE DISASTER: ENQUIRY ABANDONED

In one of the worst ever mine disasters, 64 miners were sent to a watery grave in the Gaslitand Colliery on 26-27 September 1995, at midnight, when there was a heavy rush of water into the underground workings, from the river Katri. Another 10 miners lost their lives in four nearby mines. All day there had been torrential rain in the entire Dhanbad district, resulting in several deaths and the destruction of dozens of workers huts.

The deaths of the miners could have been prevented if the colliery management had taken the basic safety precautions, as prescribed by law. On the contrary, the management orders were that the miners must stay underground and continue to work, until the shift ended, at midnight. The workers in the mines sent repeated signals and urgent messages that the water level underground was rising at an alarming rate, but neither the operators in charge, nor the management officials paid any heed. At midnight the shift ended, but

the trapped miners lost their lives. A court of enquiry was constituted at the end of 1995 to investigate the disaster. From the very beginning the top officials of Bharat Coking Coal Ltd, the Director General of Mines Safety, as well as the government adopted delaying tactics.

- a) The Central Government provided a Community Hall, for holding the court of enquiry, on 5.11.96, one year after assumption of charge by the Chairman
- b) The first sitting of the court was held in February 1997, a full 17 months after the disaster occurred.
- c) In two and a half year this court of enquiry was able to examine only 8 witnesses, until May 16, 1998.
- d) There were many defects in the affidavits filed on behalf of M/s Bharat Coking Coal Ltd which were not rectified till October 1997.
- e) A group of officers, who were chargesheeted by the police, took shelter under Article 20(3) of the Indian constitution and delayed

the proceedings.

In April 1998, the Ministry of Labour, Govt of India issued an order that the enquiry be completed and the report be submitted at the latest by 30.6.98, and that no further extension would be allowed. In response, the Chairman of the court of enquiry, Justice S K Mookerjee, decided to close the proceedings of the court of enquiry, since neither could the enquiry be completed, nor the report submitted, by this deadline.

The entire episode, from the time of the disaster to the winding up of the court of enquiry, exposes the gross negligence, callousness and indifference of the management and government towards the workers. The CITU has demanded the speedy completion of the proceedings of the court of enquiry identification and punishment of the persons responsible for the incident, suitable compensation and employment for the families of the deceased and implementation of safety measures in the existing mines in the area.

*(Report from G K Baksi)*

## IDPL WORKERS COURT ARRESTS

The security authorities were caught napping by hundreds of IDPL workers who staged a huge demonstration just outside the Parliament House on 9.6.98. They had come from Rishikesh, Muzzaffarpur, Gurgaon, Chennai and Hyderabad. CITU, AITUC,

HMS and INTUC had jointly given this call in pursuance of the demand for sanctioning the revival package for IDPL. The demonstrators deplored the Prime Minister cancelling an appointment, given earlier, to meet a delegation in this regard.

Poverty anywhere poses risks to peace and prosperity everywhere. It was a valid principle yesterday and it is still a valid principle today.

We all know unemployment breeds poverty, which is why we need to affirm not only the rights of workers, but the right to work itself.

**RAFAEL CALDERA**

*President of Venezuela*

*(in his address to ILO Conference on 9.6.98)*

# REPORTS & EVENTS

## TEXTILE RALLY ON 15.7.98

The textile workers employed in 125 NTC and BIC mills all over the country have condemned the move of the present Govt to close down the mills as evident from the budget presented by the Finance Minister. BIC (British India Corporation Ltd) mills have already been virtually closed and the workers have been given the ultimatum to apply for VRS by 30.6.98. There are more than 10,000 workers in BIC and over 1.20 lakh in NTC.

Representatives of various textile

centres like Kanpur, Indore, Amritsar, Bombay and Calcutta met in New Delhi on 8th June under the banner of Joint Action Committee of Textile Workers.

The JAC comprising unions affiliated to AITUC, CITU, HMS, INTUC and UTUC has decided to launch joint agitation at various textile centres, in June, culminating in a massive rally before Parliament on 15.7.98 demanding revival of NTC and BIC mills and payment of wages and other statutory dues.

A joint trade union convention of NTC and BIC workers was held at Kanpur on 17.6.98, attended by 500 representatives from CITU, AITUC, HMS, INTUC, UTUC and BMS.

P K Ganguly (CITU), D L Sachdev (AITUC), Umraomal Purohit (HMS)(Smt) Abha (INTUC) (Smt) Tripathi (BMS) and others addressed the convention. The action programmes included a state level central rally at Lucknow on 9.7.98, preceding the 15th July demonstrations.

## MARUTI SELL OUT CONDEMNED

The Government of India by signing an agreement on 9.6.98, with **SUZUKI MOTOR COMPANY** has surrendered the national interests to the Japanese MNC. The Government, submitting

to Suzuki's blackmail, agreed to cut down the full term of the present MD and appoint a substitute chosen by Suzuki. This sell out is a prelude to hand over the prestigious joint venture

**MARUTI UDYOG** to the **SUZUKI**. This has been carried out in a most secretive manner. The CITU, AITUC, HMS AND INTUC have jointly condemned this sell out.

## KANPUR: STRUGGLE AGAINST CLOSURES

At a largely attended workers' convention organised by the CITU on 7.6.98, the Kanpur workers decided to stage a series of action programmes against closure of textile mills and other industries, retrenchment of workers, etc. Accordingly they staged a dharna at Phoolbagh on 12.6.98, procession on 24.6.98 and decided to lay siege on the residence of UP Chief Minister on 12.7.98.

*(Report by Daulatram)*



**ESI SCHEME: NATIONAL PROTEST DAY on 18.6.98. CITU Dharna before ESI Regional Office at Guwahati.**

## NBCC WORKERS DENIED WAGES

In the National Buildings Construction Corporation, (NBCC), a Central Public Sector Enterprise, the employees are facing tremendous financial stringency for the last 2 to 2 1/2 years. Particularly in Delhi and Bombay Zones the monthly salaries of the workers/employees are not paid regularly. In Eastern Region also, the employees are not paid salary in time. The NBCC management is paying few salary advances during last 1 1/2 years in North Eastern Region under pressure by the

employees.

The order book position of NBCC is approximately Rs 450 crores in inland and abroad. In inland there are 59 running projects on hand and one abroad. The NBCC is incurring losses for last 11 years. The accumulated losses are 142 crores. The Government of India had not given any financial support after 1989. The union submitted a viability report before the Govt and the NBCC management in the year 1993. It is very unfortunate that the then Union Gov-

ernment did not bother to discuss the report. But the NBCC management has accepted 75% of the viability report placed by the CITU union and implemented the same. The union has proposed for financial restructuring of NBCC. This vital issue is still pending with the ministry.

The CITU union in NBCC at Calcutta staged mass demonstrations from 13th to 15th May 1998 demanding payment of monthly salary in time and urging measures to save NBCC.

*(Report by Amal Krishna Kundu)*

## MAY DAY IN TAMIL NADU

Joining their brethren all over the world, working people in Tamilnadu, celebrated May Day with usual enthusiasm and spirit. Massive rallies and processions were organised all over the state, jointly by CITU and AITUC. Leaders of both the organisations

jointly addressed rallies in 51 centres.

N. Sankaraiah, Secretary, CPI(M) and S.S Thiagarajan AITUC at Chennai; T.K. Rengarajan, CITU and R. Nallakannu, Secretary, CPI at Coimbatore, D. Janakiraman, CITU and A M Gopu, AITUC at Pondichery.

The joint May Day rallies in Tamil Nadu by the Left trade unions, marked the beginning of massive mobilisation of working class to fight the challenge of communal forces and the policy of globalisation and neo-liberalisation.

*(Report by A K Padmanabhan)*

## WORKING WOMEN

The All India Working Women's Coordination Committee decided to conduct an all India campaign on the demands of working women and observe a day in the month of August 1998 as working women's demands day, throughout the country. The exact date will be decided in consultation with the CITU Centre. The AICCW also decided to intensify the struggle against communalism. These decisions, among others,

were taken at the meeting of the coordination committee, held at Chennai on 21.4.98. The meeting which was presided by Arati Dasgupta, was attended by representatives from 8 states—Tamil Nadu, Karnataka, Kerala, Andhra Pradesh, Orissa, West Bengal, Tripura and Pondicherry. Vimal Ranadive, Secretary presented the report, a charter of demands and a programme of action for consideration of the members. All the participants in discussion

stressed importance of organising the women in the industries and in the unorganised sector, to fight the danger of communalism and the disastrous economic policy of liberalisation.

The charter of demands was accepted and it was decided to observe the demands day by holding meetings, badge wearing, rallies, etc. It was also decided to conduct trade union classes at the state level and all India level, particularly for the Hindi states.

## KAILASH PRASAD FELICITATED

**K**ailash Prasad, Vice-President of Insurance Employees Association, Patna Division was felicitated on 5.4.98 on his retirement from service.

Krishna Kant Singh (Kisan Sabha) Arun Kumar Sinha (CITU) Bishwanath Singh MLA, CPI(M) and others spoke praising the services of Kailash Prasad to the trade

union movement. Sachdeva, presided. Chandi Prasad, Vice-President, CITU had sent a message of greetings.

(Report by M K Singh)

## VISAKA STEEL PLANT

**A** delegation comprising different trade unions working in Visakhapatnam Steel Plant led by CITU, met the Prime Minister on 15.5.98 and urged him to convert the outstanding Government loan of Rs 542 crores into equity and avoid the plant being referred BIFR. They also pressed for raising the plant capacity from 3.0 mt to 4.05 mt, as recommended in the 9th Five Year Plan and sanction Rs 1100 crores for the same. E. Balanandan, CITU President, submitted a representation to the

Prime Minister on this issue on 14.5.1998.

But for the long delay during construction, which inflated the cost from Rs 2500 crores to Rs 8600 crores and the accumulated interest of Rs 3660 crores, the plant was making cash profits every year (Rs 600 crores during 1996-97). It is the only shore based plant exporting steel products to 14 countries. The per capita production target in case of Visakhapatnam Steel Plant is 220 tones per annum, whereas it is

only 80 tonnes in case of other steel plants. While capital restructuring will only stop the plant from being referred to BIFR, the viability of the plant depends on the expansion of the steel plant which will reduce the cost of production. Earlier the delegation also met the Minister of Steel, Naveen Patnaik and Minister of State, Ashok Pal on 13.5.98.

The Prime Minister assured the delegation that he will recommend for capital restructuring of the plant.

(Report by Ch. Narasinga Rao)

## WATER TRANSPORT FEDERATION

**T**he Water Transport Workers' Federation of India, opposed imposition of 'check-off' system on workers by the chairmen and other officials of different ports in the country. The Federation at its meeting of the Working Committee held at Chennai on 26.4.98, decided to go in for a writ petition

against this move. The meeting chaired by M M Lawrence, President was attended, besides others, by M K Pandhe and Shyamal Chakraborty.

The meeting noted that the other federations had not responded favourably to the attempts by CITU Federation to formulate a com-

mon charter of demands for port and dock workers. In view of INTUC and HMS federations having submitted individual demands-charter, the meeting advised the WTWF affiliates also to present their demands by 15.5.98.

(Report by Subhas Chakraborty)

## BANK EMPLOYEES ON STRUGGLE

**W**ith the Narasimham Committee recommending cessation of the long tradition of industry level wage settlements and going in for individual bankwise

settlement, the Indian Banks Association (IBA) stuck to this stand. During the meeting on 16.6.98 the IBA reiterated their earlier stand that only basic pay

and DA will be covered by industrywise negotiations and all other items of demand would be left for bankwise settlement. The joint negotiating committee of all

# REPORTS & EVENTS

employees' organisations rejected this. Similar is the situation concerning officers of banks also. Coordinated action by bank employees and officers, commencing

with rallies on 8.7.98 before IBA offices, will culminate in further struggles.

On the issue of non-implementation of the pension scheme by the

private sector banks (except the Lakshmi Vilas Bank), the United Forum of Bank Unions called for one-day private banks strike on 30.6.98.

## TRANSPORT FEDERATION

The All India Road Workers' Federation will hold its 5th national conference at Hyderabad

from 4th to 6th August, 1998. All the affiliates have been advised to send reports of work done since

the last conference and clear their dues to the federation by 30.6.98.

*(Report by K K Divakaram)*

## RETIREMENT AGE MOVE OPPOSED

The Confederation of Central Government Employees & Workers has denounced the latest move of the government to raise by two years the age of retirement and also the maximum age for joining Government service as hasty, unthoughtful, dubiously 'populist' and uncalled for. The

Government took this decision totally overlooking a large cross section of youth, who are unemployed. They are surely to be disappointed because their chances to get into Government service for next two years have been extinguished. Senior employees would be adversely affected because-

their chances for promotion would now be postponed by two years. Taking exception to this decision taken unilaterally by the Government, S K Vyas, Secretary-General of the Confederation demanded an emergent meeting of the National Council of JCM to discuss its implications.

## INSURANCE PRIVATISATION OPPOSED

The All India Insurance employees' Association (AIIEA) strongly opposed the move to privatise insurance sector. Whether it is induction of Indian Companies or foreign companies into insurance sector, it would be detrimental to the overall interests of the economy and would not subserve the objectives of nationalisation. At a time when every Indian company seeking entry has concluded MOU with one or the other foreign company, the claim of allowing Indian companies alone cannot deceive any one. It is significant that there is no mention about the equity capital that would be insisted of the intending

insurance companies. The Malhotra Committee required Rs. 100 crore to be fixed as capital. It is clear that in the wake of sanctions by the US and other countries, allowing entry of foreign companies is being dangled indirectly.

By merely increasing the number of players in the Indian insurance map to compete with LIC and GIC, neither better insurance coverage nor flow of long term resources for financing infrastructure would materialise. There is no evidence that Indian private sector or foreign companies are inclined to invest in infrastructure in a big way. Foreign companies,

it has been proved, would not come into the infrastructure area, unless extortionate terms and counter guarantees, as in the case of Enron, are provided.

LIC by itself has mobilised over Rs.20,000 crores for investments in 1997-98 alone. As for GIC, it would be around Rs.2,500 crores, 30% of investible surplus of LIC is investible in priority areas which include infrastructure. That means more than Rs.6,000 crores per annum at the current reckoning is made available for infrastructure investments by the two public sector giants without requirement of additional equity investment. In the Ninth Five Year

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Plan period, LIC alone would be in a position to mobilise not less than Rs. 1,00,000 crores as investible funds and GIC around Rs.15,000 crores. Instead of destabilising the public sector industry, the Government would do

well to democratise LIC and GIC, free them from bureaucratic intervention and ensure full functional autonomy.

N.M. Sundaram, General Secretary, in a statement, had further said that insurance employees will

launch a massive campaign and struggles, culminating in strike actions, if the Government introduced Bill in Parliament to implement the Budget proposal in this regard.

### CITU Foundation day

On 30th May, on the occasion of foundation day of CITU, a public meeting was held in the lawns of CITU headquarters in New Delhi. Apart from the workers mobilised from Delhi, representatives from various other fraternal trade unions and mass organisations attended the meeting.

The meeting presided over by S. Dev Roye was addressed by E. Balanandan, M.K. Pandhe, S. B.

Bhardwaj, and Manchanda (AIIEA), Harish Sharma (BEFI) and P.K. Tandon (AIKS).

This year, the foundation day was dedicated to highlight the danger of communalism in the current political situation. Dealing with the different aspects of the issue, the leaders warned the working class about how the BJP-led government is deliberately carrying out activities which are bound to endanger communal harmony in

the country. The uncalled for dangerous departure from the nuclear policy of the country, the Pokran blasts and subsequent design by the Sangh Parivar to whip up chauvinist and jingoistic sentiments came in for severe criticism. The meeting ended with a call to intensify the campaign to fight the communal forces and defeat their evil design and strengthen the unity of the working class.

### ENDANGERING LIVES AT SEA

The International Transport Workers' Federation launched a research survey on 'seafarer fatigue'. It has come out with a report on the enormous risks to safety of life at sea. Here are some excerpts from the report: "Ships of necessity must maintain a 24-hour operation. They are complex workplaces, requiring high levels of training experience and qualifications - and of alertness and concentration. The human element is vital to safety, with human factors shown to be critical in at least 80% of shipping accidents.

Despite regulations, many seafarers work excessive hours. A third said they worked on average 12 hours and more daily, 5% over 15 hours. Almost two-thirds said average weekly hours total more than 60 - and 25% above 80 hours. The British were among those on longest hours.

Worryingly, some of the longest hours are worked by watchkeepers and, broadly, the longest hours are worked by those in the highest ranks," says the report. Increasingly long tours of duty also add to the impact of cumulative fatigue. Poor onboard conditions, such as noise, vibration and bad weather increase tiredness too.

36% of seafarers said they were unable to regularly obtain 10 hours rest per day and 18% could not regularly obtain 6 hours uninterrupted rest.

Physical and psychological effects of long hours and fatigue include loss of concentration and alertness, impaired decision-making powers and coordination of control skills, and can seriously affect the health of individuals and endanger their ships. Many of those so affected serve on vessels with environmentally sensitive cargoes or with large numbers of passengers, so the potential consequences are immense".

## IMPLEMENT DPRK-US ACCORD: CITU

In a communication to the US President, Clinton, the Centre of Indian Trade Unions, has urged implementation of the DPRK - US accord. Here are excerpts from the letter:

"We regret to observe the unhelpful attitude of US Government on the Korean question of the DPRK-US agreed framework.

Three years have passed since the DPRK-US agreed framework was adopted in October 1994. This serves as a common document for the improved DPRK-US relations, for it is a milestone in putting an end to the years old deep hostile relations between the DPRK and

the United States of America and heading for the normalisation process.

Under the agreed framework, the United States is committed to abandon hostile policies, by lifting sanctions against the Korean People, supplying light water reactors with a capacity of one million KW by 2003 in order to compensate for the loss of electricity resulting from their freeze of independent nuclear facility operated by graphite moderate reactor and providing crude oil to them till that time.

However, the United States, far from responding to the sincere ef

forts of Korean People in fulfilling the commitments under the above said agreements, is adding to the frustration among the Korean people. The proper implementation of the agreed framework is absolutely necessary for proper DPRK-US relations.

The CITU fully supports the DPRK government proposal and would request the US Administration to sincerely and honestly implement the mutually agreed framework so that the DPRK-US relations is preserved not only for the interest of the two countries but also in the interest of the world order".

## END INHUMAN SANCTIONS AGAINST IRAQ: CITU

The CITU has addressed a letter to the Secretary General of United Nations Organisations on the sufferings of the people of, Iraq. Here is an extract:

"The hostile attitude of the United States of America is manifest in their imposing blockade against the country and the people of Iraq. The shameless consequences of the unjust, inhuman and unprecedented economic embargo inflicted upon the innocent people and workers of Iraq are creating great anxiety and anguish in the minds of people all over the world. The report to the 51st session of the UN General Assembly confirmed the undisputable fact, certified by many UN agencies working in Iraq, of the continued dete

rioration in health, food and social conditions of the whole population of Iraq; more than four million people, mostly children under five years, are actually suffering from acute malnutrition as a result of being deprived the access to life-saving medicines, vaccines, proper nourishing food, and decent life necessities. All this despite Iraq positively responding to full compliance of UN resolutions.

Further, the Director General of WHO, after paying a visit to Iraq on 7.2.1997 had issued a press communication along with a letter he sent to the UN Commission. In that he clarified that the grave and most dire impact of the current miserable, deteriorated conditions Iraqis live, will inevitably

lead to an all-out collapse of the national health-care system under the heavy burden of full deprivation of medicines, vaccines, spare parts and essential basic needs of medical equipment and other necessities.

In view of the above prevailing situation in Iraq, the CITU urges the U.N. Secretary General to kindly make efforts and endeavours to put an end to the human massacres being initiated and acted by the US-British circles in terms of the continued suffering and intimidation being practised and projected in the new conspiratorial scheming for aggression against the peace-loving, innocent and blockaded people of Iraq."

# Consumer Price Index Numbers for Industrial Workers

(Base 1982=100)

State	Sr. No.	Centre	Mar'98	Apr'98	State	Sr. No.	Centre	Mar'98	Apr'98
AP	1	Gudur	387	389	PB	45	Amritsar	336	334
	2	Guntur	373	376		46	Ludhiana	341	344
	3	Hyderabad	355	360	RAJ	47	Ajmer	375	376
	4	Visakhapatnam	356	366		48	Jaipur	366	373
	5	Warangal	369	377	TN	49	Chennai	401	401
ASM	6	D D Tinsukia	336	344		50	Coimbatore	366	370
	7	Guwahati	378	383		51	Coonoor	388	392
	8	Labac-Silchar	319	331		52	Madurai	380	381
	9	Mariani Jorhat	364	371		53	Salem	367	367
	10	Rangapara-Tezpur	359	372		54	Tiruchirapally	396	390
BHR	11	Jamshedpur	363	366	UP	55	Agra	357	360
	12	Jharia	324	335		56	Ghaziabad	366	372
	13	Kodarma	330	331		57	Kanpur	383	382
	14	Monghyr	349	354		58	Saharanpur	341	342
	15	Noamundi	352	354		59	Varanasi	421	420
	16	Ranchi-Hatia	378	377	WB	60	Asansol	348	353
GUJ	17	Ahmedabad	373	377		61	Calcutta	383	391
	18	Bhavnagar	395	393		62	Darjeeling	325	324
	19	Rajkot	363	367		63	Durgapur	407	410
	20	Surat	387	387		64	Haldia	406	414
	21	Vadodra	355	357		65	Howrah	393	404
HRY	22	Faridabad	402	404		66	Jalpaiguri	345	345
	23	Yamunanagar	357	358		67	Raniganj	332	340
J&K	24	Srinagar	375	387	CHD	68	Chandigarh	359	366
KAR	25	Bangalore	377	380	DEL	69	Delhi	414	420
	26	Belgaum	403	402	PON	70	Pondicherry	457	450
	27	Hubli-Dharwar	388	391					
	28	Mercara	395	399			<b>ALL INDIA</b>	<b>380</b>	<b>383</b>
KER	29	Alwaye	390	394					
	30	Mundakayam	407	409			<b>Additional Serious of Labour Bureau</b>		
	31	Quilon	383	380	AP	1	Kothagudem	389	390
	32	Thiruvananthapuram	406	404	HP	2	Himachal Pradesh	364	363
MP	33	Balaghat	353	357	RAJ	3	Bhilwara	372	373
	34	Bhillai	341	339	MP	4	Chhindwara	388	379
	35	Bhopal	407	412	TRI	5	Tripura	347	368
	36	Indore	378	381	GOA	6	Goa	433	431
	37	Jabalpur	386	384					
MHR	38	Mumbai	429	435			<b>Government of India</b>		
	39	Nagpur	402	402			<b>Ministry of Labour</b>		
	40	Nasik	405	403			<b>Labour Bureau</b>		
	41	Pune	424	429			<b>Shimla</b>		
	42	Solapur	390	393					
ORI	43	Barbil	343	354					
	44	Rourkela	365	370					



**ANGANWADI  
CONFERENCE  
BHOPAL**

Leaders Observing Condolence<sup>↑</sup>  
View of Delegates' Session<sub>↓</sub>

