

# **CENTRE OF INDIAN TRADE UNIONS**

**GENERAL COUNCIL MEETING**

**20-22 April 2000  
Kozhikode, Kerala**

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# REPORT OF THE GENERAL SECRETARY

Dear Comrades,

1.1 Since the last meeting of the CITU Working Committee, held in Jaipur (Rajasthan) from 13th to 16th November 1999, there has been considerable deterioration in the economic and political situation in the country causing serious concern among the democratic public opinion. The NDA Government led by Vajpayee has succumbed to U.S. imperialist pressure and accepted several measures that threaten the sovereignty and integrity of the country. The red carpet welcome extended to the worst criminal in the World Bill Clinton only exposed the servile attitude of the NDA Government. In the economic sphere, the Central Government has gone ahead with the implementation of all the conditionalities of the World Bank and the IMF landing the entire economy of the country in a disastrous situation.

1.2 Even before the general election results were out, the Central Government enhanced the price of diesel by 40 per cent. The Government further increased the prices of items in the public distribution system and reduced the quantum to be supplied to the consumers. It has done so to meet the IMF requirement to abolish consumer subsidies. The price of LPG has been increased to such a level that even the middle class employees find it difficult to face this unbearable burden. The doubling of the milk prices have made matters worse for the common people.

1.3 Even the lawyers were up in arms when the Government of India decided to allow the foreign lawyers to take up cases in India. The lawyers' demonstration before Parliament was attacked by the police injuring several advocates. The lawyers in Delhi High Court had to go in for indefinite strike for several weeks paralysing the work of the High Court completely.

1.4 The directive of the NDA Government to all the public sector management to engage foreign consultancy firms to advise them on their restructuring plans, totally ignoring the availability of competent Indian consultancy firms whose charges were much less is another example of their pro-MNC policies.

1.5 In every sphere of economic activity, the Government of India encouraged the MNCs causing immense disadvantages to the Indian counterparts.

1.6 The Swedish garb of the BJP-led Government was torn assunder by such measures taken one after another without taking into account the public reactions.

1.7 In the highjacking incident of the Indian Airlines plane from Kathmandu, when it landed at Amritsar due to the alertness of the pilot, the Government of India exposed its own inefficient handling by allowing it to fly from the Indian Territory and then accepting humiliating conditions at Kandahar airport. The Government of India became a butt of ridicule, when the Minister of External Affairs had to praise the Taliban who actually supplied arms to highjackers. Incidentally, the Government of India had not even recognised Taliban Government as it was responsible for illegal overthrow of the democratically elected Government in Afganistan. The Minister of External Affairs had to escort dreaded terrorists, who were responsible for killing scores of innocent Kashmiri people, to be handed over to the hijackers. Subsequent findings by the Government of India had proved that the plan to highjack the aircraft was hatched on Indian soil by ISI elements and the Government of India totally failed to check the activities of such elements on Indian soil.

1.8 The infiltrators from Pakistan have been entering Kashmir with sophisticated weapon in large number but the BJP-led Government failed to check the activities of such infiltrators.

1.9 During the NDA rule, almost daily the Pakistan trained infiltrators are killing innocent men, women and children and even the para military forces are under attack regularly. The BJP-led Government miserably failed to check the activities of the terrorists. The policies of the Central Government are only antagonising the people of Kashmir. The refusal of the Government to recognise the special status of Kashmir is adding to the gravity of the situation. The corruption indulged in by Farooq Abdulla Government is pilfering huge funds into the coffer of the politicians

and officers giving a go by to the developmental activities. Tourist traffic has been stopped while local industries have collapsed adding to the economic hardship of the people of Kashmir. Though people of Kashmir are fed up with the depredations of the terrorists, the Government of J&K is unable to take advantage of the situation. On the contrary, its support to communal Government at the centre is causing resentment among the people of Kashmir.

1.10 The BJP-led Government refused to send necessary security forces to Tripura, where infiltrators from Bangladesh are regularly entering this north eastern State. The Chief Minister of Tripura had repeatedly requested for more para military forces to contain the terrorist activities. Instead of doing its duty as a Central Government, the Home Ministry blatantly criticised the State Government for failure to check terrorist activity in Tripura. The duplicity of the BJP-led Government was clearly seen in this case. Even the request of the Government of Tripura to arrange fencing of the entire border through barbed wire is falling on deaf ears.

1.11 The activities of the imperialist forces is increasing rapidly in north eastern region. Sophisticated arms are pouring in this region making the maintenance of law and order difficult. The ULFA and Bodo activities have increased after BJP's assuming power, while murder, kidnapping etc. have become the order of the day. The BJP is utilising some of the disruptive elements in the region, for petty selfish gains for the party.

1.12 The threat to unity and integrity of the country has increased considerably after the emergence of the BJP-led Government at the Centre once again. The lifting of the ban on RSS in Government service by the Gujarat Govt. has evoked strong reactions from secular forces in the country while Parliament was rocked for several days to express popular anger against the retrograde steps of the Gujarat Government. A senior BJP M.P. openly came forward in legal defence of the murderer of Australian missionary and his two young sons. Stopping of the shooting of the film 'Water' by Hindu chauvinists at Varanasi, despite permission granted by the Union Ministry of Information and Broadcasting, is another sordid episode. The BJP Chief Minister of U.P. shamelessly supported the action of the communal gangsters for their destroying the settings of the film. The shooting had to be discontinued in Varanasi due to vandalism indulged in by obscurantist forces.

1.13 The Viswa Hindu Parishad had non-challantly announced that the construction of the Ram temple would commence before the end of the year. The stone work of the temple is already in advanced state of preparation. The U.P. Chief Minister repeatedly announced his commitment to allow construction of Ram temple, though he had to deny it later on due to strong reaction all over India against it. Frequent threats by Bajrang Dal and VHP that masjids at Kashi and Mathura would also be demolished in a planned manner are causing anxiety among the minorities.

1.14 Murali Manohar Joshi has done immense damage to our education system. Communalisation of education by changing the syllabus, curriculum etc. have damaged the secular fabric of our educational system. The appointment of RSS men in research organizations like ICHR have been responsible for falsification of our history and attempts are being made to poison the minds of younger generation with communal ideology. Over and above this, commercialisation of educational institutions have made higher and technical education costlier and poor people find it difficult to get access to higher education.

1.15 Elections in four States, viz., Haryana, Orissa, Bihar and Manipur were held in February, 2000. In Haryana and Orissa, the NDA combine got decisive majority. However, despite concocted predictions made by the opinion pollsters, the NDA combine could not get a clear majority. The Bihar, Governor Vinod Pandey, at the instance of the Central Government, invited minority leader of Samata Party, Nitish Kumar, to form the Government with the fond hope that he would be able to manage majority by resorting to horse trading of MLAs. The game, however, misfired and in the Assembly Session, Nitish Kumar could not prove his majority support which forced him to quit the post of Chief Ministership. The Governor of Bihar thus humiliated himself and was forced to invite the leader of RJD, Rabri Devi to form the Government.

1.16 Despite demand raised all over Bihar and other parts of the country for the removal of the

Governor, the NDA refused to listen to the just demand and shamelessly expressed its unconcerned attitude towards democratic values. When Rabri Devi Government won the vote of confidence, the BJP led alliance used CBI for issuing charge sheet against Rabri Devi and Laloo Yadav on the charges of corruption and launched campaign demanding her resignation. The duplicity of the BJP policy of continuation in the Government by L.K.Advani and Murli Manohar Joshi despite chargesheets issued against them for demolition of Babri Masjid on the one hand and demanding resignation of Rabri Devi on the other was clearly seen by the people of India. The argument given by BJP leaders that Advani and Joshi were chargesheeted in political cases is ridiculous since they were involved in criminal cases of demolition of a place of worship of a minority community.

1.17 The unscrupulous behaviour of the BJP was also seen during the attempts made by Nitish Kumar and other NDA partners to win over MLA by corrupt means and the use of Governor's institution to suit the interests of the ruling party at the Centre. The claim of the BJP Govt. as champion of struggle against corruption was also proved to be hollow when the Central Government went on slowly to take action against corrupt defence deals indulged in by its own Government while making purchases of defence equipments.

1.17 In the wake of defeat of the Congress candidate for Rajya Sabha in West Bengal and election of Trinamool candidates through defection engineered by the Congress MLAs, Mamata Banerjee floated the idea of Mahajot (Grand Alliance) in West Bengal to defeat the Left Front Government which has remained in power for 23 years. Though the final shape of the alliance is yet to emerge the Congress and the BJP have openly agreed to work together to fight the Left Front Government's progressive policies. The unprincipled character of this alliance has thrown overboard all ideological claims of both these national parties. This opportunist alliance, if materialised, will erode secular credentials of the Congress Party and its further base would be drastically reduced all over India.

1.18 The recent criminal case in West Bengal in which Trinamool leaders were found to be involved in the murder of a Trinamool Municipal Corporator has brought to light how Trinamool has close links with the underworld in the state. The charge by Mamata Banerjee that the Left Front was involved in the murder could not cut much ice among the people due to facts unearthed by the Police.

1.19 On the eve of the Republic Day this year, President of India, Mr.K.R.Narayanan, made a forthright speech underlining the present situation in the country. His speech reflected the feelings of the millions of toiling people of India who have been suffering under the yoke of the policy of liberalisation. His concern about the growing poverty, unemployment, destitution of the people in an environment of growing inequality were very much appreciated all over the country. He also mentioned the evil of corruption in the present day society. His criticism about the obscurantist forces who are hitting at the social fabric of the society, his defence of Constitution and democratic values is important in today's national situation. There is no wonder that the BJP Government were greatly embarrassed by the observations made by the President.

1.20 During U.S. President, Bill Clinton's visit to India, the President of India also made forthright comments in the presence of Mr.Clinton himself which also caused further embarrassment to the Vajpayee Government. The NDA Government, however, instead of listening to the advice of the President, is determined to go about with its diabolical plans to hand over India's interests to suit the designs of imperialist powers. The BJP and the RSS are also busy carrying out their designs of rousing Hindu chauvanism and attack the minorities which will ultimately hit at the very basis of the unity and integrity of our country. Under these circumstances, it is the task of the working class today to fight the menace of these forces. A country wide educational and ideological campaign is called for to educate the people of this country so that all patriotic and decent minded people of this country are brought together in a common platform to preserve the rich heritage of our country and its secular credentials well in time.

imposing some tax on farmhouses, since the Finance Minister's categorical statement on excluding the income of such farm houses on agricultural operation from the said tax-net, itself would give the big landlords and farm-houses owners the escape route for tax evasion.

2.18 The budget also reiterated Govt's decision not to revive the Sick PSUs and pave the way for their closures by not allotting any fund for their revival. It has also repeated the announcement to sell out precious wealth of the country through outright privatisation of profit making PSUs.

2.19 Mortgaging of the Swadeshi brand at the altar of MNCs became further clear with the announcement of total liberalisation of all imports in two years, to remove all quantitative restriction by April 2001 immediately after Clinton's India visit. 714 items in the negative list of import has already been freed from April 2000 and rest 715 items would be put on free-import list from April next year. These items include almost all agricultural products and consumer goods for free-import which, alongwith drastic reduction of customs duty in successive years is bound to affect many domestic industries and also the Indian agriculture. The whole exercise is going to severely erode the domestic manufacturing base and convert the same to the selling agency or shopkeepers for the MNC products.

2.20 The economic Times dated 3rd April, 2000 has reported about the Hindustan Lever's decision to import the unilever products of Olive Oil, Mustard Sauce and other fast-food ingredients, Cosmetics etc. to the tune of Rs.400 Crores following the recent announcement of Exim Policy by the Govt. Similar drive is also expected from other MNCs operating in India, who would prefer to import and sell in Indian soil instead of operating factories here.

2.21 The Trades and Development Report by UNCTAD pointed on gradual decline in the share of all developing countries including Indian in World trade, denoting consistently reducing access of Indian exportables in the market of the muscle-flexing G-7 countries. During the entire post liberalisation period India has been consistently losing its market share in World trade even in the areas where it had earlier a sizable presence like in Tea & spices, Woven Cotton fabrics, Cotton yarn, and other primary products.

2.22 On the other hand, the export performance of the Foreign Companies operating in Indian Soil shows that, those Foreign Companies are actually sending out more resources, than they have brought in, in the name of so called FDI. Data released by Reserve Bank of India revealed that, those foreign companies sold more in Indian market than they have exported, thereby marginalising domestic producers from their own home ground. And whatever foreign currency these MNCs have brought in through export, much more have been sent out by them only through import of spares, consultancy fees and various other mechanisms. THE RBI data on the Finance of FDI companies pointed out that from 1994-95 onwards, import intensity of export by the FDI companies operating in India has been always much more than 100% (From 107% to 177%) meaning thereby net out flow of resources from Indian soil by their operation, to the detriment of the country's economic interest. But still, the Indian rulers refused to see reasons in their anxiety of obliging their foreign masters.

2.23 Alongwith ongoing pace of liberalisation, the working class has been subjected to worst form of exploitation. As per data released by Annual Survey of Industries and also, the updated data of Central Statistical Organization, during 1990-99 period, the real value added per worker increased by 39%, whereas the real wage of workers (wage deflated by wholesale price index) went up only by 10% and the share of casual/contractual workers in the total employed workforce has been increasing phenomenally.

2.24 Side by side, each and every policy measure of the Govt has been meticulously designed to allow desperate loot by the big business and traders' lobby and also by MNCs. The Economic Times study of the working of 300 large companies during the entire period of liberalisation since early nineties, as published on 5.1.2000, reveals that Corporate houses and MNCs garnered huge profit, much higher to their contribution in material and service production. That is why their net profit increased at a faster rate than their net sales. During last ten years, the MNCs could

increase their net sales by 322%, whereas their excise duty payment increased by only 197%. As against 303% increase in net sales, the Indian Corporate houses managed to keep their excise duty obligation grow only 222%. During the same period as against increase of gross profit by 369% by the MNCs, their direct tax obligation increased by only 305%, and for the Indian Corporate, the direct tax payment grew only by 223% as against the increase on gross profit to the tune of 336%. This explains the extent of tax benefits enjoyed by the big business and the MNCs. Over and above all this, the revenue collection of the Government is much below the expectation.

2.25 On the whole, the thoughtless pursuit of liberalisation has been leading the country's economy to the path ruin and disaster. The ominous indications are seen from continuing decline in the growth rates of gross domestic savings, investment, and net in flow of capital, rising unemployment, and aggravating poverty level alongwith phenomenal increase in the profit and fortunes of the MNCs and big business.

### **3.NPMO ACTIVITIES**

3.1 The CITU working committee meeting in Jaipur decided that CITU, in consultation with the allies in the Sponsoring Committee of Trade Unions, should strive for a massive agitation including countrywide strike action against the anti-national policies of the Govt.

3.2 A meeting of the National Platform of Mass Organisations was convened on 14th December 1999 and chalked out the following programmes:

\* National Convention of NPMO at New Delhi on 20th January 2000, \* State level convention of the NPMO during February onwards, \* Massive rally of mass organisations before the Parliament during the first phase of the next budget session, and \* Countrywide General Strike during the second phase of the budget session of the Parliament preceded by nationwide satyagraha, padayatra, dharna by various mass organisations.

3.3 Yet another meeting of the NPMO held on 6th January 2000 decided on detailed implementation of the above action programmes. The All India convention of the NPMO was held on 20th January 2000 at New Delhi and participated by over 5000 delegates, was a resounding success. The strike struggles by UP State Electricity Board workers and engineers Port & Dock workers and Govt employees in the states of Rajasthan and Jammu & Kashmir electrified the mood of the participants in the convention.

3.4 The NPMO convention unanimously adopted a declaration which outlined a 23 points demands of all sections of the masses, forming the basis of the future campaign and agitation. It heralded the next phase of the countrywide mass movement jointly by all mass organisations with the twin objectives of reversing the economic policies and defeating the communal designs of the NDA Govt at the Centre. The convention gave the call for a massive march to Parliament on 9th March 2000.

3.5 Several State and district level NPMO conventions were held with the enthusiastic participation of all the constituents of the NPMO in the respective areas. Scores of other organisations, which had not been part of NPMO at the all India level, willingly came forward to take part in these conventions broadening the vista of the resistance struggle. The successful staging of a one-day strike of the public sector employees throughout the country on 2nd February 2000 at the call of the CPSTU, galvanised the fighting resolve of the workers everywhere. Sectoral struggles by different trade unions and campaign by various mass organisations on their own issues also contributed to unleash the potential of mass resistance to the anti-people measures embarked upon by the BJP Govt, in utter disregard of the public resentment. In all these developments, wherever the CITU committees had taken appropriate initiatives, they had been successful in raising the pitch of campaign and struggle. Members of the General Council must self critically assess the role of our organisations at different levels and make efforts to overcome the weaknesses that have surfaced in the process.

3.6 The 9th March rally in the Ramlila Maidan in Delhi was a resounding success. The CITU

Secretariat congratulates the State committees, Industrial Federations and the affiliate unions for ensuring a prestigious role for the CITU in the rally in terms of mobilisation. Fraternal federations of different sections of employees and mass organisations have also contributed in a large measure to the success of the rally.

3.7 The call for observance of a countrywide general strike on 11th May 2000, received cheerful response from all participants in the 9th March rally. The NPMO has become the most vibrant platform of united struggle against economic policies and communalism. We must strengthen the NPMO at all levels so that the struggle against the economic policies and communalism can have still wide reach among the democratic, secular and patriotic masses of the country.

#### **4. PUBLIC SECTOR IN FAST TRACK OF LIQUIDATION**

4.1 That the 'second generation' economic reforms launched by the BJP-led government is according to the dictates of the Fund-Bank is evident from the World Economic Outlook released by the IMF on 22.9.1999 in Washington which noted: "The priority for the new government (in India) will be, in addition to public sector reforms ... prioritise faster progress in privatisation of state-owned banks, combined with measures to increase labor market flexibility".

4.2 The NDA election manifesto promised to give statutory structure to the PSU disinvestment exercise. Thus the Vajpayee Government has created a new ministry itself — the Department of Disinvestment. This has given a dangerous push to accelerate the of liquidation of the public sector - the long cherished demand of the private monopoly capital within and outside the country. While addressing the private industrialists on 11. 12.99 in New Delhi the Prime Minister announced the constitution of eight different groups with the captains of the private industries on different subjects. One such group is on disinvestment of PSU shares. The groups are headed by industrialists namely Kumaramangalam Birla, Mukesh Ambani, Rahul Bajaj, G.P.Goenka, Ratan Tata, Nusli Wadia, Sanjeev Goenka, A.C.Muthiah, Narayanamruthy. Thus it is clear that the offensive against the public sector is not guided by financial or managerial prudence. It is because of the ideological position taken by IMF/WB/WTO with rich countries led by United States pushing from behind, that there should be no public sector any where in the world. Private oligarchies want complete command over the entire world economy and they wouldn't tolerate even a token presence of PSU on their way.

4.3 Lest the imperialist forces take offence, Vajpayee had no hesitation in conflicting with his cabinet Minister for Public Enterprises while addressing a meeting of the CEOs of PSUs at the Vigyan Bhavan, New Delhi on 2nd April,2000. Thus reported the Hindustan Times, "Prime Minister Atal Behari Vajpayee today differed sharply with his Minister for Heavy Industry and Public Enterprises Monohar Joshi on the role of PSUs and disinvestment." The crime of Joshi was that he said, "Efficiency is not dependent on ownership. There are efficient PSUs as well as not-so-efficient ones, just as there are successful private sector companies and not-so-successful ones ... Would it not be correct to say that the public sector has been the prime mover of the economic development of our country? Would it not be correct to say that the public sector has been a guarantor of social security? " In course of his speech Joshi also stressed the role of PSUs in creating employment. Rebutting Joshi Vajpayee said, "to those who unthinkingly criticise our disinvestment policy, I have to say, ours is a well thought-out strategy to revitalise the public sector by bringing in competition ..."

4.4 The rabid anti-public sector character of the private monopoly capital has been nakedly demonstrated in the print media controlled by them. On 3rd April The Economic Times carried a news item captioned - "For Monohar Joshi, Left can be right sometime" and noted, " May be there were no ulterior motives. But it was indubitable that Joshi did not seem to be convinced about the rationale behind privatisation ... and was airing such socialistic views in the presence of the Prime Minister... Trade Union activists have been saying similar things for ages ... In such a situation can

one expect this government to succeed in privatisation ...? The result: all of them ended up mouthing antiquated cliches and Leftist shibboleths." The vested interests - enemies of public sector have become so intolerant of the existence of public sector in our country and have become so impatient to gobble the total PSUs that even lip service advocacy in favour of public sector put their blood pressure high, start delirium and discover the "ghost of communism" even in a person like Monohar Joshi.

4.5 One notable feature of the 'second generation reform' (SGR) is that it has mainly targeted most of the blue chip profit making PSUs which were decorated with the classification of 'Ratnas'. Further the most strategic sectors have been engulfed under the SGR. Notable sectors among them are oil & petroleum, power, telecom, rail, road and air transport, ports & docks, airports and of course the financial sector. Some of the big PSUs which have become the recent prey of the SGR are SAIL, Coal, NTPC, NHPC, BHEL IPCL, NFL GAIL Indian Airlines, Airport Authority of India.

4.6 In the name of restructuring the government has directed the management of SAIL to sell out their special steel plants, namely, the Alloy Steel Plant, Salem Steel Plant and Bhadrawati Steel Plant. Further the Captive Power Plants are also to be divested. But this is not the end. The remaining plants of SAIL are to be bifurcated into two separate entities and then both are to be privatised. The government have also decided to privatise the Vizag steel plant too. The Union cabinet has decided to privatise the public sector coal mining and hand over coal mines to private sector. A further step in that direction the government has decided to amend the Coal Nationalisation Act. The privatisation of power sector has been further intensified under the new offensive against public sector. In a letter dated 25th November, 1999 addressed to the Power Secretary, Government of India the World Bank has asked for privatisation of NTPC plants, complete privatisation of Power Grid Corporation. The on going trifurcation of the SEBs followed by privatisation is under the prescription of the World Bank. The Cabinet Committee on Disinvestment has approved strategic sale of National Fertilisers Limited (NFL). 51% equity of the company shall be sold out to a single buyer and at the same time the management control has also to be handed over. It is important to note that NFL is a public sector urea producing company with strategically located plants and having various inherent commercial advantages.

4.7 Among the PSUs under the closure decision of the government are the Kolar Gold Field and HSCL. With the complete privatisation of Modern Food Ltd., the first case of complete privatisation of a PSU has also taken place in this period. The decision to privatise the Indian Airlines and the 5 major airports of the country has already been announced by the government. So far the Oil and Natural Gas sector is concerned the report titled 'Hydrocarbon vision 2025' prepared by the Committee appointed by the government has recommended that the Government equity in all the oil PSUs should be brought down to near zero by the year 2005. However the report envisages that such exercise for ONGC, IOC and GAIL may be undertaken after some time. The recommendations are under the consideration of the central cabinet and their approval would be final signal to privatisation of the major oil companies like HPCL, BPCL, MRL, CRL, IBP.

4.8 In order to make the public sector attractive to the prospective buyers, various steps like closing down so called unviable units, capital restructuring, bifurcation of companies etc are taken by the Government. Yet another retrograde step in this direction is the reduction of number of employees. Such reduction is actually carried out through the notorious means of allurements coupled with an element of arm twisting - "take VR or face retrenchment". A revised VR scheme has been announced recently by categorising the PSUs into three - Profit making, commercially unsound and sick.

4.9 The sick units have become more vulnerable in the current spate of attack under the 'SGR'. The Finance Minister in his budget speech has emphatically announced that the sick PSUs shall be closed down. It may be recalled that the Omkar Goswami Committee constituted by the Congress (I) government had recommended to do away with the SICA, 1985, and to establish

result is that the situation is moving towards yet another stalemate. The five federations have jointly addressed a letter to the Prime Minister on 12.04.2000 expressing their deep regret and intimating the growing resentment amongst the workers due to the failure of the Government to settle the issue as per commitment. The federations have warned that if the issues are not settled at an early date then the port workers shall re-launch the nation-wide strike.

## **7. U.P. POWER WORKERS STRIKE**

7.1 80,000 employees of the UPSEB went on an indefinite strike on 17th January, 2000 and the strike continued for 11 days. It was one of the magnificent strike action against the mindless authoritarian step of the Government in pre-privatisation trifurcation of SEBs. Extreme high-handedness of the central and state governments including reckless application of MISA, ESMA, NSA, summary dismissal of the striking employees, withdrawal of essential supplies from the workers colonies and so on could not suppress the fighting spirit of the workers. The strike received the widest solidarity support from the central TUs and other trade unions/federations.

7.2 The national NPMO convention held in New Delhi on 20.1.2000 passed a resolution extending full support to the strike and gave call for solidarity action of the power workers all over country. On 19.1.2000 a delegation of central trade unions consisting of Com. Balanandan and others sat on dharna at Lucknow. On 21.1.2000 electricity employees in the northern states observed 'work to rule' and in rest of the country protest demonstration. On 24.1.2000 solidarity strike was observed by electricity employees in Punjab, Rajasthan, Maharashtra, Andhra Pradesh, West Bengal, Kerala, Tamil Nadu and M.P and in other states 'work to rule' was observed.

7.3 Ultimately the government had to relent, give up the path of repression and come to a negotiated understanding with the leaders of the striking UPSEB employees. The strike has left number of lessons for the trade union movement. One of the most militant action against the Fund-Bank dictated dismantling and privatisation of SEB has come from the state which otherwise suffers from weakness in democratic trade union movement. Clear comes the message that effective initiative can bring together the employees cutting across affiliation barrier and can put a valiant fight against the retrograde policies of the Government braving brutal atrocities of the Government. The unique unity achieved must not only be protected but further strengthened. The message and lessons of the UPSEB strike must be spread all over the country. The UP strike has shown that despite numerical weakness at local level, our leaders are invited to play leading role in the united movement because of the image of CITU as the consistent fighter against the Fund-Bank dictated suicidal industrial policies.

## **8. THE OTHER PSU STRUGGLES**

8.1 The indefinite strike launched by the Officer Associations in oil and petroleum sector at the call of their apex forum - The Oil Sector Officers Associations (OSOA) on 11.01.2000 on their economic issues should not lose sight of. A very important feature of the strike is that workers mainly from the refineries and West Region ONGC also participated in the strike. But this fact did not come into focus. This is surely a weakness of the trade union movement in this sector. Although the strike came to an end on the same day it mounted tremendous pressure on the Government and received wide publicity within and outside the country.

8.2 The steel workers have sharply reacted to the closure and privatisation move of the Government. The very next day of the announcement of the retrograde decision the steel workers all over the country came out on the street in protest and the Salem steel plant witnessed total strike. In fact movements in different forms have been going in the different plants/locations of SAIL and the Vizag Steel. At some Plants the steel workers have physically resisted the visit of the delegation of private parties. Our unions have taken initiative to bring the other major trade unions in steel

industry together to lunch united struggle to resist the privatisation move.

## **9. STATE GOVERNMENT EMPLOYEES STRIKE**

9.1 The strike of the State Govt. employees in Rajasthan which commenced in December last year continued for over forty days, despite severe repression by the Govt. of Rajasthan, the employees stood firmly and insisted for achieving their demands. Ultimately, the Govt. of Rajasthan was forced to accept their demands and the strike was called off. During the strike, attempts were made to divide the working class by certain disruptive forces. But the unity of the working class did not allow such things to happen.

9.2 Almost at the same time, the State Govt. employees in Jammu & Kashmir went on strike for more than 30 days demanding payment of arrears of wages and parity with 5th Pay Commission. The Farookh Abdulla Government resorted to brutal repression on the Govt. employees and leaders of the movement had to remain underground to carry forward the struggle. In this case also, attempts to divide the unity of the state Govt. employees could not succeed due to tremendous urge for unity among the state govt. employees. Despite arrests of large number of employees and their leaders, the strike continued and prolonged. Ultimately, the state govt. had to come to negotiation with the leadership of the employees and settle most of the demands. These struggles indicate the preparedness of the employees and workers for a long drawn action and face repression by the Police and administration. They also highlight the growing urge for unity among workers which is also resulting in failure of the disruptive forces to sabotage the unity of the working class.

## **10. THE PENSION CASE IN SUPREME COURT**

10.1 The pension case or the case against the EPS-95 is pending before the Supreme Court for more than 3 years mainly because of two reasons. Firstly, it took a long time to transfer all the pending cases before the different High Courts to the Supreme Court. Some cases are still to be transferred. However the Supreme Court has finally decided to go ahead and observed that the final decision would be applicable to all the cases. Secondly, Government of India through the Ministry of Industry came out with a notification on 25.6.1999 accepting the Justice Mohan Committee report on revision of wage and benefits for PSU executives. That notification also suggested that EPS-95 be amended to allow it unit/enterprise level schemes and funded by joint contribution by the employees and employers in PSUs. This notification stands at variance with the stand taken by the Labour Ministry, which is opposed to any such amendment.

10.2 The Supreme court had asked the Government to clarify its position by 27th July, 99. But even on 4th April'2000 the Solicitor General wanted more time. The Judges expressed deep annoyance at such repeated failure of the Government. The next date is on 2nd May'2000. *(for further details refer write-up in October'99 issue of the Working Class)*

## **11. WORK IN THE UNORGANISED SECTOR**

Comrades,

11.1. We have been discussing about our functioning in the Unorganised Sector in every meeting of the Working Committee and General Council. In the General Council meeting held at Chennai, all the State Committees were asked to constitute state level committees to strengthen the activities in the unorganised sector.

11.2 However, despite repeated commitments by the States, the functioning in this sector still remains unsatisfactory. The state of functioning can be seen from the following analysis:

1. Out of 40 members in the All India Coordination Committee, the average attendance in the meetings is only about 17. The AI Coordination Committee however is meeting regularly once in

six months.

2. Out of 12 states represented in the AI Coordination Committee, the average representation in the meetings is only from 6-7 States.

3. There is no representation in the AI Coordination Committee from the States of Assam, Madhya Pradesh, Gujarat and Orissa, despite repeated approach to the State leaders.

4. Only in West Bengal, Tamilnadu, Andhra Pradesh, Kerala, Delhi and Tripura states, the committees are functioning properly.

11.3. It is extremely disturbing to note that the General Secretaries themselves are members of the AI Coordination Committee from these four States of Punjab, Haryana, Karnataka and Himachal Pradesh. But they do not attend the meetings.

11.4. The AI Coordination Committee held its meeting at Calcutta on 28th and 29th January, and expressed serious concern over the continuing sorry state of affairs in the majority of the states.

11.5. Comrades, you will agree that without working in a planned and systematic manner in the vast and ever growing unorganised sector, we cannot strengthen our organisation. The action programme taken by the the AI Coordination Committee is to observe an All India Demands Day on April 24, preceded by State level campaigns, conventions, etc. But we do not know whether this programme will be implemented, as there is no report from any state so far.

11.6. It should be recalled here that due to truncated attendance in meetings, we are unable to take decisions on action plans. 11.7. I request the leaders from particularly those states whose functioning have been pointed out as not upto expectations to speak on the situation and their plans for improvement.

## 12. WORKING WOMEN

12.1. The last General Council meeting at Ghaziabad discussed our work among working women in a special session and decided certain tasks to improve our work in this area. All the State Committees were directed to discuss the issue on similar lines and prepare a time-bound plan, by identifying priorities and deploying cadre. In a few states like Andhra Pradesh, Kerala, Tamilnadu, Madhya Pradesh, etc a state office bearer of CITU has been given the responsibility of the work among working women. In a few other states like Bihar, Himachal Pradesh, Haryana, a state office bearer of CITU has been given the responsibility of the work among anganwadi employees. This has helped in organising working women in those states to some extent. The desired result can be produced if this is combined with a concrete time-bound plan for work among working women.

12.2. The AICCWW met on 18-19 December and decided to mobilise large number of women in the NPMO campaign. Working Women participated in good number in the March 9th rally at Delhi.

12.3. Efforts are being made for a joint nationwide campaign on the issues of maternity benefit, equal remuneration, sexual harassment and legislations for agricultural workers and home based workers—together with AIDWA, Agricultural workers union and the Kisan Sabha. The All India Convention will be held on the date to be decided in consultation with concerned organisations.

12.4. The All India Working Women's Conference will be held in West Bengal well ahead of the CITU all India Conference. All the State Committees should have state level conventions of working women before that. Our federations in industries with large number of working women should also have working women's conventions and form coordination committees. The State Committees of CITU should ensure that representatives from CITU affiliated unions attend the conference according to the quota given.

12.5. THE VOICE OF THE WORKING WOMAN: The circulation of the journal has gone up from about 2000 at the time of last General Council meeting in May 1999 to about 3500 now, but a major portion of this is only in 3-4 states, Tamilnadu, Andhra Pradesh, Kerala, and Delhi. The

English reading working women in State/Central Govt offices, insurance, banks, etc have to be approached to increase the circulation.

12.6. Patrika: Three issues of the Hindi 'Patrika' have been brought out. It is necessary to bring it regularly as a quarterly to get postal concession and enroll subscribers. The State Committees of CITU should ensure that the money due for Patrika is paid promptly, so that the efforts to reach out to the working women in the Hindi States can be sustained.

12.7. ANGANWADI: A 3 day trade union class for activists from Hindi states were held by the federation in July. It was decided to follow this up with state level classes, which were held in Andhra Pradesh, Karnataka, Maharashtra, Haryana and Himachal Pradesh.

12.8. A central workshop was held on organisation, in October, followed by State level workshops in Karnataka, Tamilnadu, Andhra Pradesh, Kerala and Punjab.

12.9. A rally is being planned under the banner of the Samyuktha Sangharsh Samity on 28th April on the basic issues of the anganwadi employees.

12.10. Efforts are being made to reactivate the unions in Bihar, Haryana, Madhya Pradesh and Maharashtra. CITU State Committees should provide regular guidance, support and training to strengthen the anganwadi unions which can form a basis to develop statewide movement of working women.

12.11. However, the attendance to the meetings of the All India Federation is generally poor. All the State Committees of CITU should ensure that the representatives from their states in the working committee attend the meetings, without fail.

### **13. ATTACK ON TRADE UNION RIGHTS**

13.1 The Jaipur meeting of the CITU working committee, held in November 1999, had noted the nefarious design of the NDA Govt led by BJP, to enslave the working class. The unfolding conspiracy of the Govt in league with the employers' lobby, against labour, attacks on the hard won trade union and democratic rights has set the agenda of the united resistance struggle before the trade unions.

13.2 All the Central Trade Unions in the country without a single exception had expressed their concern at the steadily declining trend in the ethos of tripartism. The Govt at the apex tripartite forum of the country, the Indian Labour Conference (ILC), has reiterated, as a matter of routine, its commitment to tripartism. But it is the most dismal picture when we view the action taken statements, religiously placed at every meeting of the ILC and the Standing Labour Committee(SLC).

13.3 During this period, the Government has convened two meetings of the tripartite bodies. The 36th session of Standing Labour Committee was held on 9th February 2000. The 36th session of Indian Labour Conference was held on 14th and 15th April 2000. For the first time after assuming Prime Ministership, Atal Behari Vajpayee chose to address the highest forum of ILC, while inaugurating the session on 14th April.

13.4 These sessions of SLC and ILC were no more than talking shop, exercises, just debating the issues without achieving any positive results for the working class. Of late, the practice adopted by the Govt in drawing up conclusions on the subject debated without even incorporating the workers' side views and comments, reduces the whole exercise a mockery. It is deplorable that even some of the unanimous conclusions/ recommendations of these tripartite fora are not acted upon by the Govt of India. But, at the same time, the Govt is moving fast in the direction of imposing fetters on the democratic rights of the workers and trade unions.

13.5 The Govt has constituted Second National Commission on Labour, comprising a chosen few who are pro employer and pro-Sangh Parivar in their outlook. The terms of reference have only one objective-to dovetail the existing labour laws with the requirements of employers and MNCs, fitting in with the liberalisation and globalisation policies and measures.

13.6 The Govt has even declared to bring forth retrograde amendments to the Trade Unions Act, severely restricting the workers' right to organise and unionise. The Union Minister for Labour, Satyanarayan Jatia, has recently revealed that the BJP Govt is considering the question of "where hire and fire can be and where it cannot be permitted." Thus the Govt is surely contemplating to usher in the return of "Jungle-Raj" in industrial relations. The CITU decided to boycott the consultation meeting convened by the Ministry of Labour in connection with the functioning of the Second National Commission on Labour. Several other central trade unions also, except the BMS, INTUC and HMS, have similarly boycotted. The CITU is engaged in consultations with like-minded organisations and individuals to formulate a united approach towards the Commission.

13.7 The BJP led Govt has reduced the interest rates on Public Provident Funds, small savings and the General Provident Funds in respect of Central and State Govt employees. It refuses to accept the unanimous demand of the SLC either to increase the rate of interest on pension fund monies locked up in the Public Account of the Govt from 8.5% to 12.5% , or to release the fund for investment as per Govt decided pattern even. A reduction in the interest rate on workers' monies in the Employees' Provident Fund also cannot be far-off.

13.8 On the other hand, through a diabolical exercise by the Ministry of Social Justice and Employment, the Govt-appointed Dave Committee has come out with a nefarious proposal to divert workers' monies in the Provident and Pension Funds to speculative stock market. Though these obnoxious proposals have been rejected by the Central Board of Trustees of the EPF Organisation and the Standing Labour Committee, the Govt, it appears, has still not given up its game plan in this regard.

13.9 These developments have very ominous portents for the future of the workers trade union movement in the country. Utmost vigilance and united resistance to every single anti labour measure is the need of the hour. The CITU committees and unions at every level must do everything at their command to defend the hard won democratic rights of the working class against the onslaughts of the Govt-Employers combine.

#### **14. 14th WORLD TRADE UNION CONGRESS**

14.1 The World Federation of Trade Unions (WFTU) organised the 14th World Trade Union Congress in New Delhi from 25th to 28th March, 2000. About 250 delegates from outside India participated in this Congress. For the first time, such a Conference was held in India.

14.2 Though CITU is not affiliated to the WFTU, we decided to join the Reception Committee and to extend whatever assistance to the WFTU to make the Congress a successful event. The CITU undertook the responsibility of arranging simultaneous translation and Secretarial assistance during the conference. On behalf of the CITU, Comrades E.Balanandan, M.K.Pandhe, Chittabrata Mazumdar, Md.Amin, Jibon Roy, Kali Ghosh, P.K.Ganguly, S.B.Bharadwaj, KVA Iyer, Ranjana Nirula, Subash Chakravarty, R.Ramanathan, Sudhir Kumar attended the Congress. Apart from that, Com.Debenjan Chakravarty, TUI Construction, and P.B.Das, TUI Transport, attended the Congress. On behalf of All India State Govt. Employees' Federation, Com.Sukomal Sen, Com.Ajoy Mukherji and Com.Appan participated. From BEFI, GMV Nayak and from All India Insurance Employees' Association, Com.S.R.Saini attended the Conference. Besides, 16 CITU comrades were deputed as Technical Personnel for the Conference.

14.3 On 23rd March, an International Solidarity Conference of Trade Unions on economic blockade and sanctions was organised. Com.Jyoti Basu was to inaugurate it, but he could not attend due to his commitment in the West Bengal Assembly. However, his speech was read out in the Conference. The Conference gave a worldwide call against economic blockade and sanction. Several foreign delegates participated in the discussions. On behalf of CITU, M.K.Pandhe expressed solidarity with the people who are heroically fighting against the economic blockades and sanctions.

14.4 Despite ill health Indrajit Gupta, President, WFTU attended the Congress while Alexander

Zharikov, General Secretary, presented the Policy documents. During the course of discussions, several speakers criticised the absence of regular activities on the part of the WFTU and some of the Trade Union Internationals. The Policy documents talked about democratic control of multinationals which was criticised by several speakers. During the discussions, M.K.Pandhe, Sukomal Sen and Suneet Chopra spoke. M.K.Pandhe, Chittabrata Mazumdar and Kali Ghosh were on the Resolution Commission of the Conference. As a result of differences in opinion expressed by the delegates, the Policy document could not be finalised during the Congress. There was a meeting of the Asian and Pacific trade unions which decided to coordinate their activities in their region very effectively. It was noted by many speakers that not much activities were witnessed since the last congress held at Damascus in 1994. There was also a separate meeting of Trade Unions from the SAARC countries. It was decided to observe 11th May, 2000 as a day against globalisation and for trade union rights in the South Asian region, the day on which the Indian working class would be observing countrywide general strike at the call of NPMO.

14.5 Due to extreme financial difficulties WFTU was unable to carry on its day to day activities. It does not have adequate staff to maintain a rudimentary frame work of an organisation. When the attacks on the working class all over the world are increasing, the WFTU could not organise effective movements against these attacks.

14.6 On behalf of Jyoti Basu, Chief Minister of West Bengal, Comrade Md. Amin welcomed the delegates and hosted a lunch on 26th to all the delegates and observers attending the conference. On behalf of E.K. Nayanar, Chief Minister of Kerala, Com. K. Radhakrishnan expressed solidarity with the congress and hosted lunch on 25th, and on behalf of State Government Employees Federation a lunch was hosted for the participants on 27th.

14.7 The Congress elected a new leadership of the WFTU including K.L. Mahendra as President for one year and Alexander Zharikov as General Secretary.

14.8 The International Trade Union movement today continues to be devided and effective resistance to the imeperialist attack is the need of the hour. Several ICFTU unions have openly come out against globalisation and are keen to develop solidarity action against globalisation. Though worldwide unity of the trade union movement immediately is not possible to achieve, regional and local struggles of trade unions of all affiliations can be organised. The CITU should play a more important role in these united actions. We should also strengthen of our activities in the direction of expressing solidarity to the working class in other countries resisting the imperialist offensive of globalisation.

## **15. INTERNATIONAL RELATIONS**

15.1 The upswing in the growth of international relations of CITU continued following the last Working Committee Meeting held at Jaipur in November, 1999 with special emphasis on the development of closer relations with the TU organisations in Asia-Pacific Region.

15.2 A three-member delegation from the Vietnam General Confederation of Labour (VGCL) visited Delhi, Hardwar, Dehradun and Mussoree in mid-November at the invitation of CITU. The delegation availed this opportunity to meet Indian industrial workers and exchanged experiences on the living and working conditions of working people in their respective countries. The delegation also held fruitful fraternal discussions with the CITU leaders on matters of common concern.

15.3 The CITU nominated Raghunath Singh, Member of CITU Working Committee from the Punjab for participation in the forum entitled "NGOs of the South and Challenges of Globalisation", which was held in Havana from March 1 to 3, 2000. However, he could not reach Havana to take part in the forum due to last minute concellation of his confirmed ticket by the Russian airline Aeroflot.

15.4 An exhibition of Korean books and handicrafts was to be arranged in Feb. 2000 by the CITU in cooperation with the West Bengal State Government. Regretfully the exhibition could not be

held owing to certain unavoidable reasons.

15.5 The World Federation of Trade Unions (WFTU) held its 14th Conference in Vigyan Bhawan, New Delhi, from March 23 to 28, 2000. Although CITU is not affiliated to WFTU, it extended its full support and active cooperation by providing computers and interpreters for the conference. A number of our comrades participated in the conference as observers and made valuable contributions in the deliberations. We were also able to use this opportunity to expand our relations with more and more TU centers the world over.

15.6 Com. P.K. Das attended a TU programme in France on behalf of the Steel Workers Federation of India in the month of March.

15.7 The CITU Secretariat nominated National secretary, Jibon Roy for participation in the 36th Federal Congress of FTM-CGT, which was going to be held in Paris from April 3 to 7, 2000. However, due to non-availability of a confirmed air ticket he could not proceed to France to participate in the Congress.

15.8 A Four-member delegation to the WFTU Conference led by Com. Ryom Sun Gel, President of the General Federation of Trade Unions of Korea (GFTUK) was received in the CITU Central office by Com. E. Balanandan and available Secretariat members on March 29. The delegation expressed satisfaction at the continued growth of fraternal relations between our two TU organisations. Com. Balanandan gave them a brief account of the present Indian situation and stressed the need to carry out a joint struggle against the sinister designs of the World Bank-IMF-WTO combine. The GFTUK delegation also called on the CPI(M) General secretary, Harkishan Singh Surjeet at the party headquarters. The President of GFTUK left India on March 30 with one of his colleagues, while the other two comrades stayed in Delhi for 3 more days. During this period they visited a production unit of Avery company in Ballabgarh, which makes measurement instruments. They also attended a get-together of insurance employees to commemorate the birth anniversary of the late Korean leader Com. Kim Il Sung.

15.9 Notable among those who visited the CITU Central Office during this period were Com. John Fisher from MSF, U.K., and GEFONT General Secretary Com. Bishun Rimal and Secretary Com. Binda Pande, who had come to India to take part in the convention of Nepali Migrant workers in India held in December 1999. The convention was also attended by representatives of CITU, AITUC and AICCTU.

15.10 A number of international TU programmes are in the pipeline at present, which include the International Solidarity Affair (ISA) organised every year in Manila by the KMU on the eve of May Day and the World Conference Against Atomic and Hydrogen Bombs, held every year in Hiroshima and Nagasaki (Japan) in the month of August. Two Comrades from the Construction Workers Federation of India - Amal Krishna Kundu and Malay Kumar Nandi - and two comrades from the Tamil Nadu State Committee of CITU - S. Mallikarjunan and P. Kaliappan - have been nominated for the ISA programme at Manila.

## **16. THE WORKSHOP ON ORGANISATION**

16.1 Without a strong and well knit organisation it will not be possible to build big mass actions all over the country. A new strike wave is coming in the beginning of the new millennium and we have to play an important role in every actions so that they achieve success. However, we have yet to fulfill the tasks chalked out by us in Bhubaneshwar resolution.

16.2 As per decision of Ghaziabad General Council meeting, the CITU centre organised a workshop in Delhi on 13-15 March to discuss our organisational weaknesses and consider steps to streamline the organisation. Unfortunately, no one attended from Bihar and UP. From Maharashtra, one comrade, who came to Delhi for some other work, attended the workshop from the second day. The General Council should take serious note of this. However, the workshop was extremely useful and a separate report is being circulated on the outcome of the workshop.

16.3 I would request all the General Council members to discuss the report in depth and suggest steps to improve the organisational situation. This will enable to chalk out a definite measures to overcome our shortcomings in the organisation and style of functioning.

## **17. ON VERIFICATION**

17.1 The process of verification of membership of Central Trade Unions on the basis of 1997 membership has been initiated by the GOI. On 31st January 2000 the trade unions were asked to submit their claims. As per claims submitted by CITU our membership stands at 28,34,314 covering 3608 unions. Inspire of the efforts made by the Centre we have missed the claim of another 1357 unions who did not submit either the annual returns or the affiliation fees for the year 1997.

17.2 Many of our State Committees have also failed to realise that this verification is done for the purpose of determining the representation of the Central TU organisations on international and national Conference, Committees, Councils etc.

17.3 However, it is now important for the State Committees to ensure that whatever claims have been made is substantiated by our unions by positively responding to the requirement of the verifying authorities.

17.4 Many of the State Committees are yet to send 2 names as authorized representatives of the State to facilitate in the process of verification at the State level. Sub-Committees framed at the State level should monitor the progress and act according to the need.

## **18. MEMBERSHIP**

18.1 In the Silver Jubilee year of CITU in 1995 the Patna Conference had taken a decision to increase the membership of CITU to 30 lakhs.

18.2 Again in the last Conferences at Kochi, we have decided as one of our future task to raise the membership of CITU to 40 lakhs in the next three years.

18.3 Enclosed as annexure to this report is a statement showing Statewise membership as per the annual returns received till 10th April 2000. If we take into consideration the report of many of our State Committees, the CITU membership should have crossed 30 lakhs but its reflection is not there in the table. As per the table our 1998 fully paid membership sands at 20,93,182 only and very few returns of 1999 has been received till date. Whereas by this time we should have received full of 1998 and a substantial portion of 1999 membership.

18.4 This shows that our State Committees are yet to ensure submission of returns and remittance of fees to the centre in time. Consolidation of our existing membership by activising and revamping our unions and drawing newer members under the bannér of CITU is the task we have set for ourselves. We cannot afford to remain complacent. We had noted in our organisation report "If we take expeditious steps in overcoming our organizational lapses, the scope for increasing our strength manifold will be available to us. With improved organizational frame work our ability to lead the working class movement will grow immensely and our capacity to develop in weaker areas will increase substantially...."

18.5 The recently held Workshop on Organisation dealt in details on the aspect of expansion of membership base and emphasised that the State Committees must regularly monitor the work of the unions/district/regional committees to ensure that the membership drive is carried on round the year following every action/activities by the unions.

18.6 This apart, as decided many times earlier (but not being implemented yet) State Committees must ensure that the affiliated unions must submit annual returns to the Registrar of TU's in time. (Within 30th April) and send a copy alongwith affiliation fees etc. to the CITU Centre within 30th June (as per CITU Constitution).

18.7 Comrades, this year we shall be holding our Conference. Last Working Committee meeting

at Jaipur had decided that the delegation will be finalised on the basis of paid up membership of 1999. It is, therefore, important that the State Committees ensure that our unions submit their returns for 1999 latest by June 2000.

18.8 Finally, I come to the most important aspect - the payment of affiliation fees every year in time. You are aware that affiliation fee is the only source of income of CITU and entire functioning of CITU Centre depends on this. Within a months time, may be, we are moving to our own building. In the meantime series of struggles both independently and severally has been launched by CITU. Against the backdrop of our expenditure in the coming days, 0.50p membership fee is paltry and non-collection in time makes financial condition of critical still. It was therefore suggested and discussed in the Ghaziabad General Council meeting and Working Committee meeting at Jaipur as well, to increase the membership fee from 0.50p to Re. 1 per member per year. A proposal for constitution amendment to this effect is being placed for your approval as annexure to be placed in the next CITU Conference.

## **19. BTR MEMORIAL FUND**

19.1 It is unfortunate that inspite of our deciding so many times we are unable to move to BTR Bhawan due to some trifle matter. However, efforts are being made to see that we can move to our own building on 30th May, 2000, the CITU foundation day.

19.2 I had been reporting in the last so many meetings that once we shift to our new building our expenditure is going to increase substantially. Further, substantial work of the building is still pending for want of funds. Time and again, it was also stressed that the State Committees should fulfill their commitment of contribution towards BTR fund so that a corpus fund could be created and kept as fixed deposit enabling us to utilise the monthly interest to subsidise our monthly expenditure. But the apathy of our State Committees has been a matter of deep concern. Not even 50% of the agreed quota has been collected inspite of so many final calls, by our State Committees (Annexure-III).

19.3 Currently, BTR fund is having few thousand rupees only and the saddest part is that due to paucity of funds we are not only unable to complete the interior work but bills amounting to Rs.20 lakhs approx. remains to be paid for the work already done. Situation is quite embarrassing and only our State Committees can decide what should be done in this regard. Nevertheless, the money has to be collected within a short period of time and the State Committees should accordingly chalk out concrete steps to fulfill the task.

## **20. TENTH CONFERENCE OF CITU**

20.1 The Tenth Conference of the CITU has been fixed from 27th to 31st December 2000 at Hyderabad. The Andhra Pradesh CITU has held a meeting on 16th April to form the Reception Committee and preparations for the Conference are being planned well in advance. The different State Committees are planning their State Conferences. W. Bengal and Tripura State Committees have already held their State Conferences while others are in the process of fixing their programmes.

20.2 We should seriously make preparation so that the Conference becomes a leadmark in planning our future programme of activities and struggle.

## **21. FORWARD TO A SUCCESSFUL NATIONWIDE STRIKE ON 11th MAY**

Dear Comrades,

21.1 The most important task of CITU today is to prepare for a massive countrywide strike against the economic policies of the Govt. of India on 11th May, 2000. Already widespread response have been received by the working class throughout the country to the clarion call. Still

there should be no complacency and all CITU Unions and activists must plunge into series of action to popularise the strike call so that a countrywide voice of protest is heard in a powerful way on that day. Our State Committees and Industrywise Federations should immediately approach all other organisations to participate in this crucial strike action. Series of State level, Industry level, district level and regional level conventions should be organised to popularise the issues raised by the National Platform of Mass Organisations.

21.2 CITU Unions should also keep in touch with other organisations like Kissan Sabha, AIDWA, AIAWU, DYFI, SFI so that mass action can be organised in cooperation with other mass organisations. The other mass organisation can join the agitations like Rail Roko, Rasta Roko, Human Chain, Dharna, Picketing etc. so that on that day of general strike, in every centre of human life the protest of masses should be powerfully heard all over the country.

21.3 Comrades, there are some areas of weakness which should also be kept in mind. All over the country, our unions are not equally active in popularising the action programme. Even some of the unions are starting the activities at a very late stage. Wherever possible, door to door campaign, wall writing, issue of hand written posters, issue of leaflets etc. should be given due importance. Our campaign must cover all sections of masses and workers. Particularly unorganised sector workers, who are seriously affected by the recent steps taken by the Govt. of India, should be mobilised in a bigger way so that the programme of 11 May is really converted into a nationwide people's movement.

21.4 We should also make efforts to approach political parties at State levels so that they also give call for State level Bandh in support of our struggle. On 11th Dec, 1998, it was possible to organise Bandhs in eight States. We should ensure many more states are covered in this protest action all over the country. Wherever possible, NPMO type Action Committees should be developed so that they can coordinate state level actions more effectively. CITU unions and leaders must give top priority to this crucial task so that the nationwide general strike on 11th May becomes a much bigger action than the five all India strikes we have organised during the last decade. The future of our movement much depends on the success of this mass action. We should try to involve masses supporting the NDA Govt. in our programmes so that discontent among them also should be fully utilised.

21.5 I am sure all comrades participating in the discussions will give due importance to this important task and spell out their experience and their activities they have undertaken in this regard and what they proposed to do in the forthcoming period.

## **22. PREPARE FOR LONG-DRAWN STRUGGLES TO FACE THE CHALLENGING SITUATION**

Dear Comrades,

22.1 While making every effort to organise successful general strike on 11th May we should prepare the working class and the toiling masses of India to prepare for a long drawn struggle to reverse the policies of financial globalisation.

22.2 As we have seen, the NDA Government's policies are serving the interests of MNCs at the cost of our national interests which are bound to place crushing burdens on the common people of India. The present simmering discontent among the masses will rouse their anger which will bring them into more and more actions. We have to mobilise vast number of masses into various forms of struggles. These struggles are bound to acquire more and more militant character when the attacks on their standard of living will become ferocious.

22.2 We have to play a crucial role in unifying all sections of popular masses. Despite several shortcomings National Platform of Mass Organizations has become popular all over the country and increasingly the mass organisations are drawing closer to it.

22.3 Under these circumstances, sustained and concerted actions, much powerful than what we are organising to-day have become need of the hour.

22.4 The response, people are giving in our day to day struggle is indeed overwhelming. The experience of Salem and Visakhapatnam struggle shows clearly that the struggle against privatisation and sickness can be converted into a genuine people's struggle which can force the Government of India on the defensive. Though these struggles are to-day of a local character, they may acquire the shape of regional or State level struggles. We have to seize such opportunities so that our actions acquires the widest possible broad based character.

22.5 Our struggles are likely to get international support and we are also extending supports to the struggles being organised in different parts of the world. The atmosphere for strengthening international solidarity actions is becoming more and more favourable to our movement.

22.6 Hence, converting the symbolic struggles into long drawn nationwide struggle should be our priority task and CITU should muster its strength in consciously organising the all India movements of all toiling masses.

22.7 Let this General Council meeting give thought to development of such struggle which can create confidence in the mass of people that the policies of capitalist globalisation can be defeated and independent national economy can be built up by adopting alternate policies by opposing MNC's exploitative policies and also the struggle for elimination of poverty can be developed by relying on the policies of self reliant development of economy.

22.8 Let us march with confidence! We can achieve success if we are united and determined!

With greetings,

M K Pandhe

General Secretary

# ANNEXURE TO GENERAL SECRETARY'S REPORT

Agenda Item No.5 Finalisation of the proposal for revision of affiliation fees for placing before the CITU Conference.

ANNEXURE-I

## ON AMENDMENT TO CITU CONSTITUTION

This General Council meeting of CITU held at Kozhikode from 22-24 April 2000 proposes following amendment to the CITU Constitution to be placed for approval in the ensuing CITU Conference to be held at Hyderabad.

Amendment to clause 15(a).

Clause 15. Each affiliated union shall pay to CITU

(a) An affiliation fee at the rate of fifty paise (Rs.0.50) per member per calendar year subject to the minimum of Rs.20/-"

Should now be amended to read as

Clause 15. Each affiliated union shall pay to CITU

(a) An affiliation fee at the rate of Re. 1 per Member per calendar year subject to the minimum of Rs. 40/-

## STATEMENT SHOWING STATEWISE MEMBERSHIP AS PER ANNUAL RETURN RECEIVED TILL 10.4.2000

Name of State	Unions Submitting Returns			Position of Membership according to Annual Returns		
	96	97	98	1996	1997	1998
Andaman & Nicobar	6	8	1	2059(-)	2048(-)	275(-)
A.P	676	756	464	191802(37083)	222740(45024)	123745(31096)
Assam	75	78	75	38315(9953)	42148(11717)	36803(11093)
Bihar	29	29	17	42557(6234)	43927(5599)	13158(259)
Delhi	65	60	27	43296(1842)	45793(2213)	8898(657)
Goa	6	7	7	2583(-)	2431(139)	2141(13)
Gujarat	16	16	14	11211(714)	14660(232)	8491(286)
Haryana	19	19	12	18559(4419)	21753(5958)	26680(8020)
H.P	23	21	22	6002(2843)	5873(2354)	6037(2524)
J & K	1	1	1	550(9)	572(12)	469(12)
Karnataka	74	74	9	55769(23728)	62021(29885)	12314(1641)
Kerala	842	813	369	768461(194513)	788473(210125)	351388(90308)
M.P	55	69	47	30777(4583)	39603(4137)	20034(1297)
Maharashtra	19	29	25	26594(7720)	33496(3427)	26997(1835)
Orissa	27	34	10	21896(3959)	21027(4613)	3172(385)
Punjab	84	73	26	59327(323)	44151(580)	36124(121)
Rajasthan	49	62	19	32158(290)	34301(275)	3785(16)
Tamilnadu	411	423	382	208495(21992)	241136(25225)	228627(22486)
Tripura	24	19	2	36372(3018)	33861(2197)	17801(2870)
U.P	90	83	87	32094(223)	21002(238)	23362(619)
W.B.	920	970	896	1083405(75071)	1114661(115061)	1142881(137491)
<b>Total</b>	<b>3511</b>	<b>3644</b>	<b>2512</b>	<b>2711472(398517)</b>	<b>2835677(469011)</b>	<b>2093182(313029)</b>

### Total No. of Unions submitting Annual returns

### Membership as per Return

1983	1854	1890993
1984	2005	1575655
1985	1717	1716457 (132536)
1986	2412	1844273 (209348)
1987	2350	1680884 (206482)
1988	2618	1919280 (264507)
1989	3114	2425000 (247388)
1990	2934	2095550 (245060)
1991	2783	2088218 (291228)
1992	3343	2381012 (321620)
1993	3156	2371405 (306344)
1994	3198	2470131 (261980)
1995	3512	2784050 (358188)

Figures in bracket indicates Female Membership

## B T R MEMEORIAL FUND STATEWISE BREAK UP OF RECEIPTS (UPTO 10.4.2000)

Names of the State Committees	Amount Received (Rs.)	Committed Amount (Rs.)
West Bengal	55,52,615.00	1,00,00,000.00
Andhra Pradesh	4,24,180.50	15,00,000.00
Assam	64,180.00	5,00,000.00
Bihar	74,522.00	8,00,000.00
Delhi	1,08,930.00	2,00,000.00
Kerala	31,42,500.00	50,00,000.00
Madhya Pradesh	16,342.00	2,00,000.00
Orissa	23,608.50	5,00,000.00
Punjab	4,47,152.00	10,00,000.00
Rajasthan	3,00,615.00	5,00,000.00
Tamilnadu	5,62,580.00	30,00,000.00
Tripura	30,280.00	5,00,000.00
Karnataka	2,10,016.00	7,00,000.00
Himachal Pradesh	8,756.00	2,00,000.00
Haryana	43,850.00	2,00,000.00
Maharashtra	2,11,182.00	10,00,000.00
Uttar Pradesh	1,61,750.00	5,00,000.00
Goa	50,000.00	1,50,000.00
Gujarat	14,000.00	1,00,000.00
Andaman & Nicobar	5,000.00	
Individuals/ Union/ Federations	4,90,466.00	
Bank Unions/ Federations	4,08,499.00	
Insurance AIIEA	1,43,500.00	
AISGEF	6,31,670.00	
<b>Total</b>	<b>1,31,26,194.00</b>	<b>2,65,50,000.00</b>

### DEATAILS OF RECEIPTS SINCE 7.11.99 (JAIPUR MEETING)

CMC Karmachari Union, Hissar	3,100.00
W R Varada Rajan, CITU	500.00
A Dakshi, CITU	1,000.00
All India Peerless Emp. Union, AP	2,000.00
BEFI Kerala State	5,350.00
A Dakshi, CITU	2,000.00
W R Varada Rajan	250.00
NPCC Ltd. Workers Union of India, WB	11,000.00
MP State Committee of CITU	2,000.00
AP State Committee of CITU	52,015.00
Kerala State Committee of CITU	4,00,000.00
Niranjan Singh, CITU	551.00
Delhi State Committee of CITU	3,000.00
Sikha Das Gupta, WB	100.00
W R Varada Rajan, CITU	500.00
Participants of CITU-ILO Workshop	27,391.00
CITU Gwallior Dist. Committee, MP	500.00
Airport Emp. Association, New Delhi	5,000.00
Engineering Kamdar Union, Gujarat	1,000.00
Municipal Kamdar Karmachari Union, Gujarat	1,000.00
UP State Committee of CITU	10,000.00
From Participants of Workshop	1,60,000.00
W R Varada Rajan, CITU	1,000.00
K Hemalatha	1,000.00

Total (Upto 10.4.2000) 6,90,257.00

Receipts upto 7.11.99 (Jaipur meeting) 1,24,35,937.00

Total 1,31,26,194.00

## THE VOICE OF THE WORKING WOMAN CIRCULATION

Sl. No.	State	May '99	April 2000	Change
1.	Assam	05	34	+29
2.	Andhra Pradesh	439	802	+363
3.	Bihar	09	07	-02
4.	Delhi	95	323	+228
5.	Goa	05	--	-05
6.	Gujarat	--	01	+01
7.	Haryana	08	14	+06
8.	Himachal Pradesh	07	01	-06
9.	Jammu & Kashmir	05	--	-05
10.	Karnataka	54	231	+177
11.	Kerala	389	640	+251
12.	Madhya Pradesh	07	24	+17
13.	Maharashtra	87	88	+01
14.	Orissa	30	11	-19
15.	Pondichery	05	05	--
16.	Punjab	10	02	-08
17.	Rajasthan	01	01	--
18.	Tamilnadu	515	850	+335
19.	Tripura	17	35	+18
20.	Uttar Pradesh	05	08	+03
21.	West Bengal	63	264	+201
Total		1756	3341	+1585

- Note:
1. The circulation has almost doubled in one year. But still there is vast scope for improvement
  2. In states, where working womens' sub-committees are formed in unions of electricity employees, teachers, insurance/ bank employees, State Govt. employees etc. efforts to enrol subscribers through these committes will help in increasing the circulation.
  3. In states like Madhya Pradesh, Haryana, Bihar, Punjab, Pondichery etc. where we have close contacts with middle class employees' organisations, efforts have to be made to enrol subscribers in large number.

The State Committees of CITU should guide the Working Womens' Co-ordination Committees/ activists in this regard.

**REPORT  
ON  
THE WORKSHOP  
ON ORGANISATION**

## REPORT ON THE WORKSHOP ON ORGANISATION

As decided in the last meeting of the CITU General Council at Ghaziabad, a national workshop on organisation was held in New Delhi from 13th to 15th March, 2000. We are presenting below a report on the workshop for detailed deliberations in this meeting and for deciding on appropriate followup measures.

It has time and again been revealed in the course of reviews carried out in different forums that even seven years after its adoption, many of the tasks laid down in the Bhubaneswar document still remained to be implemented. Most of the weaknesses and shortcomings identified in the document still persisted in varying degrees. While it was recognised that implementation of the tasks would be an ongoing process it was observed that the process had reached a state of near stagnation, and it required a powerful push. It was in this context that in the Ghaziabad session of the General Council the decision for a workshop was taken.

It was later decided by the secretariat that the workshop would be held in Delhi for three days so that adequate time might be available for thorough discussion of all relevant aspects of the problem. It was also decided to keep the attendance limited, as a general rule to the President and the General Secretary of each state and federation, besides the central office bearers of CITU. However states with comparatively larger membership were to send some more Comrades.

The States and Federations were called upon to send reports in accordance with the guide line (questionnaire) within specified dates. Only 14 State Committees and 8 Federations sent reports none within the dates originally stipulated. Not all the 14 reports were prepared according to the guide lines. However some of the reports were prepared with meticulous care. Due to non receipt of some reports and late receipt of many others the idea of presenting a comprehensive picture of the state of CITU organisation at the all India level was abandoned.

In all 63 Comrades from 18 States attended the workshop. No one attended from Bihar and UP, two most important States in Hindi belt which largely influence the political destiny of the country. From Maharashtra our comrade, who came to Delhi for some other work, attended from the second day. Some States however insisted for larger representation than allotted for them and some additional Comrades did participate. The workshop was held on 13-15 March, 2000.

After the opening remarks by the General Secretary and a brief speech by Com. Samar Mukherjee the plan for discussion was explained by Kanai Banerjee. Comrades were then divided into four groups, each taking up one aspect of the organisational problems. One group took up the question of increasing membership and area wise and industry wise expansion. Another group dealt with Democratic functioning. The third group worked on Trade Union education training and ideological work and the other group discussed the functioning of the federations. The recommendations of the groups were reported to the plenary session followed by a round of discussion. The conclusions of the group discussion are given hereunder for consideration of the General Council.

The workshop was undoubtedly a step in the right direction. As stated above the stagnating process of implementation of the tasks laid down in the Bhubaneswar document needed a strong push for getting a fresh start. Simply routine discussions in working committee or general council would not have been enough, a special detailed and in-depth discussion among the top leadership of CITU comprising the office bearers and State Presidents and Secretaries was necessary. Only a workshop of this kind could provide such an opportunity. Although there is failure on the part of many State Committees to send report, and a few state committees also failed to attend, the interest taken by State Committees generally justify the decision to organise the workshop. However, but for some shortcomings in preparation for and conduct of the workshop, we might have derived more benefit from it than we have actually got.

One major shortcoming was the failure on the part of the centre to submit a self-critical review report on the functioning of the centre. It was very rightly pointed out in the Bhubaneswar document that the condition of the entire organisation certainly the process of streamlining the organisation,

depends first and foremost on the functioning of the centre. Review of the functioning of the centre should have been a part of the discussion in the workshop. A self-critical review of the centre functioning would have provided a model for discussion in the workshop. Absence of such a report has detracted from the possible value of the workshop.

The workshop was organized for a limited purpose and it was made clear in the paper "Task before the workshop," to analyze the reason for not being able to fully implement the Bhubaneswar document and to work out concrete steps for implementation of the unimplemented elements. The purpose of the workshop was not to discuss whole gamut of organisational question over again because they were comprehensively discussed in the Bhubaneswar document itself. But the discussion in the workshop has not always been as much to the point as might have been expected.

The General Council also needs to take serious note of the almost incorrigible habit of not sending report, not sending them in time and in proper form. The workshop might have been better prepared for if all the State Committees had send properly prepared report in good time. Serious note has also to be taken of the absence of Comrades from UP and Bihar. While these states occupy most important place in the social and political life of the country, our organisation is extremely weak in the former and it seems to be declining in the later and so their participation in the workshop was all the more necessary. Those state committees who defaulted in sending report and/or attending the workshop owe explanation to the general council.

However, as has been stated during the inauguration, the present workshop should be considered as the beginning and not as the end. Perhaps we will find it useful to organise a series of such workshops, workshops at State or regional level, or workshops in some other form. The centre will thoroughly study the experience of this workshop, take lessons from it and plan future steps. But the most urgent tasks for the centre will be to examine howfar the functioning of the center has been reoriented in the light of the Bhubaneswar document, what remains to be done and how to it. This must have to be the starting point for any follow-up steps to be really effective.

The points that emerged during the discussion in the groups on respective issues are summarized below for discussion in the general council. These points and the views of the general council will be the basis for an action plan for implementation of the Bhubaneswar document to be prepared by the centre to workout as early as possible.

## CONCLUSIONS OF THE GROUP DISCUSSION

### 1. ON DEMOCRATIC FUNCTIONING

The Group discussed at length on the subject "Democratic Functioning", with special emphasis on "Involvement of workers in decision making". Considering the gravity of the international and national situation, consistent campaign by the Government and hostile classes in favour of new economic policies and the involvement of the size of the workforce in the ongoing struggles, this aspect of the subject was seriously felt to be discussed by the Group.

The group observed the following:

- a) In the context of globalisation, liberalisation and privatisation, need to transform the economic character of the trade union struggles into political one is gradually becoming important. These policies of the Government are creating hindrance before the trade unions in conducting struggles to protect the economic interests of the working class.
- b) Even in the areas, where we are strong and consistently engaged in organising the struggles of the workers, it is becoming difficult to involve broader sections of workers in these struggles. Even among the participants in the struggles against the policy of globalisation, liberalisation, privatisation etc., a large section is confused on the need to fight back the policies pursued by the govt. In other word this can be said that they could not realise the issues of struggles as their own issue and the decisions of struggles as their own decision.
- c) Even in cases, where the struggles are of economic nature, a sign of frustration is being observed

among a section of workers.

d) In the present context, the involvement of more and more workers in the on going struggles is becoming a must for CITU.

e) It was easy to mobilise the working class earlier to realise their economic demands. Even in absence of any day to day contact and interaction with the mass of workers, the workers could understand the issues as their issues and took part in struggles.

f) To mobilise them more and more in struggles against the policies of the Government, as a precondition, the working class must have to be made to understand that the said policies have links with their sufferings. Today at best we are holding the committee meetings and communicating the decisions through gate meetings and issuing leaflets. Use of any organisational mechanism, to get regular feed back from the workers is generally not in practice today.

g) Sole dependence on gate meetings, general meetings only, is not serving the purpose. Due to shortcomings in our understanding of the situation and need, we have not taken much care in this area till now.

h) To uplift the economic consciousness of the workers to political level, we could not make it an organisational practice to maintain day to day living contact with grass root level workers through various organisational mechanisms like interactions in department meetings, group meetings, area meetings etc. Naturally, a vast section of workers are failing to find this link between the pursued policies and their sufferings.

To overcome the weaknesses, we are to inculcate the following organisational practices in our trade union functioning:

a) Holding of conference of the union as per the rules and constitution of the union. Workers have to be given the opportunity to elect their committee. If the workers demand, election of committee has to be done through secret ballot.

b) In the committee meetings and department meetings, the members have to be encouraged to speak and express their views freely and frankly, so that they may accept the decisions as their decisions. All sorts of bureaucratic and highhanded attitude on the part of the leaders have to be discouraged.

c) Department/shift /group/area committees are to be formed by the union committee and these have to be kept active.

d) Membership collection drive have to be continued throughout the year and through the respective department/shift /group/area committees.

e) Apart from the trade union issues, through these department/shift /group/area committees workers up to the grass root level, have to be made conscious about the problem of industry, industrial and financial policies, danger of communalism and divisive forces. General workers are to be encouraged to express their views freely in these meetings.

f) The executive committee need to be aware about the discussions in these meetings of department/shift /group/area committees, so that they may consider the views of the general workers during decision making. Implementation of decisions taken by the higher committees and the respective committees has to be guaranteed.

g) Review of the ongoing campaigns and struggles at regular interval have to be made and to be reported back at lower levels. Reporting from above and from below has to be ensured. Check up system should be introduced at all levels.

h) Apart from the discussions in department/shift /group/area committees, individual interaction, organising debates on various issues, use of electronic and print materials, cultural and sports activities etc. have to be utilised as vehicles of communication to the mass of workers at grass root level.

i) Special efforts have to be made by the Committees of CITU unions at all level to involve the workers belonging to Scheduled caste, Scheduled tribe and minorities in trade unions taking up their problems relating to social justice.

j) Serious efforts have to be made to develop efficient cadres from among the ranks of workers to avoid multiplicity of responsibilities of few leaders, self styled functioning, etc. which are standing in the way of democratic functioning of the unions.

k) Approval of workers through appropriate mechanism has to be obtained before signing an agreement.

l) Placing of Audited accounts before the committees periodically have to be ensured.

Recommendations regarding Working Women:

a) Every state committee of CITU to discuss and decide areas of priority to work among working women.

b) One state secretariat member to be given the responsibility for working women's work.

c) Whenever possible, a whole timer, (if possible a women) to be deputed for this work.

d) Women's sub-committees to be formed in industries/sectors employing a large number of women.

e) Decisions taken by General Council regarding working women to be implemented.

## **2. ON EXPANSION OF MEMBERSHIP AND ORGANISATION**

The 9th conference of CITU was held with 2784050 membership. Up to 31-12-97, the membership reached 2795241 as per annual return submitted for 1997 and received in CITU centre, and as per reports received thereafter, membership reached around 28.41 lakhs for 1997— an increase of around fifty seven thousands in two years(1995-1997).

But, if seen state-wise, CITU membership in many of the states has actually declined from 1995 level, except in case of West Bengal, Andhra Pradesh, Tamilnadu, Rajasthan, MP, Himachal Pradesh, Assam, Tripura and Haryana. Among them the decline is quite high in Bihar ( by around 22000), Punjab(by around 19000), Karnataka(by around 20000). In other states recording decline of membership, the extent of decline is ranging from 3000 to 10000, which is also quite high in view of their already low membership base. In AP and Tamilnadu and MP, the increase in membership is sizable, at 74000, 13000 and 10000 respectively during 1995-1997 period.

The aggravating industrial sickness and closures and massive reduction in workforce in organised sector of industries through VRS and other routes can be attributed as few of the reasons for such decline in membership, but that alone cannot explain the phenomenon of decline in membership in most of the states, since, if looked into greater detail, the impact of sickness and closure is not that uniform in all the states showing decline in membership and in many of them CITU has a very small presence in organised sector of industries.

Minimal presence of CITU in the organised sector and the strategic sector industries and also in big modern industries in case of most of the states is also a matter of grave concern. It creates a situation of totally discarding those strategically important sector for any initiative by the concerned state level leadership, thereby handicapping the TU movement in the state. These sectors are of immense importance in so far as the intervening and striking capacity of the trade union movement is concerned. Our experience shows that it takes time to make headway in the organised industries and factories and it requires patient and continuous persuasion and cultivating contacts, factional work in the already existing unions etc in a planned manner. Further, the present level of skill and competence in many of the states is required to be augmented/ improved upon for effective organisational work in the organised sector. As on date we are yet to give due attention to this vital area.

Hence the question remains: how do we look at this phenomenon organisationally and address the problem of decline, stagnation and uneven spread of our membership base on the industrial economy? The Report on Organisation categorically pointed out our failure to convert our ever increasing influence among the workers into organisation. We cannot attend to this vital task of the day without seriously taking up membership drive and related organisational work as a continuing and inseparable agenda organically linked up with other day to day trade union activities and

struggles.

Experience shows that the importance of round the year membership enrollment drive at unit level along with other campaign/agitation/movement have not touched the consciousness of our leading committees of various level. As a result, non-member workers attracted to general campaign/agitation/movement could not subsequently be retained in the organisational fold. Experience also shows that unless chased by the centre again and again, membership particulars, affiliation fees and annual returns do not reach the centre from many of the states reflecting extreme irregularity prevailing at the lower level in respect of membership drive.

The workshop after thorough discussion in the group has made specific observation and recommendation on our task in respect of expanding the membership base and consolidating the increasing influence of CITU into organisation.

#### MOVEMENTAL PERSPECTIVE

CITU, from the days of inception could grow and expand through struggle and in the process of uniting trade union movement in that direction. Hence the movemental perspective is of immense importance.

1) Against the new economic policy, united struggle is going on— maintenance of continuity of the said struggle is of utmost importance.

2) Along with united struggle programme, CITU should not fail to take up side by side, independent activities, movement programmes at all levels, national, state and enterprise/sectoral.

3) In the enterprise level and also at the initiative of industrial federations, independent movement is to be developed on industry-specific and enterprise specific issues.

The independent mobilisation of CITU at all levels may also be planned in co-ordination with our friendly unions in service sectors and Govt sector. These independent activities would create better ground for united struggles.

4) Independent mobilisation should also be organised on demands of the common people like right to employment and against growing unemployment, price rise etc. Solidarity action in support of various sectoral struggle should also be an important part of our independent activities.

5) Our independent activity should also focus on the demands of the most down trodden, the SC/ST workers and those from backward communities, not merely their economic demands in the workplace but also their demands for social justice. Our leading bodies have to take proactive role to champion the cause of this section of the working people.

6) The campaign against communalism, particularly against the hectic drive on the part of the ruling Govt to communalise and saffronise administration and the educational and social institutions and their bid to create disruption among the working class have to be pursued with all seriousness. With the above perspective, we have to reorient our organisation, to take up the challenge facing the working class movement. There is no alternative to the task of developing a strong and functioning state centre and state committee, and activating the leading bodies at district and regional levels and also the industrial federation to facilitate collective functioning at all levels, if we are to make effective stride towards expanding and consolidating CITU in the country. In view of the most important role to be played by the district committees in expanding the organisation as pointed out by the Bhubaneswar document, the CITU constitution may be suitably amended to clearly define and assign more propriety to the role of the district committee. The Bhubaneswar document has already formulated the concrete tasks on that aspect, and the group on Democratic Functioning has dealt on further details.

#### THE THRUST AREAS

1) The level of unionisation in the vast unorganised sector is still very low and this sector is expanding consequent upon decline in the workforce in the organised sector particularly in the traditional areas. This sector must receive much greater attention from us.

In view of the vastness of the sector and also the shortage of cadres in the states, the state committees must plan and identify the priority areas to depute our limited strength of cadres there,

instead of groping round everywhere.

Again, our work in unorganised sector must focus on organising the workers in particular trade/ occupation-based unions with a thrust on developing movement on trade-specific issues of the workers, instead of relying on omnibus structure and only harping on general issues.

2) At the same time, the strategic industries like port & dock, transport, oil, electricity etc and also the big industries in the organised sector also deserve special attention of our organisational drive. It is difficult to make headway in these sectors but we can ignore this areas only at our peril.

3) In view of increase in the pace of contractisation in the post liberalisation period leading to phenomenal increase in the contract workers in all the industries along with casual and daily rated workers, we should make special effort to organise this vast section of contract/casual workers. As has already been decided, the permanent workers union in the concerned industries have to make serious effort in organising the contract workers and casual workers of the concerned industry. Based on above, we should make serious effort to reorient our work in the following direction:

1) The task of membership enrollment by the union-level-committees is to be taken up as a round-the year programme linked up with other activities. The work of renewal of the existing membership have to be meticulously pursued at union level.

2) After every campaign/agitation/movement programme, respective leading committees must compulsorily review the aftermath situation to identify the new forces joining the programme and take concrete step for membership drive followed by regular review in concrete terms and not general.

3) The respective higher level committees must involve in such exercises at the union/next lower level and monitor the implementation of the decisions in concrete terms.

4) The state committees also must regularly monitor the work of the unions /district/regional committees to ensure that membership drive is carried on round the year following every action/ activities by the unions and district/area-level committees regularly pursue the task.

5) The CITU centre also must improve upon its functioning particularly in respect of monitoring the implementation of the Bhubaneswar document and the recommendations of the workshop. It must have to assert itself much more and play a pro-active role in the matter of assessing the reasons and addressing the problems of failures, non-compliance of decisions and tasks by various leading bodies and segments of the organisations.

6) The centre must continue to make special effort for implementation of the Bhubaneswar document on organisation particularly in respect of weaker states/ hindi region states.

It is noted that the practice of sending affiliation fees with returns every time before the all India conference by many unions and some state committees is also affecting most adversely the membership of CITU. Such practice also provenly provoked loss of initiative to renew/enroll membership every year on a regular basis between two all India conferences of CITU and resulted in loss of at least one lakh membership of CITU as per returns received for 1997 besides affecting performance of CITU in the ensuing membership verification by the Govt.

Hence, as decided many times earlier (but not being implemented yet), every affiliate unions must submit annual return in times and send affiliation fees/ copy of returns to the CITU centre and the state committee within one month, i.e. by the end of May every year positively and the state committee also must ensure implementation of the same through regular monitoring of the unions/area-committees and also send the affiliation fee-proceeds and annual return of the unions to CITU centre immediately after receipt at the state centre.

#### OUR WORK AMONG WORKING WOMEN

The group on expansion discussed our work among working women. It was noted that except 2-3 states, the State Co-ordination Committee are not functioning and even where they are functioning, the attendance is very poor - around 30-40%. The representatives of CITU affiliated union rarely attend the meetings. Union level co-ordination committees were formed in very few unions. No industry level co-ordination committee has been formed.

The members of the group unanimously agreed on the importance of improving our work among working women. It was noted that in the conditions of liberalisation and globalisation, the number of working women was increasing, particularly in the unorganised sector and the need to organise them was emphasised.

The group reiterated the tasks laid down by the Ghaziabad General Council and the need for a time bound implementation of the tasks.

1. All The States should identify the priority areas/ industries with large number of working women.
2. Allot cadre preferably women for work among working womens. at the state centre and wherever possible at district level. One state office bearer functioning from the state centre to be given the responsibility of this work.
3. State Committees should review the work among working women periodically.
4. The CITU State Committees should ensure that the necessary funds are provided for the activities among working women.
5. State Co-ordination Committees to be formed immediately wherever they are not formed; They should be mode functional where they exist but are not active.
6. The All India and state centres should regularly checkup the implementation of the decisions.
7. Special attention should be paid to identify and train cadres.

### **3. ON EDUCATION AND IDEOLOGY**

1. Bhubaneswar document had nailed down our responsibility on education and research and pointed out our failure in finalising a syllabus and organising central and regional schools.
2. This group feels that the situation still continues like that right from central level downwards with some exceptions in some states.
3. The reasons usually forwarded by us that we were too busy to work on this important programme lacks credibility.
4. Specially after 1993 when the national and international situation changed rapidly and ideological, cultural offensive was unleashed and a large number of workers were confused and came under bourgeois influence, we failed to act promptly, though in other forms we have tried to answer the questions raised or as the situation demanded.
5. There have been some efforts by some state committees and some federations to hold state level or industrywise classes with specific subjects that included ideological subjects also. Andhra Pradesh state committee has conducted detailed education programmes at different levels like state, district and union level classes. TN, Delhi, and MP and some other state committees also had some classes.
6. In the face of serious ideological attack and rise of communalism and casteism as well as the programme of structural reforms demanded that we followed up the Bhubaneswar document and Cochi conference decisions with due seriousness. We failed to do it. The impact of communalism is being felt among a good section of working class.
7. It is noted the danger of communalism has not been given due importance in CITU documents, articles. Even in Kochi tasks laid down by the conference does not include fight against communalism.
8. We are referring communalism and casteism as a single point but it is opined that these two problems have specific characters and our education and campaign programmes should address to as two separate problems.
9. We should bring into our education programme study of the causes for birth and growth of terrorism and separatist tendencies which are hampering growth of trade union in some parts of the country.

### **OUR TASKS**

10. The following are the suggestions of this group

- a) A national level committee for education should be formed
- b) The syllabus should be finalised in a specific time table.
- c) Syllabus should include current subjects, fundamental theories and subjects related to our perspective and movement.
- d) First batch of Teachers Training programme should be completed before the next All India Conference in December 2000.
- e) Classes should be planned in union level, district and state levels and forms and contents should be suitable to the levels involving the workers in order to ensure their participation.
- f) Specific days of remembrance like May Day, CITU foundation day, BTR's birth day, October revolution day, etc can be used as occasions to hold special classes in our educational campaign.
- g) More number of pamphlets to be issued on current affairs and on basic policy subject matters. The language of pamphlets are not popular with workers, this should be changed.
- h) CITU's history, a handbook on impact of globalisation etc should be brought out at the earliest.
- i) As part of our ideological campaign we have to expose fully the globalisation among all sections of workers—those who are with us or those who are outside our fold.
- j) The impact of communalism is there among workers in various forms and this has to be faced with patient work of exposure about communalism.
- k) With casteist organisations and trade unions coming up in big way in factories and offices, the impact of it has to be properly assessed. We have to take up the statutory rights of SC/ST and others and issues of social oppressions through our unions and by CITU as a whole and mobilise all sections of workers on that.
- l) The demand for reservation in private sector should be studied by us and our approach finalised.
- m) Even in unions where majority of large number of workers are women or belong to SC/ & ST they are not represented in leadership positions. This type of failures must be rectified immediately.

#### **4. ON CADRE DEVELOPMENT**

1. Bhubaneswar Document has pointed out all major issues concerning cadre development. But the issues and problems regarding cadre development have not been taken up seriously and systematically for discussion and action by the committees at all levels.
2. However, wherever such follow up actions were taken as a continuous process, good results were obtained, but a lot more were needed and desired.
3. In the post-1993 period a new situation has developed and new challenges have been thrown up in the task of cadre development. In view of that we will have to not only intensify our effort but also take care of socio-political changes happening before us. Some of the problems are enumerated below:
  - a) technological changes have its impact in selection of cadres in modern industries.
  - b) old selfless sacrificing mentality is diminishing forcing us to look into the well being of cadres and their families to make them a stable force.
  - c) empowerment of women, socially oppressed backward classes, SC/ST minorities enjoins upon us to select cadres from amongst such class of people, specially where workers from such sections are large or in majority.
  - d) better communication skill and greater ideological commitment are needed in this hour.
  - e) Global ideological offensive has resulted in loss of faith in socialism among young workers and people.
4. In view of the above, to proceed in a planned way, it should be spelt out, as far as possible, what is expected in a cadre in a particular union, industry or region. The tasks before them also should be made clear.
5. Perfectionist tendencies not to leave jobs to cadres and on the other hand sense of insecurity among senior leaders hamper in our drive to recruit and develop young cadres.
6. In the process of choosing and developing cadres, sometimes personal preferences, personal

linkages influence induction of them causing long term harm to organisation. This should be avoided and collective decisions are etc be taken.

7. Cadres to be developed with high standard of moral character and free from vices as well as ambition. In this case they will get elevated to leadership position through hardwork and developing qualities.

8. In some industries where regular elections are held to run cooperatives and other committees, the elected members should be developed and elevated to leadership positions.

9. As a development process the union committees may be a bit enlarged with, say, working president or assistant general secretaries to develop them able to function independently after some time.

10. Apart from recruiting worker cadres as many as possible victimised workers or freshers from youth and student front with good educational background should be inducted as TU cadre.

11. Even if some of them are not outstanding in knowledge or competency, cadres from amongst women, dalits, SC/ST minorities socially oppressed classes should be taken in union committees as a whole.

12. Leaders must not take up many responsibilities, head many unions and must resort to job division and devolution of responsibilities.

13. In the wake of large scale introduction of new technologies leaders' style of functioning and relationship with cadres must change (as well as the total functioning of the union where modern industry is established).

14. Suitable curriculum should be drawn up to help cadres earn knowledge about the industry, legal provisions and systems, apart from history, economics and social science.

Finally, this group unanimously opines that it is the leadership which has failed to implement or act on Bhubaneswar document for with only a partial result has been obtained in some places and almost no development in other areas.

One suggestion has come that one leader should not hold a senior post for more than 2 terms or more than 2 unions. There was no unanimity on this on various counts, but being reported as an information.

## **5. ON FUNCTIONING OF INDUSTRY-WISE FEDERATIONS**

The group noted that, weaknesses apart, the industry-wise federations have played effective role in widening the level of consciousness of trade union movement in different industrial sectors from the narrow confine of factory-level to the industry-level. The national level apex industrial fora provided excellent opportunity for the federated trade unions to share various informations pertaining to operational process, technology and management practices of the different units of the industry concerned. At the same time it also provided better scope for wider exchange of experience of conducting the trade union movement and the achievements thereon amongst the trade unions functioning at the different branches of the industry.

The most striking achievement of the industry-wise federations have been the realisation of joint platforms of the trade unions and development of united movement of industrial workers which in turn further contributed in forging the countrywide united movement of the working class. A classical example is the CPSTU. Perhaps no other joint platform of industrial workers continued its active existence for such a long period as that of the CPSTU !

In narrating the perspective of the concept of the federations the background paper has very aptly noted; "the whole idea of industry-wise all India federations was envisaged to develop a unified common understanding on the approach and outlook and also countrywide living organisation of the workers of the particular industry"

The following concrete observations and recommendations have been made by the comrades in the course of their participation in the discussion:

1) It is necessary to address the weakness and further strengthen the understanding of CITU at

- the various levels that the industry-wise federations are the potential powerful trade union organisational mechanism to unify the workers of the industry as a whole at national level.
- 2) The weakness of the federations in respect of the profile and composition of their membership and uneven spread in extending the activities throughout the units/branches of the industry/enterprise concerned located in the regions and states of the country has been continuing and warrants urgent attention.
  - 3) There are important strategic industries where our trade union work is either totally absent or so poor that we are not in a position to organise our federation. Such industries include the modern technology based ones as well the labour intensive ones. One such very old and strategic industry is the Oil and Natural Gas. One all India co-ordination committee is there, but the functioning is not up-to the expectation. The main reason is that our unions and activists in this vital industry suffer from the limitation of confining their activities within the enterprise only. Industry-wise consciousness is extremely poor amongst our comrades in this industry. This is perhaps the case of limiting the organisational framework at the lower level of the segment and enterprise level of the industry; instead of extending the same to the higher level of the entire industrial sector. The co-ordinated approach of the CITU centre, states committees and the functionaries of such industries is the need to overcome such weakness.
  - 4) Co-ordination and confederation of the trade unions/federations functioning in the different segments of the given industry like the four modes of transport; the energy sector as a whole e.g., coal, oil & natural gas, thermal, hydro, nuclear power & non-conventional power, BHEL should be initiated.
  - 5) The commission stressed upon the necessity for the state committees to attach importance on priority basis on the task of organising our trade unions in the strategic sectors. The modern technology based capital intensive industries and the labour intensive industries must receive due importance.
  - 6) The question of close co-ordination and co-operation amongst the federations and the CITU state committees figured very prominently in the deliberations. This point was identified as one of paramount importance in organising and consolidating the branches of the federations in the different units/plants of industries located in the states. Many of the organisational weaknesses relating to the branches/units of the industrial federations has got their roots in the absence of effective and smooth co-ordination as mentioned above. The basic role of the central leadership ( of the federations ) in the functioning of the industry-wise federations is definitely a priority importance. Nevertheless, the co-ordinating role of the state bodies of the CITU is inseparable.
  - 7) The commission felt that each state committee of CITU may assign to the responsibilities to at least one state secretariat member to co-ordinate with the activities of federation units located in their respective states.
  - 8) The CITU centre has got a pivotal role in guiding the federations very closely. The practice of putting at least one Secretariat member to exclusively guide the activities and functioning of the concerned federation should be further strengthened.
  - 9) Several comrades suggested that the President and General Secretary of the industry-wise federations should be invited to attend the full central secretariat meetings at least twice in a year. The same practice should be adopted in the case of the state secretariat meetings also.
  - 10) Some comrades noted that co-ordination and interaction amongst the industry-wise federations at regular intervals can constitute effective step towards advancement in attaining the goal of confederation of Indian trade unions. One comrade suggested that close co-ordination between the two types of federations i.e., those affiliated to CITU and those friendly to CITU; particularly in the bank, insurance and government sectors would be helpful in developing joint struggles.
  - 11) Regarding the location of the headquarters of the federations, the experience and practice in vogue were shared in the commission. The concept of the location at the stronghold of the federations; at the place of posting or stay of the General Secretary is widespread practice. Opinions

emerged that the location of the headquarters at New Delhi can be effective in co-ordinating the activities of the federation. However, for industry like Port & Dock the location can be at Mumbai - the hub of activities of the industry.

However, what is of utmost importance is that the federations headquarters must be properly equipped from IT point of view to undertake Research and Development work and constantly maintain live contact with the units spread over the entire country.

12) The Commission strongly felt that capable comrades from within the industry should be developed and deputed exclusively for the work of the federation. Such comrades should be free from other local responsibilities. The experience of successful functioning of the federations has clearly proved that dedicated leadership with mature understanding of the perspective of the federations, knowledge of the industry and ensured mobility throughout the industry (frequent visits to the branches/units/plants of the industry located at different regions, states of the country) is the guarantee for strengthening and over all growth of the industrial federations.

13) The fund position of the federations, with few exceptions, is very poor. Such situation acts as a big barrier in the way functioning of the federations. The question of whole timer for the federations cannot be a matter of continued negligence.

An international instance was cited where the General Secretary of the federation is relieved from his official duty during his entire tenure, allowed to function exclusively for the federation, but he continues to be on roll of the company. However, the federation has to reimburse the money to the company on account of the pay, perks and social security benefits.

14) An observation was made that effective initiative by our federations to bring together the federations of different affiliations functioning in a particularly industry for launching joint movement against the retrograde policies of the government particularly pertaining to the industry concerned receives encouraging response. The question is deputing capable comrades to follow up the decisions.

# RESOLUTIONS

## ON THE MOTION

# RESOLUTIONS

## ON FORWARD TO SUPPORTERS

The General Council, meeting on 27th October 1952, considered the report of the Committee on the Forward Movement, and resolved to support the Forward Movement in its efforts to bring about a more democratic and more united working class movement in Great Britain, and for the cause of the people and interests of the country.

The General Council also resolved to support the Forward Movement in its efforts to bring about a more democratic and more united working class movement in Great Britain, and for the cause of the people and interests of the country.

# RESOLUTIONS

## ON CONDOLENCE

This Meeting of the CITU General Council being held at Kozhikode (Kerala) on 20-22 April, 2000 pays its respectful homage to all the leaders, cadres and activists of the working class and democratic movement who during the period since our last Working Committee Meeting held at Jaipur in Nov. '99.

This meeting mourns the death of Com. Dhaniram Khosla, a member of the CITU Working Committee and a veteran TU leader of the plantation workers Assam and pays its respectful homage to the departed leader.

This meeting pays respectful homage to Com. Bhanu Ghosh, Veteran Communist leader and one of the most able organiser of TU & democratic movement in Tripura. Com. Ramchandra Ghanghare a veteran leader of the TU and peasant movement in Wardha region in Maharashtra, Com. Puran leader of the Delhi Municipal workers, Com. Mahesh Kaushik a TU leaders form Haryana, Com. Shivlal Singh and active leader of T.K. Rayon workers in UP, Com. Pyarelal Dhangar a veteran TU leader of Madhya Pradesh, Com. B.N. Arya leader of Khet Mazdoor Union in UP Com. S K Nambiar, former General Secretary of Dakshin Railway Employees Union (CITU) in Tamilnadu, and several other CITU leaders who passed away during this intervening period.

During this period we have also lost Com. N.J. Iyer, a veteran national leader of the Postal Employees and one of the outstanding leader of Central Govt. Employees movement in the country, Com. L.R. Virdhi, leader of BEFI, and Com. N. Apparao, a veteran trade union leader and Vice-President, All India Railway Employees Confederation, South Eastern Railway. This General Council Meeting further expresses its deep sense of sorrow at the passing way of Com. Geeta Mukherjee, a prominent leader of the Communist movement, a well known Parliamentarian and an indefatigable champion of women's rights. The meeting pays respectful homage to the departed leaders.

This meeting also pays homage to the members of the Sikh community, who were murdered recently by the militants in a Kashmir village.

This General Council deeply mourns the death of former President of Indian and an eminent Statesman Dr. Shamkar Dayal Sharma. A veteran freedom fighter, Dr. Sharma's public life was distinguished for his firm commitment to secular democratic principles. In his death country has lost a valuable leader who carried forward the values of the national movement and set high standards in Public life. The meeting pays its respectful homage to him.

## ON HOMAGE TO MARTYRS

This General Council Meeting of CITU being held at Kozhikode from 20-22 April 2000 respectfully remembers the courageous sacrifice of those leaders, cadres and activists of the Trade Unions, peasants, agricultural labour, youth, student and women who left a permanent impression on the democratic movement as a whole and continue to be a constant source of inspiration to the working class in their struggle against exploitation and for the cause of the people and integrity of the country.

The General Council also offers homage of respect to the martyrs of the democratic movement in Tripura who have been killed by the terrorist outfit. The general Council also condemned the killings of our comrades in the democratic movements in West Bengal during recent months by BJP-Trinamool hooligans and sends heartfelt condolence to their bereaved family.

## ON 11TH MAY COUNTRYWIDE GENERAL STRIKE

The advent of the new year 2000 was marked by a surge of strike struggles. The all India Convention of the National Platform of Mass Organisations in the Capital city of New Delhi on 20th ~~March~~<sup>Jan</sup>, 2000, greeted the wave of struggles sweeping across the country and announced an action programme to carry forward the agitation against the anti-national economic policies and communal designs of the Government of India.

The massive march to Parliament on the 9th March, 2000, participated by lakhs of workers, peasants, agricultural workers, women, youth and students, gave a clarion call for a countrywide general strike on 11th May, 2000.

This meeting of the CITU General Council, held at Kozhikode, 20-22, April, 2000, endorses the NPMO call for 11th May strike and directs all affiliates of the CITU to make all out efforts to mobilise the working people and masses of the country, to give a befitting rebuff to the ruling NDA Government.

It is significant to find that even those who have been ardent admirers of the economic reforms have now started voicing concern. Yashwant Sinha, Finance Minister, who has donned the mantle of 'reformer-performer', had started lamenting that "the political consensus on economic reform has started retreating". Of course, he might be talking of a "consensus" that was only between the ruling coalition and the main opposition in Parliament, the Congress Party. The so called reforms had consistently met with stiff opposition from the Left forces and the general trade union movement right from inception. But, what is worrying the Finance Minister now is that there is a groundswell of opposition to his policies from the hitherto-supporters!

Even inside the Congress Party, voices are discernible, blaming the economic reforms policies, implemented by that Party while in power at the Centre, and now supported under the BJP dispensation, as a cause for its failures in the electoral front.

Even the bourgeois commentators in the Financial Newspapers have, of late, started admitting that globalisation is coming increasingly under abrasive criticism. Starting from Seattle in November last year, a momentum is gaining ground against the multilateral institutions - the trinity of WTO, World Bank and IMF - which are on course to create an international economic order where the developing and the poor countries will have to be at the mercy of the rich countries. The demand for radical reforms in these organisations to make them accountable to the world's poor, rather than continue to function as the instrumentalities for economic expansion of the affluent countries, is becoming louder and louder.

The recent days have also witnessed growing resistance to the BJP and the Sangh Parivar using their stint in power at the Centre to advance their communal agenda, which is no longer hidden. The discomfiture of the parties- which are aligned to the BJP, just to share the spoils of power, both against the anti-people economic measures and the communal designs is also manifesting. The more recent announcement of the Exim Policy which sets the pace of total deindustrialisation and liquidation of even the agricultural sector, the hikes in kerosene and LPG prices, have enraged vast sections of masses.

The CITU General Council opines that the consistent effort of the working class movement and the united struggles against the anti-national policies of the BJP-led Govt., despite all limitations and the disastrous impact of the policies on the life and living of the people and on the society, are all the contributing factors to the louder voice of resentment against these policies and their impact even among the erstwhile supporters of liberalisation.

All these have created a fertile ground to further broadbase the resistance to policies of economic ruination and communal orgy.

In this background, this meeting of the CITU General Council, appeals to all sections of workers and employees and mass organisations to rally to make the 11th May countrywide general strike a resounding success.

## ON WORKING WOMEN

This meeting of the CITU General Council held at Calicut on 20-22 April, 2000, expresses its deep concern at the miserable conditions of the millions of working women in the country and condemns the apathetic attitude of the Government towards their problems. The General Council urges all the State committees, industrial federations, and the affiliated unions to develop a national campaign on the major issues of the working women, by mobilising all their members.

Out of about 90.6 million working women in the country, about 95.8 % are in the unorganised sector, and a vast majority of them are employed as agricultural workers. Most of the welfare legislations are either not applicable or are not implemented in the unorganised sector. They do not get equal wages even for the same work. In many cases, women are segregated into certain jobs, and are paid less on the plea that these jobs are 'light'. Though the Government has enacted the 'Equal Remuneration Act,' there is no serious effort on its part to implement the Act.

The Government of India has not ratified the ILO Convention on Maternity Benefit. The Maternity Benefit Act covers only a small part of working women and even this is not properly implemented. Millions of working women in agriculture are left entirely out of the purview of the Act, without any job security or monetary assistance in the period before, during, or after confinement.

Women employed in agriculture have no access to land nor ownership rights over land, and are subjected to severe exploitation by the landlords and vested interests in the rural areas, who control their access to fuel, fodder and even drinking water.

With the advent of the policies of liberalisation and globalisation, the number of home-based workers is fast increasing. About 70-80% of the home based workers are women. Even big industrial establishments and multinational corporations are resorting to divert more and more work to home-based workers, subjecting them to severe exploitation. These workers provide space, power and tools - sometimes even raw materials, but are not even paid the minimum wages and other benefits. The employer-employee relationship is also frequently masked by a chain of contractors, middlemen, etc.,. Often, they are not registered as workers in Govt records.

Working women in all sectors be it the organised or the unorganised, public or private are subjected to sexual harassment. In a recent survey in Metropolitan cities, it was found that upto 98% of working women had been subjected to sexual harassment, at some time or other during their working lives. Though it is more than two years since the Supreme Court has given its judgement on sexual harassment, the number of establishments that have implemented it can be counted with fingers. The fact that about 85% of working women are not even aware of the judgement is a reflection of the sad state of affairs.

In view of the above conditions, the General Council of the CITU demands that -

1. There should be no gender-based discrimination in payment of wages. Equal wages should be paid to women workers in all industries/employment.
2. Government of India should ratify the ILO convention on Maternity Benefit. All working women, including those in the agricultural sector should be entitled to Maternity Benefit.
3. Comprehensive legislation should be enacted for agricultural workers. Women should be given joint pattas to land.
4. Law should be enacted for home-based workers. The Government of India should ratify the ILO convention on home based workers.
5. Law should be enacted against sexual harassment. Until then, the Supreme Court guidelines on sexual harassment should be strictly implemented.

The CITU General Council urges all the State Committees, federations, and affiliated unions to address the above issues of serious concern for working women, and implement the programme outlined below:

1. Joint convention with AIAWU, AIDWA, and Kisan Sabha, at the national level to be held by

June, 2000 to be followed by state level conventions and wide campaign among working women in different sectors.

2. Unions to take up the issue of unequal wages, wherever gender based discrimination exists, and fight for equal wages.

3. Unions to demand and pressurise managements to implement the Supreme Court directives on sexual harassment at work place and to modify service rules/standing orders making sexual harassment at workplace punishable.

### **AGAINST VAJPAYEE GOVT.'s SURRENDER TO IMPERIALIST MACHINATION**

This meeting of the General Council of CITU being held on 20-22 April 2000 at Kozhikode, expresses grave concern at the shameless servility of the ruling BJP led NDA Govt to the mounting pressure of imperialist forces led by US Administration, both in the economic and political fields.

In the name of liberalisation, privatisation and globalisation, the imperialist powers have thrust upon the developing countries including India, their na\_ve design to grab the economies and markets of the developing nations, through the international agencies like World Bank, IMF and WTO. The successive Govts in our country sought to implement those dictated policies with mixed results. But the BJP led Govt at the centre demonstrated their absolute capitulation to the imperialist's economic design and added speed and momentum to the pace of surrendering the national economic interest at the service of multinational companies and the imperialist powers, As a result, the pace of deindustrialisation has set in with the domestic industries in various sectors of the economy getting marginalised and tending towards closure along with faster pace of total import liberalization and total deregulation of financial sector. The preponement of removal of quantitative restrictions on imports by two years by the Govt of India is the testimony of the absolute loyalty of the BJP Govt to foreign capital at the cost of national interests and also indicates the intensity of pressure of the imperialist countries on the Govts of the developing nations including India. In fine, the whole exercise of the policy of so called liberalisation and globalisation, through the Fund/Bank/WTO regime has proved to be an instrument of economic hegemony of the imperialist powers led by US on the developing countries including India and the ruling polity in our country has been capitulating to such design, putting the whole country's economy on sale.

In the political fields as well, the capitulationist attitude of the BJP Govt to the imperialist lobby led by US administration has exceeded all limits of shamelessness exposing their swadeshi rhetoric and signaling an ominous trend. In the background of ongoing terrorist activities at Kashmir border, the Vajpayee Govt's talk of strategic partnership with USA against terrorism, signals virtual acceptance of USA's intervening right through the backdoor in the Kashmir dispute, despite Bill Clinton's formal statement to the contrary. Further, given the track record of US administration in the recent past, in aiding and abating terrorist activities in the subcontinent and its scant respect on any country's sovereignty, demonstrated by US led gangsterism in Nicaragua, Iraq, Yugoslavia and Bosnia, its criminal economic blockade against Cuba, Iraq and Libya owing to their refusal to oblige the American policies, the Vajpayee Govt's slavish bonhomie with the American lobby poses severe threat to the independence of the country. The Government of India's still-negative stand on signing CTBT notwithstanding, the sycophant attitude of the whole Vajpayee flock towards USA despite USA's demonstrative arrogance and economic blackmailing on nuclear issue, raises doubts on the seriousness of the Indian rulers in the matter. Further, the content of Indo-US joint declaration and India's joining the US sponsored Community for Democracies is indicative of the gradual foreign policy shift from nonalignment towards the trap of the expansionist American block.

The General Council notes that in the background of world wide recession and increasing crisis in the capitalist system in the post-Soviet world and mounting resentment all the world over

among the common people against the disastrous impact of the policy of globalisation getting demonstrated in various forms, it is imperative that the imperialist lobby would make desperate attempt to establish their economic and political hegemony over the entire globe. The ongoings in Indian subcontinent are the reflection of same phenomenon and the shameless surrender of the Vajpayee Govt to imperialist design, most loudly demonstrated during the recent India visit of Bill Clinton, bears ominous portents for the country and its people.

This meeting notes with satisfaction that the patriotic workers and people from all walks of lives, bearing glorious tradition of anti-imperialist struggle, have condemned the servile posture of the Vajpayee Govt before the US administration and expressed their anger and disapproval to the shameless, slavish demonstration of sycophancy of the Govt during Clinton's India visit, through massive demonstrations all over the country braving police brutality. The CITU calls upon the working class to intensify countrywide awareness campaign against imperialist offensives and build up united struggle against the imperialist machinations on the developing countries.

STATEMENT OF  
ACCOUNTS



## TRESURER'S REPORT

Com. President and Comrades,

I am formally placing before you the statement of accounts for the year 1999 duly audited by our Chartered Accountant.

The period since the Working Committee meeting held at Jaipur in November '99 has been a period of hectic activity. The NPMO convention, CPSTU convention, the 9th March Rally interspersed with a number of meetings and convention were organised. Needless to say that CITU had to take the initiative in organising all these apart from the CITU's own independent activities and programmes. Apart from this work at the Centre also has increased manifold and so has the expenditure. Many new Comrades have been inducted. Postage, telephone and electricity tariff have been more than doubled. In the coming days the expenses are going to increase further. We have no other alternative but to increase our affiliation fees and also ensure that it is collected and deposited to the central funds by July every year. Otherwise, CITU central functioning would be in severe jeopardy.

Keeping the above in view I shall now broadly deal with the CITU fund position. 2-3 programmes recently has absorbed quite a substantial sum of money rendering the central funds almost dry. For the 9th March rally we had to spend around Rs.5 lakhs. The Secretariat after assessing all the reports etc. had decided to erect a camp for around one lakh participants. It was also decided that participants in the rally who would be staying in the camp should pay Rs.10 each and the State Committees and/or State leaders were asked to collect the money and deposit to the centre. We are sorry to say that excepting Goa(Rs.250), Karnataka (Rs.1670.00) and Gujrat (Rs.3750) no other State committee has deposited the money. All India State Govt employees Federation has paid Rs.1 lakh as per the separate arrangement made for them as asked for. All India Kisan Sabha has paid Rs.13650 and it is expected that our state committees and others will also remit the collections enabling us to make recovery of the amount spent.

Another expenditure we had to incur was on WFTU conference which was held in India for the first time. CITU was given the responsibility of running the office during the 5 days of the conference. More than Rs. 75,000.00 was spent apart from Rs. 3.25 lakhs spent on purchase of 3 computers and a sophisticated photocopier for the occasion which ultimately will be utilised by our office.

Another Rs. 40,000 was spent on the workshop on Organisation held in Delhi.

We could meet such exigencies only because we had excess of income over expenditure during the year to the tune of around Rs. 14 lakhs. But if you observe minutely our earning was Rs.14.46 lakhs (affiliation fees) and our expenditure is over Rs. 16 lakh during the year. In fact, we had spent more than what we earned. During the year we had earned around 5.21 lakh through donation, 5.77 lakhs from Bank interest and around 60 thousand from publications/journals, other than the affiliation fees. It means, if the donations are not there, we shall be in red.

I would, therefore, once again like to emphasize the need for timely collection and timely payment which alone can take care of the expenses in the coming days.

With this I placed this report for your consideration.

Ranjit Basu  
Treasurer

**B.M. SHARMA & ASSOCIATES**  
**CHARTERED ACCOUNTANTS**  
**6394/4, BLOCK 7, IInd FLOOR**  
**DEV NAGAR, KAROL BAGH, NEW DELHI - 110005**  
**PHONES : 5725098, 5749374**

We have examined the Balance Sheet of Centre of Indian Trade Unions as at 31st December, 1999 and the Income and Expenditure account and Receipt and Payment account for the year ended on that date which are in agreement with the books of account maintained by the said institution.

We have obtained all the information and explanations and in our opinion, proper books of account have been maintained by the above-named institution so far as appears from our examination of the books subject to the notes on accounts.

In our opinion and to the best of our information, and according to information given to us, the said accounts read with the Notes of Accounts give a true and fair view:-

1. In the case of the Balance Sheet, of the state of affairs of the above named institution as at 31.12.1999 and
2. In the case of the income and expenditure account, of the excess of income over expenditure for the year ending 31.12.1999.

Place: New Delhi

Date : 09.04.2000

For B.M. Sharma & Associates

Chartered Accountants

Sd/-

(B.M. SHARMA)

F.C.A.

**Centre of Indian Trade Unions**

**Notes on Accounts for the year ended 31st December, 1999**

1. The cash book has not been maintained on daily basis and no daily cash balance have been taken out.
2. That the accounts have been prepared on cash accounting system.
3. That the interest of fixed deposit has been considered on cash basis.
4. That the accounts of C.I.T.U. Mazdoor working class and voice of working women has been merged with the account of CITU.
5. That the difference in opening balance of General fund, Cash and Bank balances as compared to the figure appearing in Balance Sheet as at 31.12.98. Is due to adjustments of transactions consequent to clubbing of accounts of CITU Mazdoor working class and voice of working women with CITU.
6. That no fixed assets register has been made and no detail of fixed assets has been provided to us.
7. That the Loans & Advances amounting To Rs. 33,263.70 has been written off during the year.

Place: New Delhi

Date: 09.04.2000

For B.M. Sharma & Associates

Chartered Accountants

Sd/-

(B.M. SHARMA)

F.C.A.



## CENTRE OF INDIAN TRADE UNIONS

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDING 31st DECEMBER, 1999

EXPENDITURE	RUPEES	RUPEES	INCOME	RUPEES	RUPEES
Electricity & Water Expense	88,764.00		Citu Mazdoor Income	141,984.00	
General council meeting	9,993.00		V.W.W income	143,298.00	
CITU Mazdoor Expenses	165,586.00		Working Class Income	178,640.00	
V.W.W. Expenses	80,451.00		Affiliation fee	1,446,112.00	
Working Class Expenses	173,356.00		Bank Interest	32,743.00	
Audit Expenses	14,651.00		BTR Books	7,421.00	
Bad Debt	33,264.00		Donation	521,596.00	
Bank Charges	3,941.00		Misc. Receipts	1,761.00	
CITU Meeting	27,992.00		Publication	14,469.00	
Conveyance Expenses	46,229.00		Interest on FDR	577,573.00	
Delegation Expenses	650.00				
Medical Expenses	12,541.00				
Miscellaneous Expenses	12,206.00				
N.P.M.O. A/c	10,645.00				
Books & Periodicals	23,060.00				
General Expenses	20,477.00				
Peace Delegation Expenses	3,000.00				
Telephone Expenses	132,965.00				
Postage & Telegram Exp.	62,999.00				
Publication Expenses	45,159.00				
Relief & subsidy	7,000.00				
Rent & Taxes Exp.	78,223.00				
Repair & Maintenance Exp.	53,548.00				
Printing & Stationery	42,591.00				
Tea & Tiffin Exp.	19,031.00				
T.U. Workshop (Women)	9,930.00				
Travelling Exp.	25,112.00				
Vehicle Maintenance Exp.	24,468.00				
Wages	430,525.00				
Working Committee Meeting	8,365.00				
Excess of Income over Expenditure Transferred to Balance Sheet	1,398,875.00				
TOTAL Rs.	<u><u>3,065,597.00</u></u>		TOTAL Rs.	<u><u>3,065,597.00</u></u>	

Sd/-  
1. General Secretary

Sd/-  
2. Treasurer

Report  
As per our report of even date attached  
for B.M. Sharma & Associates,  
Chartered Accountants,

Place: New Delhi  
Dated: 09-04-2000

Sd/-  
(B.M. Sharma)  
Partner

**CENTRE OF INDIAN TRADE UNIONS**  
**RECEIPTS & PAYMENTS ACCOUNT FOR THE YEAR ENDING 31st DECEMBER, 1999**

RECEIPTS	RUPEES	RUPEES	PAYMENTS	RUPEES	RUPEES
Opening Balances			Addition to Fixed Assets	29,098.00	
Cash-in-hand	101,325.00		Interest on Fixed Deposit	577,573.00	
Balance with Banks	<u>436,641.00</u>	<u>537,966.00</u>	Addition to Current Assets	445,265.00	
Orissa Relief Fund	1,000.00		Electricity & Water Expenses	88,764.00	
Citu Mazdoor Income	141,984.00		General council meeting	9,993.00	
V.W.W income	143,298.00		CITU Mazdoor Expenses	165,586.00	
Working Class Income	178,640.00		V.W.W. Expenses	80,451.00	
Affiliation fee	1,446,112.00		Working Class Expenses	173,356.00	
Bank Interest	32,743.00		Audit Expenses	14,651.00	
BTR Books	7,421.00		Bad Debt	18,865.00	
Donation	521,596.00		Bank Charges	3,941.00	
Misc. Receipts	1,761.00		CITU Meeting	27,992.00	
Publication	14,469.00		Conveyance Expenses	46,229.00	
Interest on FDR	<u>577,573.00</u>	<u>3,066,597.00</u>	Delegation Expenses	650.00	
			Medical Expenses	12,541.00	
			Miscellaneous Expenses	12,206.00	
			N.P.M.O. A/c	10,645.00	
			Books & Periodicals	23,060.00	
			General Expenses	20,477.00	
			Peace Delegation Expenses	3,000.00	
			Telephone Expenses	132,965.00	
			Postage & Telegram Exp.	62,999.00	
			Publication Expenses	45,159.00	
			Relief & subsidy	7,000.00	
			Rent & Taxes Exp.	78,223.00	
			Repair & Maintenance Exp.	53,548.00	
			Printing & Stationery	42,591.00	
			Tea & Tiffin Exp.	19,031.00	
			T. U. Workshop (Women)	9,930.00	
			Travelling Exp.	25,112.00	
			Vechile Maintenance Exp.	24,468.00	
			Wages	430,525.00	
			Working Committee Meeting	<u>8,365.00</u>	<u>2,704,259.00</u>
			<u>Closing Balances</u>		
			Cash-in-hand	41,403.00	
			Cash at Bank	<u>858,901.00</u>	<u>900,304.00</u>
TOTAL Rs.		<u><u>3,604,563.00</u></u>	TOTAL Rs.		<u><u>3,604,563.00</u></u>

Sd/-  
1. General Secretary

Sd/-  
2. Treasurer

Report  
As per our report of even date attached  
for B.M. Sharma & Associates,  
Chartered Accountants,

Place: New Delhi  
Dated: 09-04-2000

Sd/-  
(B.M.Sharma)  
Partner