



THE WORKING CLASS

MONTHLY JOURNAL OF THE CITU

On Other Pages

- ★ Comrade Bhairav Bharati
- ★ *The Struggle Of The Working Class And Urban Popular Masses In South Vietnam*
- ★ *Trade Unionists And Black Money*
- ★ *Part-time Employment of Workers—An International Survey*
- ★ *ILO Convention On Freedom of Association And Protection Of Right to Organise*
- ★ *BCMU Submits Memorandum On All-Round Attack On Jute Workers*
- ★ *Dearness Allowance For Workers/Legal Notes*
- ★ *Closures, Lay-offs And Retrenchments In Engineering Industry In West Bengal*
- ★ *Maharashtra State Committee of CITU Meets*
- ★ *Tamil Nadu Newsletter / State Committee Meets*
- ★ *Money Lending In Chhattisgarh Region Of Madhya Pradesh*
- ★ *Crisis In Kanpur Textile Mills*
- ★ *Other Regular Features*

Editorial Board

B. T. Ranadive (Chairman)

P. Ramamurti Monoranjan Ray
Niren Ghosh Sudhin Kumar

Greetings To Working Class And People Of China

THE CITU AND THE WORKING CLASS OF INDIA SEND their warmest fraternal greetings to the working class, peasantry and people of China on the occasion of the 26th anniversary of the Great Chinese Revolution.

The victory of Chinese Revolution was an event of world historic importance and fired the imagination of all the working class and peoples of the world in their relentless fight against imperialism, neo-colonialism and for Socialism.

The spectacular achievement of the working class and people of China in transforming a backward vast country into a great socialist power and rapidly constructing a socialist country by overcoming all manner of difficulties by standing on their feet is an inspiring example to all who are fighting against poverty and injustice, exploitation and for Socialism.

The astounding victory they have achieved in the development of science and technology, including nuclear and space research, has amazed the people of the advanced capitalist countries and is now recognised by the whole world.

The imperialist plot of isolating people's China has met with dismal failure and China now occupies her rightful place in U.N.O. The biggest capitalist countries are now normalising their relations with China.

The CITU and the working class of India express their firm conviction that the Chinese people will march forward from success to success in building and strengthening Socialism.

The CITU and the working class of India express the hope that the unity of the Socialist camp would be achieved which is the biggest guarantee for the defeat and elimination of imperialism.

Trade Unionists & Black Money

Reports are pouring every day in newspapers about the Income tax officials' raids on affluents in urban areas. They visited posh flats or mini Tajmahals as one of such flats was characterised by a newspaperman. They searched houses of film stars, smugglers, traders, hoarders, dancing girls and even former princes. Though the total yield forms a microscopic part of the black money empire,

Illegal Closure of Liberty and Company

M/s. Liberty and company of Patna resorted to illegal closure from February 26, 1975 without giving any notice. This Closure was lifted after a tripartite settlement was arrived at on August 4. According to the terms of settlement workers are to be paid wages for 2½ months in two instalments.

Under-Utilisation of Industrial Capacity

According to Amrita Bazar Patrika dated 10th September, "there has been marked decline in capacity-utilisation of consumer goods industries in the last four years. For instance paper production fell from 803,000 tonnes in 1971-72 to 767,000 tonnes in 1973-74. While capacity-utilisation fell from 85.6 per cent to 79.8 per cent, the profits of the paper industry increased from Rs. 246 million to Rs. 269 million. This is indicative of monopoly pricing policy in this industry. Again between April-October, 1974 only 23 per cent

the disclosures are indeed revealing to millions who are worried about their second meal.

Some official might have got a bright idea of visiting the residences of trade union leaders or some informer might have acted against them. After all many of them are part of the social fabric that is thriving on black money. What is however strange is that they choose to visit houses of those who claim to be champions against black money, corruption and what not. *The Times of India* on 19 September reported the news by giving the headline "3 Bengal C P I unionists have Black Money." The daily reported, "The police raids on the residences of three well known CPI trade union leaders have brought to light possession of wealth disproportionate to their income, according to informed sources."

of the capacity was utilised as only 170,000 tonnes of paper were produced against the installed capacity of 720,000 tonnes.

"Similarly, sugar and vanaspati industries have also registered a fall of 21 and 39 per cent in the utilisation of their respective capacities in the last four years. The razor blade industry is functioning at 60 percent of its installed capacity, while the capacity utilisation in automobile and bicycle tyre industries declined by 30 and 42 per cent respectively."

It is said that the accumulated "wealth" with them was quite huge for trade union leader, though it may not be so big for one who belongs to the AITUC brand. It is also interesting to note that some of them were involved in several wage negotiations during the recent past. It is hoped that the investigating authorities will also go into this aspect so that the full facts are brought to light. This will indeed be an education for our trade union workers including those who belong to the AITUC.

Demand for take-over of Kesoram Rayon

The six month old strike in Kesoram Rayons, which was being conducted unitedly by CITU with AITUC and INTUC, came to an end on August 5 after the West Bengal Labour Minister gave a decision to the effect that all workmen should be allowed to resume their duties and there shall be no victimisation etc.

Monoranjan Roy, General Secretary, West Bengal Committee of CITU, in a statement issued on August 12, stated that despite the assurance of the Labour Minister, the management refused to give duties to 2000 workers, and by such act production is being hampered. He demanded that the Govt. should take over the management, allow all workers to resume duties so that full production could be achieved and the long pending dispute about the demands of the workers be settled.

Dearness Allowance For Workers

IN *Killick Nixon Ltd. v. Killick and Allied Employees Union* (1), the Supreme Court has for the first time propounded the startling doctrine that there can be a ceiling to dearness allowance even though cost of living index may not cease to soar. In a way, the decision is an admission that the price line cannot be held. It seems to be a panicky going back on the previous judgements that rise in the cost of living must be neutralised, at least to a great extent, though not fully. The retrogression followed from the realisation that the theory of neutralisation would merely lead to a never-ending race of the wages trying to overtake the rising prices, but vainly so—and the Court appears to have decided to wash its hands off the seemingly impossible task of making the wages conform to the cost of living. It must have thought that the times are out of joint and it would be “cursed spite” if they were required to set it right.

Yet who would have thought that the Supreme Court would come to this? Was it not in the case of *Remington Rand of India v. Its workmen* (2) that the Court solemnly declared that even the very scheme of payment of dearness allowance must be revised upward if the steep rise in the cost of living demanded it, even though the scheme provided for adjustments of the dearness

allowance to every rise in the cost of living? This is what the Court said in that case:

“It is, however, urged by Sri Sen that though a claim for the revision of dearness allowance may generally be admissible with the rise in the cost of living index, it cannot be entertained where the scheme for the payment of dearness allowance contains a clause for the increase in the dearness allowance with the rise in the cost of living index. He has invited our attention to the fact that the agreement of 1953 specifically provides for making necessary adjustments in the payment of dearness allowance consequent on the increase in the cost of living index and so, it would not be fair to allow a claim for revision of the dearness allowance solely on the ground that the cost of living index shows an upward tendency. It is true that if the scheme about the payment of dearness allowance allows for increase in the dearness allowance consequent on the increase in the cost of living index, that would be one factor in favour of allowing the scheme to operate for a fairly long period. But it would be idle to suggest that because a provision is made for the adjustment of the dearness allowance consequent upon an increase in the cost of living index, the scheme of dearness allowance can never be altered, for that

would be the logical conclusion of the contention raised by Sri Sen on the ground of *res judicata*. It is quite conceivable that, if the cost of living shows a tendency to rise very high, the workmen would be entitled to claim that there should be a change in the rates of dearness allowance basically fixed in order to allow them more neutralisation, and such a demand cannot be rejected without examining its merits solely on the ground that because a provision is made for adjustment from time to time, the scheme ought to remain in force for all time and cannot be reopened or reexamined...”

This decision in the case of *Remington Rand* has been confirmed in a subsequent decision of the Supreme Court in *Pharmed Private Ltd. v. Workmen* (3), where it was reiterated that “when a rise in the cost of living index has been established, the claim for a revision of dearness allowance cannot be rejected without examining it on merits”.

In a still later decision, *Karamchand Thapar & Brothers (P.) Ltd. v. Their Workmen* (4), it was said by the Supreme Court, “The principle is well settled that if the paying capacity of the appellant increases or the cost of living shows an upward trend, the industrial employees would be justified in making a claim for the reexamination of the rates of the dearness allowance. The Tribunal will not be normally justified in rejecting it solely on the ground that enough

time has not passed after the making of the award..."

In the case of Bengal Chemical and Pharmaceutical Works Ltd. v. Its Workmen (5), the Court, no doubt, pulled in the reins and said that full neutralisation of the rise in the cost of living should not be given except in the case of the lowest paid employees. The principles deduced in that case by the Supreme Court from its various earlier decisions are as follows :

1. Full neutralisation is not normally given except to the very lowest class of employees.

2. The purpose of dearness allowance being to neutralise a portion of the increase in the cost of living, it should ordinarily be on a sliding scale and provide for an increase on the rise in the cost of living and a decrease on a fall in the cost of living.

3. The basis of fixation of wages and dearness allowance is industry-cum-region.

4. Employees getting the same wages should get the same dearness allowance irrespective of whether they are working as clerks or members of subordinate staff or factory workmen.

5. The additional financial burden which a revision of the wage structure or dearness allowance would impose upon an employer and his ability to bear such burden are very material and relevant factors to be taken into account.

On the principles of that case, it seems, the Court, in Silk and Art Silk Mills Association Ltd. and the Bombay Silk Mills Ltd.

Bombay v. Mill Mazdur Sabha (6), approved of the decision of the Industrial Tribunal in awarding 99 per cent neutralisation to the employees. For, "the trend for the last decade in industrial adjudication as well as in settlements and awards was to allow 100 per cent neutralisation in the case of the lowest paid employees".

In the case of Workmen of Voltas Ltd. v. Voltas Ltd. (7), the Court noted the argument of Shri Tarkunde—"...there can be no ceiling on Dearness Allowance as Dearness Allowance is linked with the cost of living and price index with the result that, since there can be no question of ceiling on the cost of living or the prices, it is futile to speak of ceiling on Dearness Allowance. The object of Dearness Allowance scheme, it is emphasised, is to neutralise the rise in the cost of living and, therefore, the two cannot be de-linked..."

Counsel for the company could not directly attack this proposition and he only confined himself to the contention that a ceiling existed in fact in the Bangalore branch of the industry.

As already stated, the stark reality of the prices rising without intermission appears to have stared the Court in the face when they were deciding the Killick Nixo case (supra). Let us talk in the words of the Court—"D.A. was primarily intended to be a temporary expedient and was sought to be made available as a protection to those who have no cushion at all in their wage

packet in the face of any appreciable rise in prices. Some relief was given to others also. The hope of the two Pay Commissions that prices will decline and stabilise never came true. D. A. has, therefore, come to stay. The price indices have now assumed menacing figures. This is the stark reality of the situation and any problem regarding wage or D. A. has to be considered in that background at the same time not losing sight of the national economy".

One of the considerations which led the Court to hold that there must be ceiling on Dearness Allowance is that the increase in the pay packet of the lowly employee consequent on the increase in the dearness allowance treads on the knees of the executives. As the cost of living index soars and dearness allowance seeks to keep pace, even though not to the extent of full neutralisation, "...the pay packet of clerical staff would exceed the pay packet of junior executive staff". "This is hardly conducive", the Court proceeds to observe, "to discipline, efficiency and effective exercise of control". The anomaly would have been removed if the definition of workman were widened to include these executive staff, but it is perhaps thought unwise to treat the executives as workers. For, if neutralisation were allowed to keep pace with the rise in prices, even a lowly worker would overtake the salary even of the President.

The contradiction is solved
(See Page 5)

BCMU Submits Memorandum On All-Round Attack On Jute Workers

Taking advantage of the promulgation of Internal Emergency, Jute managements have launched all-round attacks on Jute workers in West Bengal. In a memorandum submitted on September 2 last, Niren Ghosh, President and Kamal Sarkar, General Secretary of the Bengal

(From Page 4)

but the worker has to pay for it. In the instant case, it was admitted that the Company would be able to bear the additional financial burden if there were no ceiling on the Dearness Allowance. The Company is one of the twenty big industrial houses in the country, but the Court did not agree that, only if the company were required to close down as a result of meeting the demand for dearness allowance, that demand should be rejected. "That is an incorrect view to take in dealing with the problem with which we are concerned".

Nor did the Court accept the argument of the workmen that "in the interest of social justice there should be no ceiling on wages without first putting a ceiling on profits and controlling and stabilising prices".

Arun Prokas Chatterjee

- (1) (1975) 2 S.C.G. 260
- (2) (1962) 4 FLR 503=
(1962) 1 LLJ 287
- (3) (1970) 20 FLR 70
- (4) (1973) 26 FLR 285
- (5) (1969) 18 FLR 172=
(1969) 1 LLJ 751
- (6) SUPREME COURT
LABOUR JUDGE-
MENTS, VOL. 9, p. 198
- (7) Do VOL. 9, p. 195

Chatkal Mazdoor Union (CITU) have drawn urgent attention of the State Labour Minister to these attacks and have requested him to call a meeting of all trade unions in Jute Industry and settle the issues in favour of the jute workers and jute growers.

The memorandum points out that although the position of the Jute Industry has much improved due to the opening of the US market and expansion of market in the Socialist and other countries, the Jute barons are raising the bogey of "crisis" in the industry to deny legitimate demands of the workers. At the same time, taking advantage of the Emergency the Jute barons have not only launched all-round attacks on the workers, even hard won and long-enjoyed facilities of the workmen are also being snatched away.

The memorandum points out the different forms in which these attacks are coming, Viz. (a) forcing workers to work all the 7 days in a week without extra remuneration; (b) denial of work to Budli workers particularly women workers; (c) removal of young workers from the rolls in the name of superannuation; (d) retrenchment of clerical staff on flimsy grounds; (e) employment of workers as "apprentices" at paltry wage to deprive the Budli workers from promotion; (f) forcing workers to leave their jobs through a so-called "voluntary retirement scheme";

(g) large-scale retrenchments and reduction in wages; (h) unilateral introduction of "fortnightly" payment in place of "weekly" payment; etc.

In addition, the memorandum points out, the monthly income of workmen has been reduced considerably due to power shortage, reduction of bonus and working hours, lay-offs, stoppage of incentive payment, etc. ESI and P.F. contributions of workers are not being duly deposited to the Government. Canteen facilities have been virtually withdrawn and workers are not even allowed to go outside the Mill for food during tiffin hours.

When such is the position, the memorandum adds, the Government instead of nationalising the jute industry is giving more concessions to the jute monopoly houses in the form of reduction of excise and export duties.

The memorandum also reiterates the demand that the entire business in raw jute should be taken over and a remunerative price ensured for the jute growers without which the area under jute cultivation may further go down bringing the entire industry on the verge of collapse. The memorandum has urged upon the Government not to allow a few monopoly houses to utilise the Emergency to amass huge profits at the cost of the workers, jute growers and the consumers. It has demanded the convening of a tripartite meeting at an early date to consider the solution to these problems.

Indebtedness Of Ahmedabad Textile Workers

A survey of indebtedness among the workers, of a typical textile mill here, found that 9 per cent of the workers were neck-deep in debts in spite of the fact that an average Ahmedabad textile worker is one of the better paid in the country.

The survey conducted by the women's wing of the Major Mahajan, workers trade union, shows that the average per worker indebtedness worked out to, as much as, Rs. 3,450.

The survey which investigated indebtedness of about 1,000 workers out of total of 2,275 workers in the Saraspur Mills here, found that 74 per cent, of those in debts had incurred debts ranging between Rs. 1,000 and Rs. 5,000.

The average earning of a permanent worker stood at Rs. 445 per month, with those in weaving department earning as much as Rs. 506, and those in cloth department Rs. 408 a month.

However, the per family expenses also were quite high, at an average of Rs 897 per month. As many as 84 per cent of the workers spent between Rs. 400 and Rs. 600 a month on household expenses while another 12 per cent spent between Rs. 600 and Rs 800.

In the items of household expenses, the expenses on food claimed as much as 72.5 per cent of the total. The expenditure on clothes accounted for another 8.8 per cent, on payment of rental another 7.3 per cent and

on education 3.6 per cent. The average worker also spent about 2.4 per cent of the total expenditure on entertainment.

Thus, the survey noted, as much as 88.6 per cent of the total expenditure on household was incurred on necessities only.

Seventysix per cent of the debts were obtained at less than 12 per cent interest, from various sources like co-operatives or friends. On the remaining debts, an exorbitant rate of interest ranging between 60 and 72 per cent was given by the borrowers.

Fiftyfour per cent of the workers investigated said that despite high rates of interests, it was difficult to borrow money. However, few said that they could have avoided the debts. 74 per cent thought it was inevitable to borrow.

—Source : The Economic Times, August 25, 1975

CLW Labour Union Wins

Elections to the Staff Benefit Fund Committee were conducted on July 10, in the Chittaranjan Locomotive Works. A big contingent of Police force led by the Additional District Magistrate was present in the workshop. The nominees of CLW Labour Union secured 10 seats out of 14 in the elections. Never before the workers returned the nominees of the said union in such a majority—many new sections electing the nominee of this union for the first time. In the last elections they had secured 7 seats.

Maharashtra State Committee of CITU Meets

A meeting of the Maharashtra State Committee of CITU was held in Bombay on 2nd September. The meeting expressed its condolences at the sad demise of Comrade S. S. Chandankar, Vice-President Lal Bawta Mill Mazdur Union, Bombay on 30th August last.

The meeting passed a resolution demanding release of Ahilya Ranganekar, B. P. Kashyap and other comrades.

By a resolution the meeting expressed concern at the lay-off, retrenchment and Lock-out in the State affecting thousands of

workers and demanded stringent action against the management.

The meeting demanded payment of 10 per cent minimum bonus to all the workers without any delay in view of huge profit earned by the industrialists.

The meeting protested against the non-payment of minimum wages and special allowance by the powerloom owners at Madhavnagar, Ichalkaranji, Bhiwandi etc. to two and a half lakh workers and demanded effective steps by the Government to force the managements to pay their wages and allowances to the workers.

Part-time Employment of Workers —An International Survey

Definitions of part-time employment continue to vary not only from country to country but also for different purposes within countries. While in principle the term can be taken to mean work on a regular and voluntary basis for a daily or weekly period of substantially shorter duration than current normal or statutory work, it is difficult in practice to discover how far it is indeed voluntary (especially in developing countries) and to exclude persons working on two part-time jobs or a part-time job additional to a full-time job.

Statistics relating to the size of the part-time labour force are hard to come by and must be read and interpreted with caution. During the last ten years, however, there has been an evident expansion of part-time employment in many of the developed countries of Western Europe, in North America and in Australia and New Zealand and a new interest in part-time arrangements in eastern Europe.

Although the bulk of the part-time workers are women and mostly married women, part-time work is not "for women only". It is also engaged in by students (in some countries on a wide scale), by older people at or near or after retirement and by persons whose health or other commitments do not permit a full-time schedule. It may also be sought by people, men or women, who simply do not wish

to work full-time and opt for a part-time job.

While the range of occupations in which part-time employment is known is widening, and while this tendency is promoted by technological change, the concentration remains in the service sector—sales, retail trade and personal services—very largely in unskilled occupations, on the one hand, and on the other, in highly skilled professional, technical and cultural services where it is one way of making use of or spreading specialisations in short supply. The former group predominates numerically everywhere: with some exceptions, part-time work mainly occurs in the service sector at low levels of skill and at high levels of monotony. It would be interesting to know whether this is really necessary or whether it is simply an historical pattern.

The reasons why employers engage part-time workers and why workers seek such work have not changed over time. Employers use such workers for jobs which do not require full-time workers, to meet general or specific manpower shortages, to cope with peak hours or rush periods, to extend plant utilisation and sometimes to retain the services of experienced employees or to meet the desires of would-be employees. Workers who seek such work include those unable, often because of family responsibilities,

to work a full day or week, students and older people to supplement grants or pensions and others who wish such work for various individual reasons, including grounds of health.

Attitudes towards part-time employment have evolved somewhat since the last survey. A good many governments are more interested in and sympathetic to part-time formulae. A good many employers, whether under economic stress or for other reasons, are willing to organise such employment or explore the possibilities, to accept the consequences and disadvantages and to reap the advantages. The trade unions seem less directly opposed to such employment but stress its disadvantages, particularly as regards income, security, promotion and the general integration of women into the workforce, and they fear that its spread among women will lead to a persistence of the concept of women as a marginal group in the labour force: they remain convinced that, on the whole, the best solution is shorter daily and weekly hours for all workers. One important factor in the evolution of attitudes towards part-time employment has been and will doubtless continue to be the growing practical concern with new patterns of working time arising out of a variety of developments, including interest in life long education and training, in the spread of leisure, in the humanisation of work and in flexibility of working hours and of the age of retirement.

Channels of recruitment and placement of part-time workers tend to be the same as those of full-time workers: the public employment service, private employment agencies, advertisements and personal contacts and inquiries. The only perceptible change in recent years has been the greater concern of the public employment service with this type of employment, expressing itself in various ways in different countries, mostly in the form of special arrangements to facilitate the recruitment of part-time staff (E.G. special units or "corners" in employment offices, specialised staff, advertising, mobile units), particularly in times or in areas of manpower shortage but also in order to meet a rising demand for less than full-time employment.

The actual arrangement of part-time hours varies considerably with the nature of the work to be performed and, to some extent, with the other commitments and the preferences of the part-time basis and there are many different formulae. In recent years, there seems to have been a trend towards greater variety and greater flexibility in the patterns, with little change, however, where the work has by its nature to be done at fixed times.

So far as conditions of employment are concerned, the main change has been the greater awareness of the need to regulate the conditions in which workers are employed and jobs are done on a part-time basis. There has been a certain amount of legislation and revision of collective

agreements and arbitration awards so that they now cover the part-time as well as the full time workforce. However, there has been no clear trend towards the assimilation of the conditions of employment of part-time workers and full-time workers or otherwise. Moreover, what standards there are in relation to part-time workers or usually apply only to those who work a minimum number of hours daily or weekly (most of ten half-time). There has been wider acceptance of the principle that the wage rates of part-time workers should correspond to those of full-time workers, actual earnings being proportional to the number of hours worked. But there are situations in which part-timers receive higher or lower earnings, proportional by than full-time workers. In such matters as weekly rest, holidays with pay, public holidays and sick leave, the principle that there should be no discrimination between full-time and part-time workers is well accepted, but the conditions under which these entitlements are offered are often such that part-time workers are in fact excluded from their enjoyment.

Part-time workers enjoy security in employment only when they are in jobs which by their nature give rise to claims to tenure. Where they are in indefinite employment relationships, they do have such security in a number of countries, that is, they cannot be dismissed except for reasons regarded as justified and have the same periods of notice and indemnities as full-time workers. But

where a choice has to be made—e.g. in time of depression—part-time workers are the first to suffer; with exceptions (where the work is part-time by its very nature), what security they have is severely limited.

The situation of part-time workers under social security schemes is difficult to distinguish. Clearly, there is no problem where social security schemes cover all residents of a country and are unrelated to employment status. Statutory schemes covering employed persons do not generally exclude part-time workers but some of the qualifying conditions (e.g. hours worked or minimum earnings) do in fact exclude some part-timers from coverage for certain benefits (e.g. unemployment benefit). Individual employer schemes may or may not cover part-time workers: there is no clear picture. Generally speaking, qualifying conditions are the same for part-time and full-time workers, but it is not clear how part time service is taken into account in calculating minimum periods of employment where this is a qualifying condition. Part-time workers may also be excluded from benefit by conditions relating to minimum hours or earnings. Some of the most stringent conditions relate to unemployment benefit. Benefits in kind are not usually related to earnings or contributions. Nor are all cash benefits. But where they are so related, the benefits will necessarily reflect the low earnings of part-time workers. In some cases, however, the application of minima and of

Tamilnadu Newsletter

According to a settlement arrived at on July 8 last between the Madurai Dist. Garden Workers Sangh and the management of Kozhuku Malai Garden authorities, the workers will get Rs. 7.72 per day instead of Rs. 6.18 and Rs. 42 per month as

ceilings may give part-time workers a higher percentage of their earnings than full-time workers.

In the great majority of countries part-time workers enjoy the same rights as other workers in respect of participation in trade union activities and in the life of their undertakings. But while in principle they have the same rights, in practice they tend to be less interested in exercising them.

The increasing concern with part-time employment and the difficulties to which it may give rise suggests that the time may now be ripe for formulating international standards which would regulate such employment in the interests of both part-time and full-time workers and of their employers as well as in order to promote orderly employment structures.

(Source: "Part-time Employment: An International Survey" Appendix to Report VIII of the International Labour Conference, 60th Session, 1975—International Labour Office, Geneva)

interim allowance from 1st January, 1975.

The CITU nominees in Pasu Malai Mahalakshmi Mills workers' Co-operative Stores election, held recently, won by good majority of votes. In another election at Textool Company Limited Workers' Co-operative, the CITU nominees won. CITU candidates have also won in the Workers' Co-operative elections of the Tamilnadu Cement Factory, the Sagaragiri Cement Factory and the Kothari Sugar Factory, held recently.

According to a judgement of the Supreme Court delivered on June 24 last, 53 retrenched workers belonging to the Kovai Dist. General Engineering and Mechanical Workers' Sangh (CITU) will get back their jobs and arrear wages after 12 long years of their termination. The court case was conducted by the CITU Union.

CITU nominees in C.S. & W. Mills Co-operative Cr. Society's Elections held on 13th July, won all the 4 seats defeating the DMK, AITUC, INTUC & ADMK rivals.

In another election held at Kaveri Sugar Factory Co-op. Stores and Loan Society, CITU & DMK nominees won 2 seats each, defeating the INTUC and ADMK rivals.

30 thousand workers employed in 300 match box manu-

facturing units in North Arcot district are without earning from the later part of July 1975, due to non-availability of Potassium Chloride, required for the industry. The CITU is taking initiative and required steps for the renewal of supply of the essential raw material.

A memorandum on behalf of 40 thousand leather tannery workers was submitted to the State Labour Minister on 28th July by a 11-man committee consisting of CITU, AITUC and DMK representatives. The memorandum demands the implementation of minimum wages and other benefits in accordance with special committee recommendations. The special committee was formed in 1966 and the report was submitted by the committee in 1969. The implementation of the recommendations is pending till date.

300 workers attached to the Madurai Corporation Electricity Department have decided to join the CITU. The decision in the form of a resolution was adopted unanimously in the meeting held on 31st July, 1975.

All the four seats in the Tamil Nadu State Transport workers Co-operative Sangh, Nagercoil were captured by the CITU nominees. The election was held on 1st August.

Com. V.P. Chintan, Working Committee member of the CITU, was elected as President of Avadi Tank Factory Workers Sangh attached to the All India Defence Workers Federation.

The Struggle of the Working Class and the Urban Popular Masses in South Vietnam

By Nguyen Minh Vy

1963 saw the people's struggle in the countryside take on a fierce character and win repeated victories and, at the same time, the struggle in the towns develop unprecedentedly. In particular, the struggle against the repression and massacre of Buddhists involved millions of persons, causing serious splits to happen in the enemy's ranks, and contributed to the deepening of the political crisis of the regime. Since then, following the fall of Diem in November 1963, the struggle developed with a new impetus, combining political watchwords and economic demands with armed actions, shaking the foundations of the puppet regime and its organisational structures, loosening its oppressive grip and threatening its security. This struggle had profound repercussions even in Saigon, the enemy's den.

The working class and the labouring people remained the core and motive power of this movement.

Immediately after the promulgation by Diem of the 10/59 fascist law and the proclamation of a state of emergency as a prelude to U.S. armed aggression, the workers and other labouring people engaged in repeated and resolute actions. The workers of the American Stanvac petroleum company started the movement with a strike and the occupation of the company premises. This strike was supported at once by hundreds of trade union organisa-

tions, and was followed by a bloody struggle of the workers and labouring people of Phu Tho Hoa against forced displacement and expulsion. Taxi and pedicab drivers carried out a struggle against the monopoly of the Lambretta company, in co-ordination with the national bourgeoisie.

The question is how the working class, the labouring people and other social strata can wage such a powerful and uninterrupted struggle with a just line, while they are living under a fascist regime of such cruelty and while enemy control over the cities is so strict.

Everyone knows that American imperialism and its lackeys consider the towns as their safe rear, their reserve in manpower and in material and financial resources, and as their starting bases for military operations against the countryside. That is why they have always striven to protect the towns—those nerve centres—by all means, using the most cruel as well as the most cunning methods. Their repression is aimed particularly at the working class and the labouring people. They have resorted to the most barbarous means, trying to ward off the menace weighing down on them. Brutal repression and strict control are used together with the most perfidious methods, like the setting up of sham trade-unions and the corruption of a certain number of workers; but the trade union movement

itself was immediately subjected to a fierce repression as soon as they found out that they could not make use of it for their profit. Pressed to an extremely isolated position, the American imperialists and their lackeys are confronted not only with the fundamental strata of the labouring masses—the basis of the revolution—but also with the intermediate strata and even with opposition groups within the puppet army and administration themselves.

It is worth noticing that the more the revolutionary movement progresses, the sharper internal dissensions within the enemy camp grow, the more the adversary has to guard against the menace of subversion springing from their own ranks and the more defence of the towns has to be strengthened. Diem had set up strategic hamlets, sectors and quarters despite all considerations of "town-planning" and in defiance of world public opinion; he had constituted special forces for his own protection, and placed Saigon in a constant state of alert. The American imperialists and their henchmen have not hesitated to decree martial law, and set their troops on pagodas and religious believers. At present, they are still concentrating important armed forces in Saigon for their protection. The Americans have taken in hand the command of all security

forces in Saigon, and all measures for "the maintenance of order" have also been taken to protect the lives of both masters and lackeys. They are trying to consolidate those security forces and strategic quarters and sectors, carrying out uninterrupted operations of terrorism in workers' quarters, arresting hundreds of persons in the course of the mopping-up raids. One may say that under those conditions, if the balance of forces in the countryside is in favour of the population, in the towns, the situation is the reverse.

In the towns, the enemy have at their disposal not only powerful armed forces, but also superior economic power. The enemy do their utmost to impose on the masses a political, cultural and ideological domination with a view to demoralising them and stamping out their struggle. Yet, if this position of strength makes it possible for the enemy to repress and curb the revolutionary movement, on the other hand they have run into insoluble contradictions and weaknesses inherent to the neo-colonial system itself. In fact, with its policy of neo-colonialism and special warfare, a type of warfare fit to serve that policy, American imperialism, while essentially relying on its armed forces and administrative machinery, must also resort to demagogic methods to operate a "political mobilisa-

tion" and try to put the country's manpower and material and financial resources in the service of its war against the revolution. In application of its neo-colonial policy, the U.S.A. must pretend to be only a 'friendly' country bringing external aid while their henchmen, traitors to the fatherland must set up for 'patriots', 'nationalists', 'democrats' 'enjoying full independence', whose only care is 'to fight the communists for the sake of the people'. This 'national and democratic' appearance has to be maintained at all costs, at least in the towns, where live many intermediate strata which they try to win over, where many opposition parties and groups contend with them for political influence and where they themselves are doing their utmost to exert influence on the working class and the labouring people who, they know, are always ready to answer the call of the revolution. The cities are also places for contacts with the outside world, where at least some appearances should be kept up so as to be worthy of the 'free world'. That is why, despite their cruel and savage nature, they are obliged to use perfidious, more politic means in the towns, without suspecting that those means are to serve the working class and the labouring people in their action against the regime. From the very beginning and over the past ten years, the urban working class and the labouring masses, always in the

van, have laid bare the scheme of aggression of the American imperialists and the anti-national treason of the puppets, and brought about the largest front against repression and exploitation, inflicting repeated defeats on the enemy.

On the other hand, increasing poverty due to a dependent economy, unjust regulations and atrocious working conditions (corporal punishments, sackings, unemployment) have made the working class and the labouring people become conscious of the necessity of uniting in struggle to defend their rights and raise their living standards. Experience has kept them from falling into the traps set by the enemy, who tries to divide, corrupt and deceive them; and so they have always kept their role of leading core in the tenacious and heroic struggle of the urban population during those 10 years. Steeled in several decades of struggle under the leadership of our Party, the South Vietnam working class not only is clearly conscious of its class and national interests, but has also drawn rich experience from the struggle against imperialism and its lackeys. Closely bound to the peasantry, stimulated by the resolute struggle of the peasants, and by the socialist construction in the North of the country, it knows how to ward off the blows of its exploiters and oppressors, as it knows how to expose all their tricks.

Thanks to its ardent patriotism, its deep hatred of the enemy and its rich fighting experience, the working class has overcome all difficulties and hardships, unravelled the complexity of the various situation and thus kept its vanguard role. For the American imperialists and their lackeys, the working class and the labouring people of South Vietnam are by no means a weak and inexperienced adversary, whom they could easily deceive and hold in check, but a well-tempered opponent, with a rich experience, who can foresee and foil all their perfidious plots.

Other social strata—labourers, urban petty bourgeoisie, intellectuals.....have also had a long history of struggle against the imperialists and their stooges, in close union with the working class and under the leadership of the Party. They had enjoyed the fruits of the Revolution and the (anti-French, Ed.) Resistance and can no longer endure the oppressive regime set up by the Americans and the puppets. For its part, crushed by American 'aid' and ousted by pro-American compradors, the national bourgeoisie realizes more and more clearly that it must oppose the enemy, by relying on the popular forces. The working class has thus realized its unity and at the same time the union of all anti-American forces in the towns, imparting to the urban movement a high revolutionary character and an ever larger national front character. The movement exactly follows the

line of the South Vietnam National Front for Liberation (N.F.L.) which has put forward a programme of independence, democracy, peace and neutrality.

The coming into being of the Liberation Labour Association (L.L.A.) a member of the N.F.L., with a clear-sighted policy, marked a new stage in the struggle of the working class and the urban population. The programme of the L.L.A. clearly declares: "To closely unite with the peasantry, realize a solid worker-peasant alliance on the basis of union with all organizations, social classes, people of all walks of life and patriotic personalities within the N.F.L. in order to overthrow the yoke of the American imperialists and their lackeys, set up a democratic national coalition government, improve the living conditions of the workers, labouring masses and other social strata, safeguard peace and reunify the country." With regard to the national bourgeoisie the L.L.A. advocates union on the basis of the N.F.L. programme: "All disputes between the workers and the national bourgeoisie will be solved through negotiations on the principle of mutual advantage."

The soldiers in the service of the enemy, most of them being sons of workers and labouring people pressed or deceived by the enemy, are called upon to unite with the people to form a "worker-peasant-soldier" bloc of union which is to struggle to overthrow the enemy and win independence, democracy, peace

and peaceful national reunification.

The working class and the urban labouring people have now their organization, their banner, and a precise political line. The prestige of the L.L.A. is growing unceasingly. In many combats, as in the January 1964 strike staged by the Vinatexco workers, the L.L.A. was able to mobilize together with the forces of the workers, those of the urban labouring people, the peasantry and other social strata. The L.L.A. resolutely defends the trade union organizations, those great recruiting organizations of the working class, and strive to purge their ranks of elements traitors to their class and to the nation.

(Source: March 1965: Vietnamese Studies, a quarterly review published by the Democratic Republic of Vietnam)

Notable Victory

Bata Mazdoor Union is the only union for 12, 137 workers of M/s. Bata Shoe Company at Batanagar. In the election held on July 30 last for the posts of office bearers and Executive Committee members, the nominees of the Left front won significant victory as against others. 95 percent workers participated in the voting.

The Left front contested 30 out of 41 seats of Executive Committee members and won 23. Out of the 4 general seats, three were won by them. Rabin Sinha, Sailen Pal and Parimal Chowdhury were declared elected.

Book Review

Bonded Labour In India : Published by Indian School of Social Sciences, 77 Lenin Sarani, Calcutta-700013.

The publication contains 90 pages of cyclostyled papers (fool-scep size) which form part of the material presented in a Seminar on "Cultural Action for Social Change" organised by the National Labour Institute in New Delhi on 22nd and 23rd December 1974.

The study as contained in the publication tells the shocking tale of slave labour in rural India. The papers are based on actual surveys conducted through official agencies ; and so their authority can hardly be questioned. Though "bonded labour" is prohibited under the Constitution of India, the papers clearly reveal that the system of Bonded Labour is not only prevalent in different parts of the country but the upper strata in rural areas still continue this evil practice in a nonchalant manner.

The publication also contains an Appendix which gives extracts from the reports of the Commissions of Scheduled Casts and Scheduled Tribes during the the last 20 years.

In defining bonded labour, the study says, "It can be defined as social agreement between a debtor and creditor under which the debtor agrees to render labour or personal services to the creditor without remuneration in lieu of the satisfaction of the debt or part of the debt or interest on principal

amount for a specific period or till the debt is satisfied or repaid". It tries to trace the origin of the problem and outlines six causes of the prevalence of the problem ; namely 1) Caste structure, 2) Indebtedness, 3) Social Customs and traditions, 4) Atrocities of the higher caste people, 5) Illiteracy and 6) Psychological reasons.

It backs its conclusions with factual data and statistics

.....
The minimum amount for which a labour was bonded was Rs 20 and the maximum Rs. 2700/-; the period of bonding ranges between 6 months to 18 years ; most of the agreements were verbal etc.

The publication contains detailed study made in respect of the bonded labour.

..... The study also suggest measure for solutions to the problem of bonded labour.

..... The problem cannot be solved and this evil system cannot be eradicated unless the present social system undergoes a thorough and radical change. The studies also point out to this glaring fact that until and unless land is redistributed to the landless peasants and radical agrarian reforms are carried out, the exploitative system of bonded labour cannot be stopped. But though many loud talks and promises have been made in respect of agrarian reforms, very little has been done in this res-

pect, vast majority of rural poor remains deprived of land.

The appendix contains extracts from the reports of the Commissioner for Scheduled Castes and Scheduled Tribes. As pointed out earlier, these reports also contain revealing facts about forced and bonded labour. The reports point out that bonded labour continues to exist in different States or Union territories of India and is known by different names in different places. The Report for 1971-72 and 1972-1973 points out, "It is observed that most of the States/Union territories are reluctant to accept that bonded labour is prevalent in their areas. The replies that are, therefore, received in this Organisation indicate that the practice has completely died out, which however is not a fact on the basis of sample survey done by this Organisation and various other bodies". These reports also support the main conclusions of the studies some of which have been pointed out earlier.

The publication also contains a study on immoral trafficking in women.

The study gives numerous concrete cases.

..... Poverty as has been pointed out by studies, is the root cause of all these social evils—bonded labour and immoral trafficking in women.

..... Though the studies suffer from certain limitations, as has been pointed out earlier we recommend this publication to

(On Page fourteen)

Money Lending in Chhattisgarh Region Of Madhya Pradesh

The villagers of Chhattisgarh region, particularly the Adivasis and Harijans have been the victims of a particularly vicious type of money-lending racket, locally known as the "Kangal Bank". A senior police official, who has made a study of these "banks", said they have existed in some form or another for the past one hundred years in Chhattisgarh region.

The "kangal bank" owners usually employ toughs to recover loans from the villagers. In most cases the loans are never recovered and the so called "bank" owners make huge profits from the never ending interest. The loans given by these infamous "banks" ranged from Rs. 5 to Rs. 100. The weekly interest on the minimum amount of Rs. 5 was 50 paise, but default in payment of weekly interest added a penalty of Re. 1 each week.

The "bank" owners, well

(From page thirteen)
the Trade Unions, Kisan Sabhas and in fact to all progressive people and bodies. They can make use of the facts revealed in the studies to fight out these social evils. At the same time, we hope that these studies will encourage others to undertake further studies in depth in different parts of India on this problem of bonded labour.

The Indian School of Social Sciences, Calcutta has done a useful job in bringing out this publication.

acquainted with the law in respect of money-lending, obtain licences and so operated their business within the law. If a borrower could not pay back the loan, the "banks" toughs were used to confiscate all their belongings—utensils, clothes and even land—to recover the loan.

A few months ago a teacher and a farmer who were in the clutches of the "kangal banks", committed suicide. The teacher, who was desperate, had borrowed some money from the "bank". Upset over the humiliation to which he was subjected because of non-payment of the interest on the loan, he took his life.

In every district "kangal bank" owners employed hundreds of goondas to terrorise the villagers to recover their dues. The police were unable to take any action against them as they had money-lending licences and were within the law. Although they operated in most villages their activities were concentrated in Adivasi areas.

Mr. Laxman Satpathi, a Congress MLA, who had made vigorous attempts to mobilise public opinion against the "kangal banks" in Raipur district, told CURRENT that in a village near Mahasamund, he saw some employees of the "bank" trying to snatch the clothes off a woman in an attempt to recover their loan. He had to intervene, and along with the help of some villa-

gers, forced the toughs to release their victim.

A survey revealed that, at a conservative estimate, each gang which had been detected by the police had dealings with 2 to 3 thousand persons per year. In Chhattisgarh region alone, 3 to 4 lakh people fell prey to the "kangal banks."

Most of the victims were illiterate and were generally unaware of the different official bank lending schemes and programmes. There are many instances in which victims of the "kangal banks" have continued to be in their clutches for generations.

The total amount of interest realised by the "kangal banks" in a week, only in Raipur district, is estimated to be between Rs. 8 and 10 thousand rupees, on loans totalling Rs. 80,000 to 1 lakh.

Mr. Puran Batria, a former Superintendent of Police, Raipur, had made some positive attempts to fight the evil of "kangal banks". However the racket seems to be continuing unabated.

According to Mr. Batria's file there were 30 gang leaders employing hundreds of people. Although police, in different districts of Chhattisgarh, have launched campaigns against the "kangal banks" in the past, they had not had much success because of the lacuna in the law.

In fact, though this racket is said to have existed for a hundred years, the first time the police have been able to bring a case against one of these racketeers was only this year.

(Source : Current : July 19, 1975)

Crisis in Kanpur Textile Mills

There are in all ten textile mills in the city employing about 50,000 workers. The units include a woollen mill and a rayon factory.

Two units—Lakshmi Ratan cotton mills and Atherton West Mills with over 5,700 workmen have been closed since May.

In J.K. Rayon, a lay-off was declared in March following the non-availability of power. Though power supply has since been resumed, the lay off has not been lifted. In fact, the employers have announced their decision to close the unit from September 14. This will render nearly 1,800 workmen jobless.

In the case of Lakshmi Ratan cotton mills, the employers say they do not have adequate funds to run the factory. Arrears due to the workers by way of wages, bonus, provident fund and other dues are estimated at Rs. 74.47 lakhs. In the case of Atherton West mills the dues amount to Rs. 86.58 lakhs. This factory has stocks valued at Rs. 40 lakhs. Besides, stocks under process are estimated at Rs. 52 lakhs.

A Committee of the labour department of the U.P. government had some time ago estimated that the unit would lose about Rs. 9 lakhs per month under the prevailing conditions. The price of rayon has, however, shown an upward trend in recent months.

The industry has for some time been facing a financial crisis owing to poor offtake. At present the value of accumulated stocks is estimated at Rs. 11.70

crores. (This figure does not include the stocks of Lakshmi Ratan cotton mills, details of which are not readily available.) Usually, the value of stocks at any given time does not exceed Rs. 4 crores. The heaviest accumulation (Rs. 6.30 crores) is in the three units of British India Corporation mills, which has a government-nominated chairman.

The mills have called for a revision of the wage structure as the industry cannot bear the "heavy" burden of wage bills, and the fixation of work-load to increase productivity. The mills should be allowed to work on

Sundays also so that the surplus labour could be absorbed.

Labour leaders assert that the present crisis in the Kanpur textile industry could have been avoided if appropriate measures had been taken by the mills. According to the Chairman of the state labour commission, Mr. Arjun Arora, the crisis can be attributed mainly to "bad family management".

The industry earned "huge profits" till 1974—1972 and 1973 being "very profitable" years for the industry. But the profits were not ploughed back into the industry. New units were set up by the mills outside Kanpur.

Source ; The Times of India
September 5, 1975

Closures, Lay-Offs & Retrenchments in Engineering Industry In West Bengal

Robin Mukherjee and Shanti Ghatak, President and General Secretary of Federation of Metal and Engineering Workers Unions (CITU) submitted a memorandum to the West Bengal Labour Minister on July 30 last about lock-outs, closures, large scale lay-off, retrenchment of workers in Engineering factories.

The memorandum pointed out that though the employers' representatives assured the Prime minister that they would not take recourse to large scale lay-offs, retrenchments, lock outs, closures etc, the position of the Engineering workers who have been facing severe attacks on their jobs for the past few months, has not improved.

The memorandum revealed that while the two year old lock-

out in J. K. Aluminium is continuing affecting 3000 workers, new lockouts have been declared in Metal Box (4000 workers), Oriental Metal industries and Orient General Industries after the declaration of "Emergency". Lockout is also continuing in India Foils limited. The management of Gondalpara Foundry and Industrial Plants (owned by Birlas) refused to implement Tripartite Engineering wage settlement of 1973 and declared closure. Some of the closed factories have been reopened by imposing retrenchment as in Motor Machinery of Dum Dum Hooghly Docking and Engineering etc. Usha Automobiles of Cossipore retrenched 119 workmen and 200 workers have been

(Contd. on page 17)

ILO CONVENTION ON FREEDOM OF ASSOCIATION & PROTECTION OF RIGHT TO ORGANISE

The text of the substantive provisions of the ILO Conventions on Freedom of Association and Protection of Right to Organise and Right to Organise and Collective Bargaining is reproduced below :

Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

Article—1 : Each Member of the International Labour Organisation for which this Convention is in force undertakes to give effect to the following provisions.

Article—2 : Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.

Article—3 : 1. Workers' and employees' organisations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programmes.

2. The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof.

Article—4 : Workers' and employers' organisations shall not be liable to be dissolved or suspended by administrative authority.

Article—5 : Workers' and employers' organisations shall have the right to establish and

join federations and confederations and any such organisation, federation or confederation shall have the right to affiliate with international organisations of workers and employers.

Article—6 : The provisions of Articles 2, 3 and 4 hereof apply to federations and confederations of workers' and employers' organisations.

Article—7 : The acquisition of legal personality by workers' and employers' organisations, federations and confederations shall not be made subject to conditions of such a character as to restrict the application of the provision of Articles 2, 3 and 4 hereof.

Article—8 : 1. In exercising the rights provided for in this Convention workers and employers and their respective organisations, like other persons or organised collectives, shall respect the law of the land.

2. The law of the land shall not be such as to impair, nor shall it be so applied as to impair, the guarantees provided for in this Convention.

Article—9 : 1. The extent to which the guarantees provided for in this Convention shall apply to the armed forces and the police shall be determined by national laws or regulations.

2. In accordance with the principle set forth in paragraph 8 of article 19 of the Constitution of the International Labour Organisation the ratification of this Convention by any Member

shall not be deemed to affect any existing law, award, custom or agreement in virtue of which members of the armed forces or the police enjoy any right guaranteed by this Convention.

Article—10 : In this Convention the term "organisation" means any organisation of workers or of employers for furthering and defending the interests of workers or of employers.

Article—11 : Each member of the International Labour Organisation for which this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organise.

Right to organise and Collective Bargaining Convention, 1949 (No. 98)

Article—1 : 1. Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.

2. Such protection shall apply more particularly in respect of acts calculated to—

(a) make the employment of a worker subject to the condition that he shall not join a union or shall relinquish trade union membership ;

(b) cause the dismissal of or otherwise prejudice a worker by reason of union membership or because of participation in union activities outside working hours or, with the consent of the employer, within working hours.

Article—2 : 1. Workers' and employers' organisations shall enjoy adequate protection

against any acts of interference by each other or each other's agents or members in their establishment, functioning or administration.

2. In particular, acts which are designed to promote the establishment of workers' organisation under the domination of employers' organisations, or to support workers' organisations by financial or other means, with the object of placing such organisations under the control of employers or employers' organisations, shall be deemed to constitute acts of interference within the meaning of this Article.

Article—3: Machinery appropriate to national conditions shall be established, where necessary, for the purpose of ensuring respect for the right to organise as defined in the preceding Articles.

Article—4: Measures appropriate to national conditions shall be taken, where necessary, to encourage and promote the full development and utilisation of machinery for voluntary negotiation between employers or employers' organisations and workers' organisations, with a view to the regulation of terms and conditions of employment by means of collective agreements.

Article—5: 1. The extent to which the guarantees provided for in this Convention shall apply to the armed forces and the police shall be determined by national laws or regulations.

2. In accordance with the principle set forth in paragraph 8 of article 19 of the Constitution of the International Labour Organisation the ratification of this Convention by any Member shall not be deemed to affect any existing law, award, custom or agreement in virtue of which members of the armed forces or the police enjoy any right guaranteed by this Convention.

Article 6: This Convention does not deal with the position of public servants engaged in the administration of the State, nor shall it be construed as prejudicing their rights or status in any way.

(Source: "Freedom of Association—An International Survey" Pp 57-59—a publication of the International Labour Office, Geneva.)

Closures, Lay—Offs & Retrenchments in W. Bengal

(Contd. from page 15)

Declared surplus in Electric Construction Co. In Texmaco recruitment of substitutes has been stopped and 100 contract workers have been retrenched.

In Hind Motors, apart from throwing a big section out of job, about 5000 workers are laid off without compensation for half of the months. There is almost total lay-off of workers in Sen-Raleigh Co. (Asansole) and its ancillary units at Kalyani, although bi-cycles have fairly expanding market at home and abroad. 4000 workers are thus facing loss of job and starvation. Lay-offs have also been resorted to in Kolay Iron and Steel, Metal & Ores, Arvind Industries, Veegal-India, Philips Electricals etc.

The managements of Jessops, Burn, Texmaco, MMC, Jay Engineering, Hind Motors, etc. have started reduction of working force; through pressurising the workers to accept voluntary retirement scheme and other methods.

All these have been happening when both the labour

and Govt. are agreed that both the home and foreign markets for engineering goods are expanding and published balance sheets of many engineering units show a trend of growing prosperity. The memorandum points out that small engineering units may have some problems about supply of raw materials, adequate credit etc, which may be resolved through joint efforts.

Above all the unanimous recommendation of the State Labour Advisory Board for enabling forcibly evicted workmen of Saxby, Jay, Texmaco, Bengal Enamel, Orient General Industries and other units to join their duties and guaranteeing trade union rights, are being flagrantly violated. Fresh complaints about forcing the workers to dissociate from unions of their choice have been voiced.

The memorandum urged upon the Labour Minister to take steps to stop closure, lock-outs, retrenchment, layoff etc. and grant facilities to small units in the interest of optimum production as well as employment and also to protect the rights of the workers.

Glut in Finished Goods will Hit Small Units

The Industries minister, Mr. S. M. Krishna, to-day expressed concern over the glut in the market for finished goods turned out by some of the major factories in the country and said that if that situation continued many small ancillary units depending on the big units would be affected.

Mr. Krishna, who was inaugurating the BINED Scheme (Bank of India and National Alliance of Young Entrepreneurs' Entrepreneurship Development Scheme) for Karnataka, said that big units like the State Government owned electric factory and Hindustan Machine Tools were not finding speedy market for their products. The finished goods were not moving fast. He spoke of the need for drawing the attention of the Government of India to the situation to see that large number of small industries depending on major factories were not affected.

—The Hindu,
September 4, 1975

Cement Prices

According to circulars issued by ACC from time to time the following prices per tonne were authorised for the sale of Cement.

Date of Circular	Rs/Tonne
31.3.69	184.86
1.10.70	193.13
2.10.72	222.27
2.8.74	296.03
30.6.75	342.37

Consumer Price Index Numbers

(Industrial Workers/1960 = 100)

State/Centre	1975			State/Centre	1975		
	May	June	July		May	June	July
Andhra Pradesh				Orissa			
Gudur	332	335	326	Barbil	315	313	326
Guntur	350	349	341	Sambalpur	352	359	356
Hyderabad	322	327	326	Punjab			
Assam				Amritsar	329	327	321
Digboi	342	344	336	Rajasthan			
Doom Dooma	296	291	286	Ajmer	319	319	315
Labac	317	324	308	Jaipur	333	331	327
Mariani	285	289	277	Tamilnadu			
Rangapara	276	274	270	Coimbatore	335	334	334
Bihar				Coonoor	324	330	322
Jamshedpur	298	303	301	Madras	325	328	337
Jharia	306	311	314	Madurai	359	362	364
Kodarma	356	350	349	U.P.			
Monghyr	333	331	334	Kanpur	306	310	312
Noamundi	344	351	341	Saharanpur	330	335	323
Gujarat				Varanasi	362	361	353
Ahmedabad	310	308	298	West Bengal			
Bhavnagar	334	332	323	Asansol	320	322	320
Haryana				Calcutta	287	285	285
Yamunanagar	333	333	322	Darjeeling	263	264	259
J. & K.				Howrah	291	292	298
Srinagar	261	278	280	Jalpaiguri	267	265	263
Karnataka				Raniganj	321	323	324
Ammathi	351	361	366	Delhi	337	341	341
Bangalore	345	340	337	Other Centres*			
Chikmagalur	352	348	329	Berhampur ('49)	498	494	495
Kolar G. F.	352	346	344	Cuttack (1949)	402	393	489
Kerala				Jabalpur (1949)	444	449	439
Alleppey	403	406	398	Beawar ('51-52)	368	371	361
Alwaye	388	394	380	Tripura (1961)	332	327	304
Mundakayam	375	378	366	H. P. (1965)	242	242	232
M. P.				Goa (1966)	218	223	222
Balaghat	364	369	365	Chindwara ('66)	174	180	181
Bhopal	321	324	321	Bhilai (1966)	212	216	215
Gwalior	343	344	330	Bhilwara ('66)	221	223	219
Indore	362	364	355	Kothagudam ('66)	207	211	207
Maharashtra				Rourkella ('66)	232	234	227
Bombay	308	309	305	All India ('49)	397	399	394
Nagpur	336	345	341	do ('60)	327	328	324
Sholapur	360	361	353	* Figures in bracket indicate base year.			

(Labour Bureau, Simla)

On Imported Cotton

There is an interesting controversy between the cotton corporation of India and the mill owners. When the CCI was authoring to import Pakistan cotton, the mills were clamouring to get the quota of the imported cotton. It is reported in the press on 17th July that the mills have now backed out and the CCI is saddled with 1.2 lakh bales valued at Rs. 15 crores. In the total imports of two lakh bales from Pakistan the mills have booked order for only 80,000 bales and the CCI hopes that about 10,000 bales would be purchased in the near future.

—Indian Kapas Bulletin
July, 1975

“Power is what power does. Recent history has proved once again that a large number of so called powerless people can limit power.”

—Smt. Indira Gandhi
from her speech at
Kingston Conference

Correction

In the September, 1975 issue of *The Working Class*, in the article “Agreement In Steel Industry” in page 2, the first two lines of the 7th paragraph should read as “Though the agreement was not fulfilling...”

The printing error is regretted.

(Editor)

CITU PUBLICATIONS Deal Offer Sale

Extended up to 30th October, 1975

Sl. no.	Name of the book	Price
ENGLISH :		
1.	Unmask And Defeat Anti-Labour Policies	0.40
2.	Employees' Family Pension Scheme—A Hoax —M. K. Pandhe	0.20
3.	Railwaymen And The Third Pay Commission —Nrisingha Chakrabarty	0.20
4.	For Broader Unity And Mightier Struggles —B. T. Ranadive	0.25
5.	Fight Against Repression & Distruption	0.40
6.	Resolutions And Proceedings of the 2nd Conference	1.50
7.	Deepening Crisis : Rising Struggles	1.50
8.	Constitution of the CITU	0.75
9.	For United Actions of the Working Class	0.40
10.	A Critique of the Wage Policy Submitted by CITU at National Convention Against Wage-Freeze	0.20
11.	Surging Tide of Working Class Struggles	1.25
12.	Forward to Unity and Struggles	3.00
13.	Productivity & Industrial Relations —P. Ramamurti	0.25
14.	Stop This Reign of Terror in West Bengal	0.50
15.	World Capitalist Crisis—B. T. Ranadive	1.00
16.	Comrade B. T. R. Speech at 3rd Conference	0.50
*17.	Bound Volume of the above publication (no discount)	11.00
HINDI :		
1.	Akraman Ke Prathirodh Ke Liye Ek Ho	0.50
2.	Naye Jangee Sangram Ke Aur Badho	0.50
3.	Sanjukta Trade Union Andolon Ke Naye Disha	0.40
4.	Constitution of CITU	0.40
5.	Employees' Family Pension Scheme—A. Hoax	0.20
6.	Comrade B. T. R. Speech at 3rd Conference	0.50
*7.	Bound Voume of All Hindi Publications (no discount)	3.00

REMIT MONEY IN ADVANCE

And Benefit 20% Discount up to Rs. 20/- and
25% for Above Rs. 20/- on value of orders
Postage will be borne by CITU.

Tamil Nadu State Committee of CITU Meets

The Tamilnadu State Committee of the CITU met at Madurai on 3rd and 4th September, 1975. 32 out of 41 members attended. Com. K. Ramani presided.

Com. R. Umanath submitted a report on the political situation and Com. Nallasivam submitted a report on the industrial situation.

After discussions on both the reports, the Committee passed a resolution on the Emergency. Decisions were also taken on preparations for holding meetings and conventions among workers and agricultural workers on various demands against law-offs, retrenchments, lock-out and closures in Textile and other factories, against victimisation of State and Corporation Transport employees in Kanyakumari and Madurai districts, etc.

The Committee demanded that the sugar cane growers must be paid Rs 150 per ton, all workers laid off by Kothari Sugars must be reinstated and the Government must nationalise the Sugar industry.

The Committee also demanded that the unanimous recommendation of the Labour representatives on the Plantation Minimum Wages Advisory Board, regarding wages, should be accepted by the Government and notified as

Comrade Bhairav Bharati

The CITU and The Working Class pays homage to Comrade Bhairav Bharati, President Grasim Mazdoor Sangh, Nagda (M.P.) who recently died in Indore Jail hospital. He was arrested under MISA after proclamation of internal emergency. Comrade Bharati was a wellknown trade union and peasant leader of Malawa region of Madhya Pradesh. He was once elected on the Madhya Pradesh Legislative Assembly from Nagda Constituency. In his death the Trade Union movement in Malawa region lost a great champion of the working class and the toiling people.

In a letter to the Union Home Minister, K. Brahmananda Reddy, several members of Parliament have demanded judicial enquiry into the causes of his death. The CITU Secretariat in its meeting held on 28th September adopted a resolution condoling the death of Comrade Bharati and demanding judicial enquiry into the causes of his death.

minimum wages. It also demanded that for the Beedi industry the minimum wages Act, and notifications arising out of it must be added to Ninth schedule to the Constitution.

The Committee passed a number of resolutions on various issues including aid to Bihar Flood Victims, solidarity with workers of Parry's Confectionary and Aerofood who are on strike, wage revision for Local Body and Tannery workers, solidarity with workers of Dindigul Sugar factory and India Meters Ltd., withdrawal of cases under DIR against CITU activists etc.

The Committee also decided to send a deputation to wait on the Chief Minister on the issues of victimisation of Transport workers, lay-off of sugar workers and plantation minimum wage.

Send Your Contributions To Bihar Relief Fund

People's Relief Committee has been formed in Patna by Several mass organisations of workers, peasants, students and youths to extend relief to the flood affected people in Bihar. All CITU unions are requested to send relief to the following address :

Ras Behari Singh, Advocate
Convener, Bihar People's
Relief Committee
Bailey Road, Patna
Bihar

The Bharat Heavy Electricals Workers' Union of Kailasapuram (Trichy) has already sent Rs. 10/- to the CITU Centre for Bihar Flood relief.

—Secretariat CITU