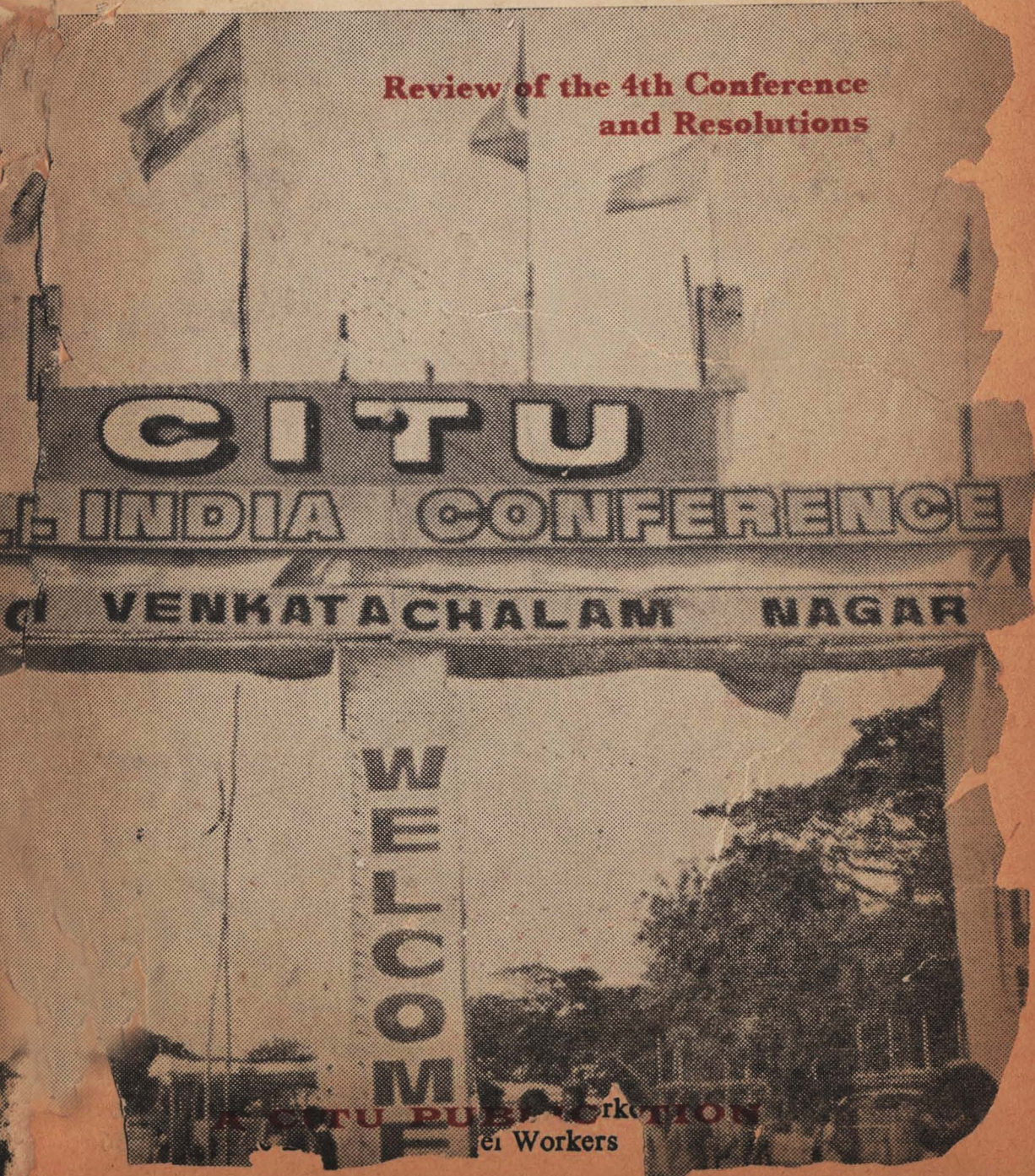


THE CITU RESOLVES IN MADRAS

Review of the 4th Conference
and Resolutions



CITU PUBLICATION
for Workers

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The Fourth Conference of CENTRE OF INDIAN TRADE UNIONS

A Review

The Fourth Conference of the Centre of Indian Trade Unions was held at Tyagi Venkatachalan Nagar in Madras on 11th-15th April 1979.

A Reception Committee was constituted by the Tamilnadu State Committee of the CITU with Comrade V. P. Chintan as its Chairman. The Reception Committee mobilised the resources of all the CITU unions in Tamilnadu, particularly in the Madras industrial area and made elaborate preparation for successfully holding the Conference. Hundreds of volunteers workers worked daily for nearly two months for the Conference and for collection of donation from the workers and employees to meet the expenses for the Conference and the response received was unprecedented. The employees of Banks, Insurance, Mercantile offices, Petroleum, Railways, P & T and various other Government Departments contributed generously and gave most active co-operation for successfully organising this Conference.

3861 delegates representing 1473 unions from all over India participated in the Conference and they were provided accommodation in a number of camps in Madras city manned by trained volunteers. Arrangements were also made to provide medical assistance to the delegates wherever needed.

Comrade B.T. Ranadive, President of CITU hoisted the red flag at 3.30 p. m. on 11th April, 1979 at Tyagi Venkatachalan Nagar (Kannappar Thidal in Madras City) and placed wreath at martyr's column. Fraternal delegates from Romania and Vietnam also arrived and took their place on the dias.

Com. V.P. Chintan, Chairman of the Reception Committee then welcomed the delegates and the observers and read out his address, already printed and circulated to all.

Com. B. T. Ranadive, President of CITU took the chair to preside over the Conference and requested the delegates to observe two minutes silence to pay homage to the martyrs.

Com. B. T. Ranadive then gave his presidential speech elaborating the main features of his address already printed and circulated to the delegates in English, Hindi, Bengali, Tamil, Telgu, Malayalam and Marathi languages. Com. Ranadive intermitently stopped for translation of his speech in all regional languages.

Comrade P. Ramamurti, General Secretary of CITU then moved the condolence resolution and resolutions paying homage to Comrade Mao-Tse-Tung, Comrade Chu Teh, Comrade Chau-en-Lai and Comrade A. K. Gopalan. These resolutions were adopted unanimously.

Com. P. Ramamurti moved a resolution condemning murder of CITU workers by the RSS goondas in Cannanore, in Kerala and this resolution was seconded by Com. Kannan and unanimously adopted.

Com. M. K. Pandhe, Secretary CITU then read out the messages received from the following organisations from abroad.

Confederation Generale du Travail, France, Federation of Trade Unions of Vietnam, The Council of Confederation of Trade Unions of Yugoslavia, All China Federation of Trade Unions, CCGHTU Democratic Peoples Republic of Korea, Trade Union Congress United Kingdom, Indian Workers Association, Great Britain, Ceylon Federation of Labour, Sri Lanka, All Union Central Council of Trade Unions, USSR, Trade Union International of Commerce Employees, Czechoslovakia, Plantation Workers Union, Port Louis, Sohyo, Japan, Union International of Transport Workers, WFTU, Budapest, General Secretary WFTU, CGIL Secretary for International Relations, Italy Confederation General of Romanian Trade Unions, Romania.

Com. Pandhe also read out the messages received from the following fraternal organisations of our country.

United Trade Union Congress, All India Reserve Bank Employee's Association, Labour Progressive Federation, Confederation of Central Government Employees' Unions and Associations, All India Railwaymen Federation, All

India Newspaper Employees Federation, All India University Employees' Confederation, Bhartiya Mazdoor Sangh.

Comrade Har Kishan Singh Surjeet, Vice-President of All India Kisan Sabha greeted the delegates.

Com. K. T. K. Thangamani of AITUC, present in the Conference as a Fraternal Delegate, also greeted the Conference.

Comrade Krishnapada Ghosh formally released the Souvenir prepared by the Reception Committee. The Souvenirs were sold at the rate of Rs. 2/-.

Comrade Manoranjan Roy moved a resolution on "Solidarity with International Working Class" and it was seconded by Com. Mohan Punamia and unanimously adopted.

A Resolution Committee was formed with the following : Mohan Punamia (Convenor), Samar Mukherjee, Madan Phadnis, M.K. Pandhe, Prabhakar Sanjgiri, Viswanath Menon, N. Prasada Rao, Ravindranathan, Biren Roy and Shanti Shekher Bose.

The Credential Committee was formed with the following members : A. Nallasivan (Convenor), O. J. Joseph, Durgadas Shirali, Prakash Chandra Ghosh, T. N. Nambirajan, Shanti Ghatak, Suhrid Mullick Chowdhury and Biseswar Ganguly.

Com. P. Ramamurti, General Secretary of CITU presented the main report of the Conference. Com. Ramamurti explained the salient features of his report which was earlier circulated among the delegates in English, Hindi, Bengali, Tamil, Telegu, Malayalam and Marathi languages. The speech of Com. Ramamurti was translated in all languages.

After that, Comrade M. K. Pandhe, Secretary of CITU presented the report on Organisation and elaborated in his speech the main points of the report. His report was also circulated among the delegates in English, Hindi and other languages.

The proceedings of the Conference on 12th April, 1979 was started at 12.55 p. m. Comrade Stan Gheorghe, the Romanian Delegate addressed the delegates. His speech was translated in all languages. Comrade Stan Gheorghe presented a carpet to Com. B. T. Ranadive, President of CITU

as a token of friendship between the working class and the people of Romania and India.

Com. B. T. Ranadive thanked the Romanian Delegate for the message of friendship and solidarity and for the presentation.

Com. M. K. Pandhe introduced the ILO delegate Mr. Patrek who attended the conference on invitation.

Com. Samar Mukherjee moved a resolution on Industrial Relations Bill demanding scrapping of this black Bill and it was supported by Com. Sultan Ali and passed unanimously.

Com. R. Umanath moved a resolution on Repression and it was supported by Com. Kanan and accepted unanimously. Com. A. Balasubramaniam moved the resolution on Jute Workers struggle which was supported by Com. Sultan Ali and passed unanimously.

Then the discussion on the General Secretary's Report and the Report on Organisation was started. All the speeches of the delegates were translated in the regional languages. The following comrades took part in the discussion.

Manoranjan Roy, Biren Roy, Shanti Ghatak, Sunil Basu Ray, Parimal Mitra, Raghunath Kusari, Robin Mukherjee, Jiban Roy, Dinen Bhattacharya, P. Gangamma, Leela Das, Sarkar, Bamapada Mukherjee, Kamal Bhattacharya, and Ananda Pathak (West Bengal) K.N. Ravindranath, A. Anandan, K.P.S. Menon, Susheela Gopalan, K. Padmanabhan, and K. O. Habib (Kerala), Narendra Mishra and S. K. Bakshi (Bihar), Durgadas Shirali (Rajasthan), Biren Dutta (Tripura), Amal Ghosh Dastidar and Dhani Ram Khosla (Assam), P.K. Kurane, Prabhakar Sanjgiri and Ahilya Rangnekar. (Maharashtra), Jagjit Singh Lyallpuri (Punjab), Parsa Satyanarayana and Sesharatnam (Andhra Pradesh), P. Donda (Goa), V.V. Mehandale (Gujarat) Motilal Sharma (Madhya Pradesh), Ajeya Rout (Orissa), S. B. Bhardwaj (Delhi), S. N. Solanki (Haryana), S. Suryanayana Rao (Karnataka), Ravi Sinha (U.P.) and Vimala Ranadive (Central Office).

On behalf of Federation of Vietnamese Trade Union, Comrade Hazuy greeted the delegates on 13th April 1979.

Comrade B. T. Ranadive, President of CITU thanked the Vietnamese delegate for his greetings and reemphasised the bond of friendship between the working class and the people of India and Vietnam.

Comrade M. A. Baby, President of the Students Federation of India greeted the delegates on 14th April 1979.

Comrade Jyoti Basu addressed the delegates on 14th April 1979 giving a detailed account of the achievements of the Left Front Government in West Bengal and the problems confronting it. He specially mentioned about the help and assistance given by the working class all over India for the flood affected people of West Bengal and said, this will be remembered as an inspiring symbol of fraternity and class unity.

In all 46 speakers, enumerated before, took part in the discussion on the report of the General Secretary and on the Organisation.

Com. P. Ramamurti summed up the discussion on 14th April, 1979 and clarified and explained various matter raised by the delegates. Com. Manoranjan Roy placed the accounts upto 1977-78 for adoption which were adopted unanimously.

The proposal on amendments of CITU constitution was placed by Com. M. K. Pandhe on 14th April, 1979. These proposals were explained by Com. P. Ramamurti, Com. E. Balanandan, and Com. R. Umanath. The proposed amendments were unanimously accepted by Conference. These amendments included: (a) revision of the affiliation fee from 10 paise to 20 paise per member and the minimum affiliation fee payable by union was fixed at Rs. 20/- per year, (b) empowering the General Council before each Conference of CITU to decide on what basis affiliated unions will be entitled to send their delegates. (Previously the basis was-one delegate for each union having a membership of 300 or less, and one additional delegate for every additional 300 members of or part thereof if it consists of 150 or more members). The amendment adopted in the Conference authorised the General Council to revise this ratio keeping in view the entitlements of small unions. These amendments are effective from 1979.

Com. Mohan Punamia placed report of the Resolution Committee. All resolutions adopted in the Conference are printed in this booklet.

A Manifesto on May Day 1979 was also adopted in the Conference.

The report of the Credential Committee was placed by Comrade Nallasivam on 15th April, 1979. 1473 unions representing 11,48,966 workers took part in the Conference. The participating unions were entitled to send 4315 delegates; as against their entitlements 3861 delegates attended the Conference out of which 3705 were men and 156 women.

On 15th April 1979, in the morning session, the elections of the new office bearers and General Council Members were held. Com. B. T. Ranadive was re-elected as President and Com. P. Ramamurti as General Secretary of CITU. The full list of office Bearers and General Council member annexed herewith.

Before conclusion of the delegates session on 15th April, 1979 Comrade B. T. Ranadive summed up the discussion of the entire Conference and gave his concluding speech. He thanked the Tamilnadu State Committee of CITU and the Volunteers for making the Conference a success.

The open session was held on 15th April, 1979 evening at the Mariner Beach in Madras following long procession. The open session was addressed by Com. B. T. Ranadive, P. Ramamurti, Jyoti Basu, and Ahilya Ragnekar. Com. B. T. Ranadive presided over the open session.

1. ON MARTYRS

This Fourth Conference of the CITU pays its homage to the hallowed memory of martyrs who laid down their lives for the cause of the working class and the toiling people during the Emergency and in subsequent years.

This Conference remembers the martyrs who were killed in Police firing and in prisons during the Emergency and murdered by the Congress hired gangsters and pays its deep homage to them.

This Conference pays its homage to seven Comrades who gave their lives while rescuing the flood affected people of West Bengal in 1978 and became martyrs.

This Conference offers its salutation to Comrade Kedar Pandey, leader of the Colliery Workers of Dhanbad, Com. Ghasilal, Comrade Budh Ram of HSCL Workers Union, Bhilai and the brave people who were killed in police firings in Bokaro, Jeetpur (Bihar), Pantnagar (U. P.), Swadeshi-Cotton Mills (Kanpur), Bailadila (M.P.), in Gaziabad, Faridabad, Sonapat, Kota, Sudamdih and various other places of the country.

This Conference pledges to carry forward the sacred task for which these martyrs laid down their precious lives.

2. ON CONDOLENCE

This Fourth Conference of the CITU expresses its deep sorrow at the death of the leaders and active workers of Trade Union and democratic movement who passed away since the last Conference of the CITU held in Bombay.

This Conference deeply mourns the death of Comrade Prabha Shanker Jha, Vice-President of CITU Rajasthan Committee Comrade K.T. Sule, Vice-President of CITU Maharashtra Committee, Comrade Gerald Pereira, General Secretary of CITU Goa State Committee, Comrade J. S. Sawant of Maharashtra, Comrade Bhairab Bharatia of Nagda, Madhya Pradesh, who died in prison, Comrade Gyan Mukherjee of West Bengal, Comrade Harnam Singh Chanak, leader of the agricultural workers of Punjab, Comrade Ibotombi Singh, agricultural workers leader in Manipur and Comrade Bapanaiya, leader of agricultural workers of Andhra Pradesh.

This Conference takes its pledge to carry forward the work left unfinished by these Comrades during their life time.

3. ON HOMAGE TO COMRADE MAO TSE-TUNG COMRADE CHU TEH AND COMRADE CHAU EN LAI

This Fourth Conference of CITU pays its deep homage to the memory of Comrade Mao Tse-Tung, Comrade Chu Teh and Comrade Chau-En-Lai, great leaders of the Chinese people and outstanding leaders of the world working class movement.

Comrades Mao Tse-Tung, Chu Teh and Chau-En-Lai successfully led the Chinese people in the struggle against Japanese and U. S. imperialism and their puppet Chiang Kai Shek regime. The revolution in China was the biggest victory of the international working class movement after the historic November Revolution. They also played a remarkable role in building socialist construction of Peoples' China. In their passing away the people of China and the world has lost great Champions of socialism.

4. ON HOMAGE TO COMRADE A.K. GOPALAN

This Fourth Conference of the CITU pays its deep homage to the hallowed memory of Comrade A.K. Gopalan, a great revolutionary and an outstanding leader of Communist movement in India and member of Political Bureau of the Communist Party of India (Marxist) and a great builder of peasants' movement in our country.

Comrade A. K. Gopalan stood for the cause of the people and played an outstanding role in the freedom movement and the anti-imperialist struggle, courting arrests a number of times and braving police atrocities. After independence he fearlessly fought against the anti-people Congress regime which could not suppress his fighting spirit and revolutionary zeal through detentions and imprisonment.

Comrade A. K. Gopalan was one of the builders of awakened Kerala and the most beloved leader of the peasants all over the country. He was a trusted friend of the the Indian working class and a great champion of the cause of militant trade union movement in India. He was a symbol of revolutionary firmness and dedication for defending the rights of the exploited masses.

This Conference salutes Comrade A. K. Gopalan and takes a firm pledge to complete the task for which he dedicated his whole life.

5. ON SOLIDARITY WITH INTERNATIONAL WORKING CLASS

This Fourth Conference of CITU expresses its firm solidarity with the International Working Class and reiterates its resolve to constantly educate the Indian working class for strengthening the bond of International solidarity.

This Conference sends its warm greetings to the class and the people of the socialist countries who have eliminated class exploitation from their countries and have achieved one after another success enriching the life of the entire people. The socialist world today stands in striking contrast to the capitalist world ridden with poverty and unemployment, economic crisis and immense sufferings of the people.

This Conference expresses its warm fraternity with the workers of advanced capitalist countries who are relentlessly fighting against the burdens of inflations, high prices, unemployment, wage restrictions and high taxation resulting from the continuing economic crisis. In U.K., in France, in Italy and even in U.S.A. the working class are heroically fighting against offensives of the State Monopoly capital and have organised prolonged strike struggles in defence of their rights and standard of living. These strikes have surpassed all known records of the past.

This Conference sends its warm greetings to the working class and the people of the countries of Asia and Africa who liberated themselves a few years back and are carrying on fight to maintain their political and economic freedom and in some parts waging liberation struggles against racial domination of white imperialist minority. The people of these countries have made tremendous sacrifices in these struggles and this Conference declares its fraternity with these heroic people.

This Conference call upon the Indian working class to remain alive to their responsibility to the International Working class Movement and express solidarity and fraternity in all their struggles.

6. ON BONUS

This 4th Conference of CITU notes with serious concern the Janata Government's continuous refusal to meet the demand of the Indian Working Class on bonus and fulfil its electoral pledge.

In 1977 as well as in 1978, the Janata Government restored the minimum bonus of 8.33 per cent by promulgation of ordinance but this minimum bonus was not extended to the employees of Railways, P & T, Central Government and State Government and others. The payment of Bonus Act has also not been amended so far for introducing the minimum bonus for all, elimination of the ceiling of 20 per cent in the maximum bonus, restoring collective bargaining in the matter of settlement of bonus and abolishing the limitations of Rs. 750/- and Rs. 1600/- in the matter of calculation and determining eligibility for bonus.

The Janata Party in its electoral pledge in 1977 Lok Sabha election accepted bonus as "deferred wage" and the Indian Working Class will not allow them to shelve its implementation for ever.

This 4th Conference of CITU strongly condemns this bonus policy of the Janata Government and demands that the Payment of Bonus Act be amended to ensure 8.33 per cent minimum bonus for all and eliminate all limitations and restrictions in the present Act.

This Conference appeals to all Central Trade Unions and workers and employees of all industries and establishments to unitedly pursue this demand on bonus and build an effective All India movement for its realisation.

7. ON RECOGNITION OF UNIONS THROUGH SECRET BALLOTS OF WORKERS :

This 4th Conference of CITU reiterates its demand for recognition of unions through secret ballots of workers. This is a democratic demand of the entire Indian working class and this has been ignored so far in the interest of monopolists and vested interests and for foisting upon the workers non-representative papers unions.

This Conference notes that the Janata Government is following the same old reactionary policies of the Congress regime in the matter of recognition of unions by suggesting verification of membership in place of secret ballots of workers & strongly condemns this policy. It has been seen during all these years since Independence that those who talk of curtailing and curbing trade union rights of the workers in the name of eliminating so-called 'multiplicity' of unions, are totally opposed to the democratic demand of the working class for recognition of unions through secret ballots as they know, implementation of this demand will eliminate all sorts of manoeuvres and manipulations.

It is a fact that some of the organisations which were patronised and boosted up by the Congress regime and the employers were opposed to the demand for recognition of unions through secret ballots of workers and they are still opposing it. This Conference appeals to those organisations to give up their opposition to this democratic demand and be prepared to accept the verdict of the workers given through secret ballots.

This Conference calls upon the Indian working class and all trade unions, irrespective of their affiliation, to build up a massive and united movement for realisation of the democratic demand for recognition of unions through secret ballot of workers and defeat the game of the ruling class, monopolists and vested interests.

8. ON INDUSTRIAL RELATIONS BILL

This 4th Conference of CITU greets the working class and the Central Trade Unions and National Federations of India for building a massive united movement on the demand for scrapping the notorious and most reactionary Industrial Relations Bill and reiterates the firm resolve of CITU to maintain and further expand this unity in all spheres of Trade Union Movement in the interest of the Indian working class.

The Janata Government has still not withdrawn the Bill and it appears, it has still not drawn the lesson from the massive protest movement all over the country which culminated in the All India Trade Union Convention held in Delhi on

19th November, 1978 and 100-thousands strong mass deputation to the Speaker of Lok Sabha, the next day, an unprecedented and most significant event in the Indian Trade Union movement.

This notorious Bill is purported to legalise the measures enforced during authoritarian rule under 19 months of Emergency and it is a pity the Janata Government sought to take this course after restoration of democracy. This Bill is a blatant attack on the freedom of trade union functioning and the right to strike and at the same time curb and deny the basic trade union rights.

Another Bill has also been introduced with the same intention of curtailing and denying basic trade union rights to teachers and staff of educational institutions, nurses, hospital staff etc. The Supreme Court recently gave a judgement defining 'industries' which include these staff within its meaning. This Bill is purported to circumvent this judgement.

This Conference of CITU strongly condemns the Janata Government for framing and attempting to enforce these notorious Bills and demands that these Bills be officially withdrawn and scrapped.

This Conference hails the formation of the National Campaign Committee against the Industrial Relations Bill' and calls upon all State Committees of the CITU and all CITU-affiliated unions to resolutely popularise and implement the programmes of this National Campaign Committee unitedly with all other Trade Unions.

This Conference of CITU appeals to the Indian working class and all Central Trade Unions and National Federations to unitedly continue the movement under the leadership of National Campaign Committee till these Bills are scrapped and all portentous attacks on the working class and trade union rights are withdrawn.

9. ON CONSUMER PRICE INDEX NUMBERS

This 4th Conference of CITU expresses its serious concern at the continuing fraud in compilation of Consumer Price Index Numbers causing loss of earning to the Indian working class to the extent of crores of rupees every month and virtually

working as a wage-freeze measure.

The Review Committee on Consumer Price Index Numbers appointed by the Janata Government have failed to defend the interests of the working class in its majority report despite valuable facts on fraudulent compilation of CPI Numbers were exposed before it and the Note of Dissent submitted by CITU and BMS representatives. The Labour Ministry of the Government of India have not consulted the Central Trade Unions while they have already taken the views of the Labour Bureau in this regard. This Conference records its strong protest against this attitude of the Central Labour Ministry and demands that the representatives of the Central Trade Unions be consulted before giving any effect to its recommendations.

This fraud stems from faulty basis of Family Living Survey, inaccurate price collection, wilfully ignoring adjustment and weightage for variation in quality and quantity of items specified in the basket and completely ignoring open market prices of those items which are sold in rations or at Government fixed prices. The Family Living Survey conducted for this purpose include large number of single member families and most depressed section of the working class, most of whom do not get employment throughout the year and do not get any dearness allowance and, therefore, the sample drawn out of it is neither representative nor reliable. All these are completely at variance with the standard prescribed by the I.L.O. and are not rectified in spite of continuous protests.

This Conference notes with concern that the representatives of INTUC, HMS, NLO and AITUC in the Review Committee did not support the views of the Note of Dissent submitted by the representatives of CITU and BMS and their stand would actually help to perpetuate fraud in compilation of Consumer Price Index Numbers and also enable the employers to continue to defraud the working class to the extent of crores of rupees every month. The majority report of the Review Committee recommends introduction of 1971 series which will greatly depress the earnings of the workers. This series is faulty and unreliable. That apart as long as the fraud and error of 1960 Series are not rectified, the same fraud and error will be transferred to the 1971 series through the incorrect conversion

factor. And, therefore, in the interest of the working class the introduction of 1971 series should be withheld.

The 4th Conference of CITU appeals to all Central Trade Unions to take an unified stand and launch an united movement for elimination of the fraud in compilation of Consumer Price Index Numbers and demand that the majority recommendations of the Review Committee should not be implemented and the 1971 series of CPI Numbers should not be introduced till such time as the fraud and error in 1960 series are rectified and corrected and an accurate conversion factor between 1960 series and 1971 series are worked out to the satisfaction of the Central Trade Unions.

10. ON ATROCITIES ON HARIJANS & TRIBALS

The Fourth Conference of the CITU views with grave concern that after the establishments of the Janata Governments in the centre and in the states, atrocities on the Harijans and Tribals far from gradually diminishing are rather on the upswing. The atrocities on the Harijans go on practically unchecked and without respite almost throughout the entire country, though a few states like Bihar heads this black list. In a recent statement submitted in the Lok Sabha by the Minister of State of Home Affairs, it was given that during the year 1978, four hundred and twelve murders and four hundred and seventy eight rapes were committed involving the Harijans population. Belchis and Bajitpurs and Kailas and Marathwadās are being enacted almost as a daily routine.

This Conference of the CITU, realises that these issues are not just issues concerning humanism but economic and class dimension. The atrocities committed are by those who are not only of the upper castes, but also of the exploiting classes. On the other hand, the sufferers besides being so-called Harijans and Tribals are also the rural poor. The entire atrocities on the Harijans and Tribals are indissolubly linked up with the rising class battles in the countryside mainly centering round the land. The upper caste exploiters are on the rampage because they are out to crush the rising class battles for the possession of the land by those who till the land by their blood.

The Conference is of the considered opinion that in order

to check the offensive of the village exploiters, belonging to to the upper castes, the movement is to be oriented towards uniting the poor peasants and landless labourers on one united platform and link it up with a broad democratic and humanitarian movement launched against caste system itself. The aim of the movement should be to put courage into the Harijans & Tribals and the poorer sections through united class battles and organise resistance against violence. The conference notes the total bankruptcy on the part of the Janata Government to tackle the problems and to put an end the atrocities on the Harijans & Tribals. Indeed some of the major participants of the Janata Government being representatives of the Kulaks, are involved in these sorts of heinous crimes perpetrated on the Harijans and Tribals, mostly belonging to the poorer sections of the rural people. The Conference demands that the Janata Government lose no time to honour the pledges made on the eve of elections and take serious and effective steps so that the atrocities on the Harijans and Tribals may be put an end to. The Conference further demands that the government concerned must (1) take immediate steps for effective land redistribution on a really wider scale so that the poorer sections in the countryside get land; (2) deal with iron hand the culprits and mete out exceptional punishment to them, and (3) weed out ruthlessly the corrupt and castebiased officers without exception.

This Conference appeals to the working class and democratic forces in the country to raise their united voice against the atrocities being perpetrated against the Harijans and Tribals. This conference appeals to the Central Trade Unions to build up a powerful campaign to support the above demands so as to compel the Janata Government to implement them.

11. WAGE NEGOTIATIONS IN PUBLIC SECTOR UNDERTAKINGS

This Fourth Conference of the CITU expresses its strong resentment at the gross interference of the Bureau of Public Enterprises during negotiations in public sector undertakings resulting in mockery of the bipartite wage negotiations machinery itself.

The All India Convention of Unions in Public Sector

Undertakings held in Delhi on 15th May, 1978 strongly demanded scrapping of the B.P.E. and Bhoothalingam Committee's recommendations. The decision to organise one day strike on 28th June, 1978, was the first of its kind in the history of the movement of public sector employees.

Alarmed by the rising militancy of the workers in Public Sector the Government gave assurance on 26th June, 1978 to the workers' representatives that the guidelines would be discussed with them before-hand and the Government would not intervene in the wage negotiations. The strike was withdrawn on the the basis of these assurances.

Though more than 9 months have passed since then the Government has not shown any seriousness to have a meaningful dialogue with the trade unions. On the contrary the B.P.E. has issued an arbitrary circular directing the public sector undertakings to go by the guide-lines issued earlier.

The freezing of the rate of D.A. at Rs. 1.30 per point rise in price index (1960 base), restriction to limit to 10 per cent of wage rise to be granted to the wokers in all the wage negotiations, restriction on construction of housing and restrictions on leave facilities have been some of the most derogatory directives issued by the B.P.E. with the result that many of the workers' demands have become non-negotiable.

The bipartite wage negotiations in SAIL, CIL, BHEL and other public undertakings have reached a stalemate due to the Government directive to public sector chief. At times, the managements' representatives on the negotiating table accept the reasonableness of the demand but point out to the directive of the B.P.E and plead helplessness.

There are several cases as in Hindusthan Teleprinters (Madras), Hindusthan Cables (Rupnarainpur), Balmer Lawrie and Co. (Bombay), Richardson Cruddar (Bombay) and Hindusthan Photofilms (Ooty) where workers had to go on strike to implement the agreements with the unions.

The CITU takes note of the growing discontent among the workers in public sector undertakings and demands that the Government must immediately withdraw all the directives issued through the B.P.E. and stop interference in wgae negotiations

in public sector undertakings. It further demands that all the negotiations which have been started should be completed by accepting the longstanding demands of the workers.

The CITU assures the public sector employees that it would solidly stand behind them if they launch a country-wide movement against the interference of the B.P.E. in wage negotiations.

12. ON REPRESSION

This Fourth Conference of CITU notes with serious concern that the working class in India has been the target of frequent police firings and most brutal attacks by the goonda hirelings of the employers under the Janata Party's rule and considers these attacks as a deliberate attempt to disrupt organised trade union movement and curb the freedom of trade union functioning.

While these measures are in sharp contrast with the policies pursued by the Left Front Governments of West Bengal and Tripura where police have not been allowed to interfere with trade union movement in any manner and the freedom of trade union functioning has been fully protected, the Janata Party's Government in other States have taken recourse to repressive actions against the working class as a matter of deliberate policy ignoring all their electoral pledges and this shows that the policy followed by the Congress regime are still very much in force.

Police resorted to most brutal firing in Swadeshi Cotton Mills at Kanpur in U. P. killing eleven workers. In Bokaro Steel City of Bihar one worker of Hindustan Steel Construction Co. Limited—a Government of India concern was killed in police firings while carrying on their movement for permanency of jobs. The killings of workers at Pantnagar in U. P. in police firing created a new record. In Bailadilla Iron Ore Mines, in Rajhara in Madhya Pradesh, police resorted to most reckless firing killing a large number of workers. In Faridabad, Ghaziabad, Sonapat, Panipat, Hissar (Haryana) and a number of other places the workers have been killed and murdered in police firings and planned attacks of the employers goonda hirelings. The employers have regrouped their Watch and Ward staff with anti-social and goonda elements and employers have been given gun licence for these hirelings.

The State Government employees strike in Maharashtra, Bihar and Kerala was banned and repressive measures were taken to disrupt the strike. The most notorious role was played by the Kerala Government in suppressing trade union struggles by taking most violent repressive measures.

Even the Tamilnadu Government led by Mr. M. G. Ramachandran resorted to massive actions arresting more than 3000 workers and leaders of trade union movement to disrupt the Tamilnadu Bundh. In various states under Janata Party's Government strikes have been banned by promulgating ordinances. What is most surprising is that after all the experiences of the Emergency rule the concerned State Governments are justifying these actions. The working class should take a serious note of this portentous attitude of the State Governments.

This Conference also takes note of the fact that anti-social elements and goonda hirelings, who are actually employers men, attacks the workers of CITU unions and carry on their operations in the name of unions belonging to the other Central Trade Unions and try to disrupt unity and united movement of the working class. This has happened in Rajasthan, U. P., Andhra Pradesh and other states. Recently during Bank employees struggles such elements were used to attack the Bank employees in various places in the name of defending public interest. This Conference appeals to these Central Trade Unions to disown these gangs who basically work for the employers and publicly condemn their activities in the interest of unity and united movement of the working class.

This Fourth Conference of CITU strongly condemns these police firings and attacks on workers and trade union movement by the employers hirelings and the Government, and calls upon the Indian working class to firmly stand against these attacks and launch a country-wide united movement to expose the role of these Governments and defend their basic trade union rights and the freedom of trade union functioning.

This Conference also appeals to all Central Trade Unions and National Federations to unitedly fight against these attacks in the interest of Indian working class and vigorously demand withdrawal of all repressive measures and stop interference of police and employers goonda gangs in trade union movement.

13. ON UNEMPLOYMENT

This Fourth Conference of the CITU views with grave concern at the alarming situation created by the continuous increase in the number of unemployed in the country.

According to a recent statement placed by the Labour Minister before the Lok Sabha, the number of registered unemployed in 535 Employment exchanges upto December 1978 was 1 crore 25 lacs. The number of educated unemployed upto 1978 June was 6080000. The figure of registered unemployed at the end of 1972 was 6890000 and within a period of six years, the number of unemployed rose by more than 57 lacs. It indicates an average growth of 10 lacs unemployed per year. It is well known that the number of registered unemployed does not indicate the real number of unemployed in the country. According to the latest plan document, the employment gap in 1977-78 was 40.7 million standard person years. In other words, more than 4 crore persons were unemployed.

The Conference is of the firm opinion that the basic cause of unemployment is the capitalist path of development pursued by the Congress Party and later on followed by the Janata Party with their reliance on feudal land relations and on foreign and Indian monopoly capital. The Conference is quite conscious that the problem of unemployment cannot be solved within the framework of present capitalist society and that in order to put an end to unemployment, it is necessary to change the present social order and to move towards socialism. But at the same time, the Conference is of the opinion that by changing the direction of present planning, the problem of unemployment can be mitigated.

The Conference considers that the pronouncement made by the Janata Government when it assumed power at the Centre that the problem of unemployment would be solved within ten years, to be absolutely unreal and a hoax while the Janata Government talks loud about its concern for the unemployed, it does not hesitate to take measures which help large-scale retrenchment on the one hand and shrinkage of employment on the other. Moreover, the Government do not take real and effective measures for generating employment in the country.

The Conference congratulates the Left Front Government of West Bengal for introducing the scheme of unemployment allowance: Though such schemes do not solve the problem of unemployment, yet recognises the principle that the state has the responsibility to provide employment or unemployment allowance instead.

The Conference demands that direction of our planning should be changed so as to ensure :

- (1) Nationalisation of monopoly concerns-foreign or Indian.
- (2) Radical land reforms.

The Conference further demands that :

1. Right to work be recognised as a fundamental right in the Constitution.
2. The Government should take the responsibility of providing work or unemployment relief to rural and urban unemployed.
3. Utilisation of full capacity in all industrial establishments should be ensured.
4. Aid and loan to small-scale and cottage industries be given.
5. Compulsory registration of all unemployed to be ensured.
6. Recruitment through employment exchanges on the basis of seniority should be made compulsory.

The CITU reminds the trade union movement to remember that the ruling classes always seek to utilise the unemployed and frustrated youth as a tool for breaking up the militant class struggles of the toiling people. It is only by taking up the unemployed that the trade union and other class organisations can frustrate the heinous tactics of the reactionary forces.

This Conference calls upon the unemployed to unite and build powerful movement in co-operation with the organised trade union movement and other democratic forces and specially calls upon the organised working classes to take initiative in organising the movement of the unemployed in the interest of the trade union movement as a whole.

This Conference appeals to the Central Trade Unions to build united campaign in support of the cause of the unemployed.

14. ON THE SIXTH FIVE YEAR PLAN

This Fourth Conference of the CITU considers that the Sixth Five Year Plan document totally repudiates the assurances given by the Janata Party in its Election Manifesto and carries forward the same anti-people policies of the Congress Governments to suit the vested interests in the country.

The growth rate visualised by the plan is only 4.7 per cent which is even lower than what was planned by the earlier Congress Government. The actual fulfilment would be even much lower than this, in view of the past experience. This would further perpetuate stagnation in the economy adding to the already swelling army of people below the poverty line.

Though the planners make tall claims of total capital outlay of over Rs. 116,000 crores of which nearly Rs. 70,000 would be in public sector. The figures look quite big in view of the price rise but the actual investments would be much smaller in real terms. A large part of the public sector investment will be in the rural sector, which will go in the pockets of the landlords and rich peasants. The other public sector investments also will greatly help the building up of the private sector in India.

The Plan proposes to raise Rs. 13,000 crores through additional taxation of the Central and State Governments a Charan Singh's budget is thus only a precursor of similar bigger doses of additional taxes on the poor people. The Deficit financing will also be increasingly relied upon to raise the plan revenue.

The plan provides for a gross inflow of foreign aid of over Rs. 8,000 crores which is more than 10 per cent of the total investment in the public sector. This reliance on foreign loans will further increase our dependence though there is so much talk of self-reliance.

The disappointing performance of the public sector due to mismanagement and bungling has become a regular feature of Indian economy. It only leads to added drag on budgetary resource and leads to denial of increased benefits to the workers.

The economic disparities are likely to further increase during the plan period with the big business, both Indian and foreign, likely to increase their grip on the economy. Though Janata Party promised to ensure full employment in 10 years the plan does not provide for implementation of the assurance. The emphasis on development of small sector will neither solve the unemployment problem nor help the small sector. It will neither solve the unemployment problem nor raise the economic growth rate. Such symbolic steps will not halt the further growth of big business in Indian economy.

The rural poor would continue to be fleeced since the plan does not hit the landed interests. The landlords will take maximum advantage out of the plan investments and schemes. The rural orientation is thus a hoax to hoodwink the people.

The Working class is faced with the offensive of wage freeze and reduced rate of neutralisation of rise in the cost of living, here is no assurance of the need-based minimum wage or cent percent neutralisation in the entire plan period. The mechanisation and modernisation schemes in the plan will further switch away several jobs of workers adding to already high rate of unemployment.

The CITU therefore calls upon the working class to fight against the basic approach of the Sixth Plan. It further calls upon the CITU unions to mobilise the workers in the struggle against the growing burden to be imposed during the Sixth Year Plan period.

15. ON UNITED ACTIONS OF THE WORKING CLASS

This Fourth Conference of the CITU welcomes the growing unity among the Indian working class in several struggles on common issues. More and more actions of the working class are joining their united struggles, making trade union movement a powerful force against the onslaughts of capital,

The urge for unity among the workers is reflected in several united actions. The All India Convention of Trade Unions on trade union rights and for common demands held on September 18, 1977, the Convention of Public Sector Unions in Hyderabad and Delhi as well as the All India Convention against Industrial Relations Bill on November 19, 1978 were

clear indicators of the united strength of the trade union movement in the country. The workers' march to Parliament on November 20, 1978 was an unprecedented demonstration, engulfing all sections of our working class.

In several strike struggles, local as well as industrial, all trade unions joined hands which compelled managements and the Government to accept the demands of the workers.

The Fourth Conference of the CITU conveys its warm greetings to all workers who have participated in these united struggles despite heavy odds. The CITU appeals to all the trade unions and the workers to redouble their united efforts so that a countrywide movement is built on the most pressing issues facing the workers—

1. against wage freeze and for need-based minimum wages;
2. for cent per cent neutralisation in rise in cost of living;
3. for bonus for all and drastic improvement in the present bonus formula in favour of workers;
4. for the right to work or unemployment relief to all rural and urban unemployed;
5. against all closures and retrenchment measures;
6. for full rectification in fraudulent price indices;
7. against interference of Bureau of Public Enterprises in wage negotiations in public sector;
8. to scrap Industrial Relations Bill and allied Bills;
9. for recognition of trade unions on the basis of secret ballot;
10. against police repression and gangster attack during trade union struggles; and
11. for full protection to rights of women workers.

In the context of growing urge for unity, the CITU welcomes the statement of the consolidation conference of HMS, HMP and other organisations held recently in Bombay which gave special emphasis to unification of the trade union movement in the country. Though formation of one union in one industry is not immediately possible, the CITU is of the opinion that a broader organisation of the type of the UCTU will go a long way in building a united movement of several trade unions and industrial federations. The CITU will do everything to cooperate with other organisations in bringing about such unity to defend the interests of the working class.

16. ON AGRICULTURAL WORKERS STRUGGLE

This Fourth Conference of the CITU warmly greets the agricultural workers of the country who are increasingly coming out in the arena of class struggle against the oppressions of landlords and for betterment of their living and working conditions.

The bankrupt policies pursued during three decades of Congress regime, in spite of so-called Zamindari Abolition Act, Land Ceiling Act, 20 point programme etc. have only accentuated the process of pauperisation of the poor peasantry who joined the ranks of landless agricultural workers and use of power tillers, tractors, pumps, threshers and other job saving modern devices in an increasing manner has reduced the task force in agriculture by 20 to 30 per cent in many states sky rocketting the number of unemployed in the rural areas to an alarming figure of over 50 million. The number of partly employed agricultural worker which has not been assessed yet is bound to be devastating. They are subjected to three-fold exploitation of bourgeoisie price mechanism, landlords and usurers. Over and above this, they are subjected to social oppression and the harijans and adivasis continue to be a special prey of caste Hindu Landlords while armed attacks on the agricultural workers as a whole is going on throughout the country. The much-talked rural oriented fiscal policy of the Janata Government, too, has turned out to be a policy to placate the rich peasants and landed gentry.

This Conference is of firm opinion that urgent relief has to be given to this most-exploited section of our population and there must be an end to all kinds of social oppressions including harijan-baiting. This conference therefore demands that steps should be taken to strictly enforce the Land Ceiling Acts and distribution of surplus land and a new comprehensive legislation providing for adequate minimum wage, registration, Bonus and P.F. etc. should be made and strictly enforced. Stringent action against those who persist in oppression to the harijans and adivasis should be taken. Equally all lands of tribal people illegally usurped by the non-tribals should be restored back to the tribals.

The Conference Notes with satisfaction that agricultural workers are carrying on consistent fight for their demands all over the country. In Kerala the struggle of the agricultural

labourers for home-stead land, distribution of surplus land, for betterment of minimum wage, for Bonus and P.F., for registration etc. has forced the State Government to pass some legislation in their favour.

The Left Front Government of West Bengal and Tripura have provided substantial relief to the agricultural workers and rural poor through implementation of 'Food for work' schemes on a massive scale and helped them in their struggle against the offensives of the landlords and vested interests while ensuring the rights of share-croppers under 'Operation Barga'. This had strengthened the struggle of agricultural workers throughout the country.

This Conference specially demands that the agricultural workers should be provided by the Government adequate relief for the period of no work. This demand for relief is all the more pressing in view of the falling rate of employment in the villages.

This Conference extends whole-hearted support to the growing struggles of the agricultural workers for these demands and calls upon the entire working class to take lead in organising and defending the cause of the agricultural workers—a class task which they can ignore only at their peril.

17. ON SOLIDARITY WITH THE PEASANT MOVEMENT

This Conference of CITU notes with grave concern the crashing down of prices of cash crops like jute, tobacco, potato, cotton as well as food crops etc. which is causing ruination of the peasantry as a whole particularly the middle and poor peasantry who have no other resource to fall back on. The much talked rural oriented programme of Janata Government has turned out to be something which favours the landlords who have some surplus or who have means to introduce capitalistic mode of production through tractors, pumps, threshers etc. and who are likely to garner all these benefits while the lot of the middle and poor peasantry would worsen further due to heavy taxation and inflationary trends in all daily necessities.

The peasantry thoroughly anger with Congress policies particularly those followed during emergency, had dealt a severe blow by unseating the Congress at the Centre. Their hopes on Janata Government are also being shattered which is bringing the millions of peasantry on the path of struggle. Already

some advance has been registered in peasant movement throughout the country for fair price of both agricultural products and industrial goods, easy credit facilities, facilities for irrigation etc. And these are bound to grow in intensity, bringing in newer section of people.

This Conference is of the firm opinion that radical reform to eliminate landlordism and concentration of land and ensure equitable distribution of land to the landless is the only way to bring about a basic improvement of the rural economy and therefore call upon the working class to champion this demand and stand firmly behind the peasantry in all their struggles.

This Conference note that there is a growing tendency among the ruling classes to drive a wedge between the working class and the peasant and this portentous move should be stalled by the working class by intensifying their efforts for further strengthening worker peasant alliance.

This Conference congratulates the peasantry of various states who are initiating united struggle for fair prices, against tax burden, for cheap credit and on other demands

18. ON WORKING WOMEN'S DEMANDS

This fourth Conference of the CITU welcomes the decision of the National Convention of Working Women and extends its full support to the 20-point 'National Charter of Demands of the Working Women in India' adopted in the All India Convention.

The problems of working women in India have been long neglected. The laws meant for protection of the working women are inadequate and whatever provisions are there in their favour, they are deliberately flouted by the employers, while the Government's enforcement machinery is totally ineffective. The Equal Remuneration Act has not been implemented in beedi and tobacco, plantations and various other industries. A large number of working women are denied maternity benefits. Besides all sorts of discriminations are practised against the working women. A large number of women employed in Banks, Insurance, Mercantile offices and Central and State Government departments are also discriminated against in the matter of promotions and higher job opportunities. Despite provisions in the acts, creches are not provided for the working women, even in Government depart-

ments. Separate rest rooms, lunch rooms, bath rooms and toilets are hardly provided for the working women even in the organised sector.

Since independence, the employers have taken a consistent policy of reducing the number of working women. In cotton textile, jute, coal-mines and in various other industries, the depletion in the strength of working women is very glaring.

The Trade unions in India have also not paid sufficient attention to the problems of working women. The membership of working women in trade unions and their participation in trade union leadership are far from satisfactory.

This Conference, calls upon the trade unions to overcome this weakness of the trade union movement by paying adequate attention to working women's problems and encouraging the working women to participate more and more in trade union and by giving them responsible positions in the leadership of the union.

The 20-point National Charter of Demands for the Working Women in India includes right to work as a fundamental right, 8-hour work a day, equal wage and opportunity for working women, four months' maternity benefit with full pay for all working women including agricultural workers, with a minimum of Rs. 500/-, creches in all work-places wherever women are working, ban on retrenchment of working women, ban on night work by women, fixation of minimum wage, provident fund and gratuity for working women in the organised sector, separate toilets, bath rooms, rest rooms, etc., for the working women in all work-places, elimination of all types of discriminations against the working women, etc.

This Conference fully supports the decision of the National Convention of Working Women to observe May 30, 1979 as the WORKING WOMEN'S ALL INDIA DEMANDS DAY to popularise their 20-point Charter of Demands and calls upon all CITU-affiliated unions to effectively participate in this programme and make it a great success.

This Conference appeals to all Central Trade Unions and the National Federations of Workers and Employees in India to give full support to this National Charter of Demands of the Working Women and unitedly observe the Working Women's All India Demands Day on May 30, 1979, as a step to

broader united actions for protection of the right for the working women in our country.

19. ON WEST BENGAL AND TRIPURA

The Fourth Conference of the CITU records its high appreciation at the functioning and the performances of governments of West Bengal and Tripura in the background of the extreme difficulties in which they are functioning. The experiences of 22 months in West Bengal and 14 months in Tripura have proved that the popularity and prestige of these two governments have grown not only among the working class and democratic masses of these two States but also in other States as well. This Conference notes that by their steadfastness in defending the democratic and economic rights of the people, it is now acting as a powerful lever to the growth of left and democratic forces throughout India.

The Conference notes with pride that the working class and the people in West Bengal and Tripura enjoy full democratic and trade union rights and get full sympathy and support of the two governments in all their struggles for just demands. This is not the case in other States. The recent victories of the jute, engineering and textile workers of West Bengal are the proof of the support given by the governments of these two states during their struggles. In these two states, the people are being given more powers in the villages through panchayats, through regional autonomous bodies as for Nepali speaking people in Darjeeling and for tribal population in Tripura, and so on. These two governments championed the demand for more autonomy and financial resources for States, which has already had an all India impact, having far reaching implications in the reshaping of the future of India.

For the first time in India, the West Bengal government introduced the provision of unemployment relief on a limited scale. The West Bengal and Tripura Governments have introduced the schemes of "food for work" on a massive scale to help the poor people in the villages during the lean months after harvests when they have no other jobs. These schemes and various other economic measures for the poor and middle peasants such as exemption of levy and land revenue recording of the rights of bargadars, "Operation Barga" and similar measures have created much enthusiasm among village masses.

The people and Government of West Bengal have earned high appreciation and admiration for the way they have faced unprecedented floods, rescued and saved the affected people, collected and distributed relief and organised the work of rehabilitation and reconstruction. The Conference notes that this has been possible because the Left Front Government enjoyed the confidence of the masses and was capable of mobilising this active co-operation in combating the calamity. In this task, the State Government employees played an important role.

The Conference has noted that this growing popularity and prestige of these two governments have earned the growing enmity and opposition of the exploiting classes and bankrupt political parties. That is why continuous attempts are being made, both inside legislatures and outside, to malign the Left Front Governments, to put all types of obstacles against the functioning of these Governments, taking advantage of the miseries and distresses of the people and encouraging disorder, clashes etc.

The Conference warns the people about the dangers of these disruptive forces and calls upon the working class and the democratic masses to thoroughly expose their games and to defend firmly these two left governments as the strong outposts of left and democratic forces in India.

20 ON GREETINGS TO THE WORKING CLASS OF TAMIL NADU

The Fourth Conference of the Centre of Indian Trade Unions congratulates the working class of Tamil Nadu for the many heroic struggles they have carried on since the last Conference of the CITU. During the last two years in particular they have entered into most bitter and prolonged struggles despite heavy police repression and attacks by managements' hirelings and goondas. The TVS workers have carried on a prolonged struggle under the banner of CITU in which, as publicly admitted by the Tamil Nadu Chief Minister himself, the management hired goondas and attacked the workers. The management of TVS went back on the accord reached before the Chief Minister of Tamil Nadu and yet the Tamil Nadu Government took no steps to implement the accord, nor any action against the management's goondas. On the contrary, it

prevented the workers from carrying on their legitimate trade union struggle by prohibiting meetings and demonstrations and it instituted false cases against a large number of workers at the instance of the management.

A State-wide hartal was called by the trade unions and opposition parties of Tamil Nadu against an anti-labour agreement imposed on the workers of T.I. Cycle factory through hand-picked "representatives" of the workers, which by-passed the existing unions. The ruling party used its private army, styled as "white brigade", to attack the workers as well as members of the public and shop-keepers. The police connived at these attacks. Many such instances can be given.

During these dogged struggles in which CITU was in the forefront, the workers in many cases succeeded in winning substantial concessions. The latest example of it is the SIMCO workers' struggle, which lasted for 4 months and a half and was attempted to be suppressed by the Government. Thanks to the determination of the workers and the backing they got from all trade unions and opposition parties in the Tamil Nadu Assembly, who virtually made functioning of the Assembly impossible, the Government was compelled to make the management make certain concessions. As a result, workers received a wage increase of 33.33% and more than 200 workers were confirmed. This meant a wage rise of Rs. 78.00 per worker so confirmed.

The CITU congratulates the workers of State Electricity Board, Hindustan Teleprinters, Southern Switchgear, Plantations in Kanyakumari District, Textile workers in Coimbatore and Madurai, BHEL in Tiruchi, State Transport Workers throughout the State and several other workers in different centres and industries, State Government Employees for their struggle for better living and working conditions and to defend Trade Union rights under the banner of CITU. This Conference also greets the college teachers of Tamilnadu for their struggle for job security.

The Conference condemns the anti-labour policy of the Government of Tamilnadu and demands withdrawal of all pending cases against the workers and non-interference of police and administration in trade union struggles.

This Fourth Conference of CITU congratulates the Tamilnadu State Committee of CITU and all the CITU unions in the

State for their ceaseless efforts to bring about united struggle of the workers against the offensives of the management backed by the State Government and for the successes they have so far achieved in resisting these offensives, and winning substantial concessions in many cases.

This Fourth Conference of CITU congratulates the working class of Tamilnadu for their valiant efforts in championing the unity of their class as manifested in a series of united struggle.

21. ON STATE GOVERNMENT EMPLOYEES

The four million State Government employees of India have all along been the worst sufferers among the Government employees of the country in respect of wage structure, dearness allowance and other service benefits as well as of rights to conduct legitimate trade union activities. Whenever any legitimate economic demand is raised by the employees the State Governments plead paucity of funds and when it is addressed to the Central Government they dismiss it summarily on the plea that it is a State responsibility. Thus all their legitimate hopes and aspirations are getting shattered in the face of the helpless and unsympathetic attitude of the State Governments and the Central Government.

The existing wage structure of the State employees is far below the minimum obtained by any other category of public sector employees. Further among the State Government employees themselves the wage pattern is at variance from State to State although they perform the same work. In regard to dearness allowance, they have been but in a very pitiable condition. They have to continuously press for Central rate of dearness allowance depend on the whims and caprices of the State Governments. Thus the demand of the employees for restructuring the wage of the State employees in the same pattern all over the country on the basis of need based norms of 15th I.L.C. and a national formulae for D.A. is fully justified.

In the matter of rights to conduct legitimate trade union activities the State Governments are mostly allergic to it and barring a few Governments, they are putting all sorts of obstacles in the way of employees' organisations and movements. Prohibitory circulars, vindictive actions like transfer,— arrest, pay cut, break-in-service and even removal from service by

using the provision of Article 310 and 311 (2) (c) of the Constitution are being repeatedly practiced by some State Governments. Presently, in Madhya Pradesh a diabolical ordinance has been promulgated designed to smash the employees' movement in the State and a number of leading workers in that have been placed under suspension. In Jammu and Kashmir State the situation has taken a very grim turn where the Emergency victims have not yet been reinstated, and what is more, a further number of activists have recently been removed from service. In Kerala, the C.P.I. led Government has introduced dies-non, and resorted to repression whenever the State Government employees or teachers struck work for the redressal of their grievances including for wage revision. The condition in Punjab, Haryana, Bihar, Orissa and other States is no better.

The Fourth Conference of CITU notes with satisfaction that the situation in the state of West Bengal and Tripura since the installation of the Left Front Government, is entirely different. In these states, especially West Bengal, victimised employees have been reinstated with full back pay, all political discrimination has ended and employees organisations are recognised with full democratic rights to conduct their activities and struggles.

The State Government employees all over the country have been conducting relentless struggles in various forms for redressal of their grievances but the Governments are turning deaf ears to their protests. In fact, in the present day the State employees movement has acquired a new dimension in the trade union movement of our country.

In this context the All India State Government Employees' Federation has put before the Central and the State Governments a 12-point Charter of basic demands and has called upon the four million State Government Employees to launch a country-wide movement to focus the attention of the people and the Governments on their demands.

This Conference of the CITU expresses its deep solidarity with the State Government employees struggle of the country and urges upon the State and the Central Government to understand their basic problems and to come forward for their early solution. The Conference further urges upon the Go-

vernments to vacate all victimisation against the employees, including dies non.

The Conference also calls upon the entire working class of the country to solidly stand behind the State employees' struggles that are bursting forth in every corner of the country.

22. ON PROTEST AGAINST VICTIMISATION IN PHARMACEUTICAL INDUSTRY

This fourth Conference of the CITU takes a serious view of the large scale victimisation of union leaders and active trade union workers in the pharmaceutical industry, particularly in the multinational pharmaceutical companies and strongly condemns these measures.

About 24 leading multi-national pharmaceutical companies and also some of the Indian pharmaceutical companies terminated the employment of top-ranking union leaders and active workers without issuing any charge-sheet and without holding any domestic enquiry. This has been done by the Management of Sandoz India Limited, Pfizer Limited, Boots Company India Limited, Cynamid Limited and various other multinational companies. Glaxo Laboratories India Limited even victimised Com. J.S. Mazoomdar, General Secretary of the All India Chemical and Pharmaceutical Employees Federation and Smith Kline & French (India) Limited victimised all the 24 office-bearers and the executive committee members of the union at their Bangalore unit and suspended a large number of workers. These measures have been taken by these multinational companies for disrupting the trade union movement and for creating a fear psychosis among the employees.

The Indian pharmaceutical companies like East India Pharmaceutical Works Limited, Dey's Medical, South India Research Institute Private Limited, etc. have also taken recourse to such victimisation.

The Conference calls upon the Government of India to immediately intervene to reinstate victimised employees and discipline the multinational and Indian pharmaceutical companies.

This Conference extends full support to the struggle of the pharmaceutical industry employees against victimisation and demands nationalisation of all multinational companies and calls upon the Indian working class and all trade unions, irres-

pective of their affiliation, to organise solidarity action in support of the struggle of the pharmaceutical workers.

23. ON VIETNAM

This Fourth Conference of the Centre of Indian Trade Unions strongly condemns the invasion of the soil of Vietnam by the forces of the Chinese Government. The Conference considers this to be an instance of big nation chauvinism, repudiating norms of international behaviour. Coming from the leadership of a country which took a prominent part in giving the world the code of international conduct, the principles of Panchsheel, it is all the more reprehensible and shocking.

The Conference expresses its warm feelings of friendship and solidarity for the people of Vietnam who were compelled to fight those for whom they always cherished feelings of friendship and solidarity. It congratulates them on the successful defence of their territorial integrity and expresses deep sympathy for the enormous losses they have to undergo in this unwanted battle.

The Conference notes with satisfaction that the Chinese Government have announced the total withdrawal of their forces from the territory of Vietnam. This is welcomed by all progressive and democratic forces notwithstanding the fact that there may be certain shortcomings and violations in effecting this total withdrawal.

The Conference sincerely hopes that negotiations would be resumed between the two socialist countries and the border disputes settled among them on the lines already accepted in earlier agreements between the two countries. The Conference appeals to the leadership of People's China to realise that by their invasion into Vietnam they have done the 'biggest' harm to the interests of the people of China and the world working class movement. One result of this is the activation of the anti-China lobby in India to prevent normalisation of relations between India and China. It is for the leadership of People's China to repair the damage done and restore relations between Vietnam and their country on the basis of Panchsheel and proletarian solidarity.

The Conference warmly greets the conduct and stand of

the leadership of the Socialist Republic of Vietnam who in the worst days of trial have consistently pleaded for fraternal relations between the two peoples in the best tradition of internationalism. The Conference sends warm fraternal greetings to the working class and the people of Vietnam who single-handedly defeated American imperialism and carried on their shoulders the battle of Asian people against American intervention.

24. ON APARTHEID

The Fourth Conference of the CITU vehemently condemns the racist policies still being pursued by the white minority regimes in South Africa and Zimbabwe (South Rhodesia), in the face of world-wide condemnation of these policies by all democratic-minded and peace-loving people. The indignities heaped on the majority black African people in these countries in the name of apartheid, and the orgy of violence and killings perpetrated by the Botha and Smith regimes to suppress the legitimate aspirations of the black Africans, constitute a brazen-faced affront to human dignity and world conscience and pose a direct threat to world peace.

This Conference strongly condemns the dastardly hanging of Solomon Mahlangu, a leader of the African National Congress by the South African Government, despite the world-wide appeals by the peoples and Governments of many countries and by the United Nations Secretary General.

This Conference condemns the United States and other imperialist powers for their support and help to the white minority regimes in South Africa and Zimbabwe, in order to frustrate the black people's rightful urge for national liberation and to retain their neo-colonial hold on the African continent.

This Conference also condemns the conspiracies hatched by the United States and other imperialist powers to continue the illegal occupation and control of Namibia (South West Africa) by the white racist regime of South Africa.

This Conference salutes the heroic and death-defying struggle of the patriotic people of South Africa, Zimbabwe and Namibia for the exercise of their inalienable right to self-determination and majority rule.

This Conference expresses its firm conviction that, support-

ed by other African states and progressive and democratically minded people throughout the world. the fighting people of the three countries will succeed soon in reclaiming their own country from the clutches of the racists and fascists and the sun of freedom and a new life will blaze in splendid glory in their bright sky.

25. ON PRESENT POLITICAL SITUATION AND THE TASK OF INDIAN WORKING CLASS.

This Fourth Conference of Centre of Indian Trade Unions takes a serious note of the portentous political developments in the post-emergency situation in India and calls upon the working class to take an objective view of the whole situation in the interest of defending democracy and civil liberties and trade union rights and freedom of trade union functioning.

This Conference notes with concern that failures of the Janata Government are actually helping the dictatorial forces to strengthen its position. The Janata Government has ignored its electoral pledges. Following the same old policies of the Congress it has not only failed to give any relief to the toiling masses but also has imposed enormous tax burden on them while boosting and helping the monopoly capital. The dictatorial forces are trying to use the discontent of the people against the Janata Government to screen their misdeeds during the Emergency and advance towards its ulterior aim. The infighting within the Janata Party and the atmosphere of instability created by it are also helping the dictatorial forces to confuse the situation and aim at staging a come-back.

This conference also takes a serious note of the fact that the reactionary forces of R.S.S. are trying to secure for themselves a dominant position in the Janata Party and in the Janata Government. The domination of the reactionary R.S.S. forces will erode Janata Government's claim of secular image and undermine its mass influence for fighting against the dictatorial forces. This Conference welcomes the resistance offered by secular and democratic elements within Janata Party to these reactionary forces and warns the Indian working class that these development will have a serious consequence and they should take due note of it.

This Conference further notes that the policies pursued by the Janata Government are seriously undermining the unity of

the anti-dictatorial forces. The organised sections of workers and employees, who are already a mighty force in India, can stem this policy and safeguard and expand democracy by uniting the fighting forces in the trade unions and using it for building left and democratic unity. In this struggle they would be aided by the growing unity of Kisans, Students and all sections of the toiling masses. The policies pursued by the Left Front Government of West Bengal and Tripura will be of direct help to the struggle for achieving this left and democratic unity.

The Indian working class, particularly the organised section of workers and employees, should realise the danger posed to Indian democracy and struggle for forging the unity of Left and Democratic forces, round a programme of defence and extension of democratic right of the people and their economic interests. This Conference calls upon them to address themselves to this paramount task with all seriousness and use the unity of trade union movement as a reliable basis for achieving it.

26. ON TAMIL NADU STATE GOVERNMENT EMPLOYEES' MOVEMENT

The recalcitrant attitude of the Tamil Nadu Government towards the longstanding and urgent demands of the Tamil Nadu State Government employees has forced them to the path of protracted struggle. Removal of anomalies of the III Pay Commission, D.A at Central rates, H.R.A for all, bonus, abolition of the personal file system and provision of medical allowance are some of the vital demands which have led the employees to the present State-wide struggle.

Repeated appeals of the Tamil Nadu NGOs' Union having failed to attract the attention of the Government towards the employees' grievances, the employees started their agitation in the form of padayatras in different parts of the State in February 1979. That also having failed to move the Government, the employees started the next phase of their movement from March 1979, holding massive rallies, processions, hunger strikes and courting arrest. The employees, who were in ferment, joined in thousands in the movement and it spread throughout the State. In course of the struggle, more than 1100 employees were arrested and many were suspended in different parts of the State.

Despite this massive struggle and outburst of employees' discontent, the Tamil Nadu Government has not taken any concrete step for an amicable settlement of the demands.

The Fourth All India Conference of the CITU expresses its fullest sympathy and support for the Tamil Nadu State Government employees movement and demands that the Tamil Nadu Government immediately settle the employees' demands, revoke all measures of victimisation and set the employees' discontent at rest.

27. ON BANK EMPLOYEES' STRUGGLE

This 4th All India Conference of CITU greets the Bank Employees for their militant industrywide struggle against the wage freeze measures sought to be imposed by the Bank managements and the Government of India.

This Conference condemns the organised violence let loose by vested interests against the Bank employees, during their recent struggle. The workers and employees in every industry should view this with concern as this will be the pattern adopted by the ruling class in all future struggles.

The Government and the Bank managements while gearing up their repressive machinery to tackle the threatened indefinite strike of Bank employees, adopted a different tactics dangling out a wage rise with an outlay limited to Rs. 30 crores for the Public Sector commercial banks but hedging it with obnoxious preconditions perpetuating the erosion in real wages and further imposing a tapering formula for drastically reducing and freezing D.A. increase.

This Conference alerts the bank employees to be vigilant not to allow the bankers to push through their wage freeze scheme and not to accept under any circumstance the tapering formula for grant of dearness allowance which is nothing but covert imposition of the notorious Bhoothalingam Committee recommendations. In this regard, this Conference notes with appreciation the most consistent stand taken by the Reserve Bank employees, firmly rejecting the offer of tapering rate of D.A., strengthens the policy stand on which the entire bank employees should fight unitedly.

This Conference also expresses its concern over the attempt by managements to tag on, without relevance, measures like rationalisation, pushing down the wage-scale for rural bank

employees etc., to the wage question. Those apart from keeping the wage settlement lingering on, have harmful portents, and this must be fought.

This Conference exhorts the bank employees all over the country to unitedly carry on their agitation against the offensives mounted by the Bankers — Government combine.

This Conference emphasises that the struggle of the bank employees is an important struggle against wage freeze. This Conference calls upon all workers and employees in every industry and all trade unions irrespective of their affiliations, to stand firmly in support of the bank employees and express full solidarity with them.

28. ON DEMANDS OF RAILWAY WORKERS

This 4th Conference of CITU notes with grave concern that the Janata Government at the Centre, on whom the railwaymen had reposed confidence and gave whole hearted support has failed to solve the basic demands of the railwaymen, the 6 point Charter of demands of NCCRS including comparable wages with other public sector undertakings pending grant of need based minimum wage, Bonus, 8 hours duty decasualisation etc. for which they heroically fought in May '74. Although those victimised in the said struggle and a section of those victimised during emergency have been reinstated, the workers have not been paid their full salary for the period they were kept out of job nor other pecuniary punishments mitigated. Despite some minor concessions here and there, which Shri Dandavate, the Railway Minister has termed as a New Deal, the AIRF, once headed by Shri George Fernandes, had to admit that no headway could be made in regard to the basic demands and therefore had to resolve for resorting to struggle through broad-based unity.

The Railway Board has stubbornly refused to give up its Policy of favoured recognition to some unions contrary to the policy enunciated by the Labour Ministry which is being followed in steel, coal and other various ministries and continuing to refuse recognition to DREU, United Committee of Railwaymen NFRly, CLW Labour Union, LRSA etc. who have already proved their majority following. Despite announcements from the Minister, the bureaucracy and officialdom in the railways have refused to negotiate with so-called

unrecognised unions leading to a bottleneck even in settlement of petty local demands. All agitations are being ruthlessly suppressed once again invoking power of dismissal without any opportunity of self-defence thus reducing the Constitution of the country to a mockery. The disillusionment of railwaymen turning into anger has found expression in a series of struggles, strike ballots conducted by NFIR and CLW Labour Union, decision for struggle by LRSA, work to rule movement by Railway Employees Confederation over and above the decision of the AIRF. What eludes the railwaymen is unity, though seminars, get-togethers and special conventions etc. have been held for the purpose. The railwaymen realising the need for broadest possible unity at all levels, are slowly marching ahead and once this unity is achieved, may rise in struggle as never before.

The CITU had all along been championing the cause of railwaymen and helping them in their efforts for unity, which it would continue to do in future. This Conference calls upon the leaders of various organisations of railwaymen who have a glorious tradition of struggle, to sink their differences and forge broadest possible unity for demolishing the colonial wage structure which is still existing in the railways and pledge full support to the just struggle of railwaymen.

29. RESOLUTION ON THE DEMANDS OF STEEL WORKERS

The IV Conference of the CITU expresses its grave concern over the inordinate delay in bipartite wage negotiations in steel industry resulting in deep discontentment among the two and half lakhs steel workers all over the country.

Though the last agreement was terminated on 31st August 1978, the steel management did not take expeditious steps to initiate bipartite negotiations with a view to arriving at another agreement with the representatives of the workers. On several occasions the workers recorded their protests at the delatory tactics adopted by the steel managements in wage negotiations, but the managements did not pay any heed to these protests.

The performance of the steel industry has been extremely poor and the target of production has not been fulfilled. When there is acute shortage of steel in the country, the accentuation of crisis in the industry has led to blackmarket of steel and cornering of steel materials. The steel managements preferred to continue the shortage of steel instead of accepting the

demands of the workers and develop better industrial relations for further growth of the industry.

The six study groups appointed by the Minister of Steel on various aspects of working of steel industry submitted unanimous reports in the month of November 1977. Nearly 18 months have passed since then, but the Steel Ministry has not taken any step to implement these reports. In a plenary session of all the study groups, the workers gave a unanimous verdict to hold secret ballot in all the steel plants to determine the representative character of the trade unions. However, this decision was also not implemented by the Steel Ministry. Though the workers' representatives took positive approach about improving the performance of the public sector steel industry, the Govt. refuses to take any step on them which is also responsible for the present state of affairs in the steel industry.

Despite protracted negotiations, the steel managements have not shown their readiness to accept the major demands of the workers like Rs. 550/- as minimum wage, 100% neutralisation of cost of living, additional leave facilities, 60 years as the age of retirement, 10% P. F., adequate leave travel concession, revision of incentive scheme, abolition of contract labour system, etc. The attitude of the management in giving concessions only on minor issues and refusing to accept the major demands of the workers has been primarily responsible for the present stalemate in bipartite negotiations. The back seat driving by the Government of India and the Bureau of Public Enterprises has further contributed to the deadlock in negotiations with the result there is no settlement in sight though more than 12 meeting were held.

The All India Steel Workers Convention at Jamshedpur in December 1978 has created enthusiasm amongst the steel workers. This Conference endorses the decision of the Co-ordination Committee of Steel Workers to launch countrywide agitation to compel the management and the Government to see reasonableness in workers' demands.

The CITU, while fully supporting the just demands of the steel workers, appeals to workers of all affiliations to close their ranks so that a powerful movement including strike action is organised in the steel industry which alone will result in achieving their immediate demands.

30. RESOLUTION ON DEMANDS OF COAL WORKERS

The IV Conference of the CITU congratulates six lakhs coal-mine workers all over the country for their magnificent one-day strike on February 5, 1979 to protest against the Government's gross interference and dilatory tactics adopted by the coal managements during bipartite wage negotiations.

The last agreement for coal workers expired on 31st December 1978 and a new agreement was to have effect from 1st January 1979. However, the Government and the managements delayed formation of the bipartite committee for the purpose of negotiations. After the commencement of negotiations, the managements refused to concede the just demands of the coal mine workers resulting in a stalemate in bipartite talks.

The working conditions of coal mine workers in India is most shocking with high rate of accidents and injuries. The workload on workers was arbitrarily increased during Emergency. The introduction of multiple shift system was just a device to impose a unbearable workload on the workers. The excessive use of mechanisation has reduced the job potential of the industry and the management is planning to retrench over 50,000 miners among which large number will be women.

Housing conditions for coal mine workers are just shocking. Not even 20 per cent of the workers are provided housing and many of them are just unfit for habitation. It is strange that coal unions had to demand supply of drinking water when they submitted charter of demands to the management. The gangsters employed by the coal mines and contractors are committing murders of workers and trade union functionaries in broad daylight and the police take no action against the culprits. The money-lenders have a free reign in the coal-miners who snatch away large part of the wages the coal-miners earn out of hard toil. The medical facilities had practically non-existent while the educational facilities are extremely in the bad shape. The leave facilities for the coal workers are just token and require substantial increase if coal workers have to maintain proper health. The callous coal management is totally oblivious of the necessity of improving the living conditions of the coal-miners.

The officials of coal mines who are in league with private contractors are virtually looting the public sector mines leading to colossal loss to the Coal India Ltd. The bureaucracy through series of corrupt practices is also funnelling out crores of rupees every year from this undertaking. Thus when huge funds are just frittered away, the management is pleading inability to meet the worker's demands.

The CITU urges upon the C.I.L. authorities, the private Colliery owners and the Government of India to take immediate steps so that the coal-miners' demands are settled without any further delay. If, however, they fail to do so and the country loses valuable source of fuel due to the indefinite strike of the coal mine workers, the entire responsibility of that will lie on the shoulders of the managements and the Government.

The CITU welcomes the growing unity of the coal mine unions and the militant mood of the workers to fight against the harrowing conditions. The CITU endorses the decision of the Central trade unions in coal mines to go on indefinite strike if the management does not show any seriousness in accepting the demands of the workers expeditiously. The CITU appeals to all the unions in coal mines and the workers to prepare for such a massive action of 6 lakhs coal workers which alone will force the unwilling managements to concede to the longstanding demands of the workers' The CITU assures the coal mine workers that it will stand by them till they continue their struggle for the achievement of their demands.

31. ON DEMANDS OF THE WORKERS OF HINDUSTAN STEEL CONSTRUCTION LIMITED (HSCL) :

This 4th Conference of CITU greets the workers of HSCL for their valiant fight against retrenchments, contract system and discriminatory treatment of Steel Ministry despite most brutal lathi charge and police firing. Three HSCL workers were killed in police firing and hundreds were injured in lathi charge and this conference strongly condemns this police repression.

The HSCL is an integral part of the Steel Industry and its workers should be treated at par with the workers of Steel Industry. But the wage and the service condition of the workers of HSCL are much inferior to what is now prevailing in the steel industry and their demands for parity in wage and service condition has still not been conceded. Moreover, the workers of HSCL are not absorbed in the project where they work during

the construction period, while large number of contractors are patronised for doing all sorts of premanent jobs. This 4th conference of CITU strongly deplores this attitude of the Steel Ministry and demands for them parity in wage and service conditions in line with their conferers in Steel Industry and their absorption in the projects after completion.

This conference extends full support to the united struggle of HSCL workers on ten (10) point demands and calls upon them to maintain this unity not only for their own struggle but also in the overall interest of Indian working class movement.

32. ON PLANTATION WORKERS' DEMANDS

This Fourth Conference of CITU greets the Plantation Workers of India for the various struggles they have led in the recent period realising considerable concessions from unwilling hands of the plantation owners. In Kerala, Rubber plantation workers unitedly led a successful strike for 15 days securing considerable wage rise. On the demand for equal remuneration for woman workers, the plantation workers fought prolonged struggles throughout the country. In Karnataka and Tamilnadu, they have a good fight against repressions and attacks on trade unions. On bonus issue, the plantation workers in Assam, West Bengal, Tamilnadu, Kerala, Karnataka and Tripura carried on a consistent fight and secured 20% bonus in large number of gardens. Under the Left Front Government of West Bengal, the Tea Plantation workers have secured a monthly wage rise of Rs. 52/-, the highest wage rise so far received by the tea plantation workers of the State. The unity and united struggle of plantation workers has taken a most encouraging shape and holds the prospect of further enlarging and strenghtenging it.

This Conference, however, notes with concern that in spite of the wage rise and concessions secured by the plantation workers in the recent period, the wage level in the plantations is still very low, one of the lowest in the contry and their service conditions are far from satisfactory. They suffer from very acute housing problem. Creches are hardly provided in the plantations. There is practically no medical benefit given to them. They do not even get drinking water in the gardens. There is considerable wage disparity between State to State and also between regions of the same state.

This wage disparity is maintained to divide the plantation workers.

The Tea Plantation Industry is enjoying an unprecedented boom since last few years with enormous rise in foreign exchange earnings and the profits of the plantation owners have surpassed all past records. But the workers do not get any share of this affluence. The preferential treatment given to the plantation owners during the colonial period in India was continued after independence and there is no break in it even under the Janata Government. Considerable foreign capital is still invested in plantation industry in India and the Janata Government has increased their profitability by abolishing the duty on export of tea recently.

Plantation owners not only exploit the workers and compel them to live a miserable life, they also do a great damage to the industry itself by withholding ploughing back of the profits and neglecting re-planting of bushes. A large number of gardens have become sick due to it and many of them are closed. The Government can take over the closed gardens under the prevalent Act, but hardly any action has been taken in this regard during the last 7-8 years. The plantation industry, which earned a foreign exchange of Rs. 550 crores and directly employ about million workers, occupies a very important position in our economy, and its future is not safe in the hands of private owners.

This Conference takes a serious note of the fact that the Janata Government has still not taken any measure for amending the outdated Plantation Labour Act despite repeatedly reminding them. A Plantation Labour Bill was introduced in 1973 for its modification and then referred to the Select Committee. Since then it has not been revived. This amendment was not adequate. This Act has all along been flouted by the employers and its enforcement machinery was never effective. Delay in amending this Act in the interest of the workers will only benefit the plantation owners. This Conference strongly condemns the attitude of the Government towards plantation industry and its workers and demands immediate amendment of the Plantation Labour Act in the interest of the workers and its strict enforcement under supervisions of the trade unions.

This Conference extends full support to the following demands of the plantation workers and calls upon them to unitedly carry on their struggle for realisation of the same :

1. Uniform minimum wage of Rs.350/- per month all over India ;
2. Taking over of all the closed and sick gardens by the Government;
3. Nationalisation of big plantations;
4. Permanent work for plantation workers;
5. Immediate amendment of the Plantation Labour Act and ensure its strict enforcement with provisions for drastic punishment of the employers who violate it;
6. Implementation of Equal Remuneration Act; and
7. Revival of the Industrial Committee on Plantation.

33. ON JUTE WORKERS' STRUGGLE

The IV Conference of CITU congratulates the two lakh and a half jute workers of West Bengal on their historic victory achieved after a 50-day industry-wide general strike. The success of the strike was ensured by the complete unity in the ranks of jute workers belonging to all the trade unions working among them.

The Conference congratulates the Bengal Chatkal Mazdoor Union, the largest affiliate of CITU, for its persistent efforts to bring about all-in unity of the jute workers and for its successful leadership of the glorious strike struggle.

The Conference also congratulates the Left Front Government for its consistent support to the jute demands of the jute workers and for their refusal to allow the police to be used against the striking workmen, in sharp contrast to what the Congress regime had done in the past or the Janata Government is doing at present.

The jute barons, a powerful group of monopolies, have intensified their attack on the workers since the fall of the last Left Front Government in 1971 and more so during the days of Emergency-Supported by the Central and State Congress Governments, they cut down or withdrew, one by one, most of the hard-won rights and benefits achieved during the strike struggle of 1969-70. They imposed illegal work-loads and retrenched more than 40,000 workers. The 48-day strike of 1975 and token strikes of 1977 and 1978 did not change the attitude of

the jute barons. They adopted an adamant attitude towards demands of jute workers.

But, the magnificent unity of the workers, backed by Left Front Ministry, broke the resistance of the jute barons and forced them to reach a settlement. The settlement not only restores the lost rights and benefits of jute workers but brings some significant additional benefits, such as a wage rise of Rs. 65.27 per month, introduction of grades and scales for all categories of workers, gratuity of 15 days for each year of service (in place of 13 days) and permanency for 90 percent of the permanent work force and 20 percent of badli workers. The question of increased work load and retrenchment have been referred for the decision of the State Labour Minister. The jute magnates had to agree not to increase them till the award of the Labour Minister.

The historic victory of the jute workers of West Bengal has inspired and helped the jute workers of Andhra Pradesh, Madhya Pradesh and Uttar Pradesh. This has also helped other sections of the working class in West Bengal, such as the textile workers, to achieve their demands.

The Conference supports the demands by the jute workers raised during the strike for nationalisation of the jute industry and the jute trade and purchase of raw jute directly from the growers at fair prices.

The Conference, while once again congratulating the West Bengal Jute workers on their historic victory, class upon them to strengthen their organisation and maintain the unprecedented unity built up with such devotion.

34. IN SUPPORT OF THE STRIKE STRUGGLE OF 25000 POWERLOOM WORKERS OF WEST BENGAL

This Fourth Conference of Centre of Indian Trade Unions extends full support to the strike struggle of 25000 powerloom workers of West Bengal who are carrying on a continuous strike since March 12, 1979, demanding payment of the minimum wage fixed by the Left Front Government.

The minimum wage of these powerloom workers was ranging from Rs. 60 to Rs. 135. The Left Front Government of West Bengal revised the minimum wage under three categories fixing at Rs. 262, Rs. 272, and Rs. 292 and variable

dearness allowance at the rate of Re. 1.00 per point above 311 points (base 1960-100).

The newly fixed minimum wage came in force in December 1978. The employers' denial to implement it has compelled the workers to launch this continuous strike.

This conference strongly condemns the attitude of the employers of powerloom industry in West Bengal and demands that the minimum wage fixed by the Left Front Government of West Bengal be implemented with retrospective effect.

This conference assures all support to the powerloom workers of West Bengal in their struggle.

35. ON INSURANCE EMPLOYEES DEMANDS :

This CITU Conference has been taking a serious note of the attempts of the Life Insurance Corporation of India and the Government combine who have been desperately trying to snatch the right of bonus from the employees and curtail other rights and benefits of the employees. The movement of insurance employees under the leadership of All India Insurance Employees' Association, when analysed, reveals that they have fought the employer and the Government on all fronts and defeated the attempts of the Government to impose wage freeze on them. They won the bonus case firstly in the Calcutta High Court and then in the Supreme Court, as a result of which, the LIC (Modification of Settlement) Act was quashed as being unconstitutional by the Supreme Court. Unfortunately, the Government of India and the LIC that swear by rule of law, rather than carrying on the decision of the Supreme Court on the subject, decided to terminate the Agreement and have amended the Staff Regulations with a view to deprive the employees of their hard-earned right on bonus. The employees' contention has been upheld by a judgment of Allahabad High Court (Lucknow Bench). But, unfortunately, the Government is pursuing the matter in the Supreme Court and is dragging the employees into litigation, rather than settling the issues across table.

The representatives of the Central Government had assured the CITU and other Central Trade Unions that the question of bonus in LIC will be discussed across the table. Unfortunately, the Government has been dragging its feet and has not maintained the status quo as it existed and the LIC wants the

employees' union to surrender their right to bonus and to settle it within the framework of guidelines drawn by the Bureau of Public Enterprises. This is not in conformity with the statement of the Finance Minister that he made on 26th June, 1978 before the leaders of the Trade Union Movement. More so, the attempt of the Government to change the DA formula in the insurance and banking industries is a negative approach and rather than approaching the issue from this angle, positive attempts are required to be made to extend 100% neutralisation against risen cost of living, instead of slashing or curtailing the existing rights and benefits.

The Conference also notes that the rights and benefits, which were slashed during Emergency have not been restored so far.

In the General Insurance sector also bonus was slashed, sick leave was curtailed and rate of Provident Fund Contribution was arbitrarily brought down. The employees' Union have been agitating for the restoration of the curtailed benefits. The Conference urges upon Govt. to restore all the benefits that were curtailed and/or withdrawn and to sit with the leaders of the insurance employees movement to settle the issue so that the industry can make a purposeful headway.

The Conference greets the All India Insurance Employees Association which was instrumental in defeating the lock out imposed by the Government in LIC in 1974 and expresses its firm hope that the movement of Insurance Employees for building an united platform on common issues and defeat the attempts of the Government & ruling classes to impose wage Freeze, will be a great success.

36. COMMUNALISM

The Fourth Conference of the CITU views with grave concern that after a period of more than three decades since the attainment of independence, the forces of communalism show no sign of going out of commission, although secularism is supposed to be one of the pillars on which "The Republic of India" rests.

This conference is quite conscious that only by keeping the Indian masses of the working people divided that the exploiters can count on their survival.

It is due to great upsurge of the working class and peas-

antry that forces of communalism in the last decade had to beat a retreat. But the atmosphere is once more being heated up and poisoned by the communalists in parts of the country. It is for the first time today that, apart from going on with its divisive propoganda as usual, the RSS, the arch communal body of the majority community in India has got a golden opportunity of infiltrating and utilising the state apparatus in different states to realise its own ends on a really wide scale. Benaras was the first test case in the new changed condition. Then occurred the shameful carnage in Aligarh a carnage on an unprecedented scale and fora very protracted period.

This Conference demands of the Central Government to take serious and effective steps against the growing danger of communalism. It further demands : (1) that serious steps should be taken to crush all manifestations of communalism and nip them in the bud; (2) that all perpetrators of the recent communal riots, particularly one in Aligarh, must be found out and punished; and, (3) that the state machines including the U. P. PAC must immediately be purged of all known communalists.

This conference appeals to the working class and democratic forces in the country to launch a broad-based campaign against all those who uphold, preach and play upon communalism. The task has become urgent for upholding progressive, humanistic and socialist ideology-the ideology of the working class. That is also urgently needed to defeat the enemy class, the Indian exploiters-to give them more resounding and telling blows in days to come.

This Conference appeals to all Central Trade Unions to build a powerful and united campaign against the growing danger of the forces of communalism.

37. ON PROTEST AGAINST THE MURDEROUS ATTACK BY R. S. S. GOONDAS ON CITU WORKERS IN KERALA

This Fourth Conference of CITU strongly condemns the murderous attack led by the R.S.S. Goondas on C.I.T.U. workers of Tellycherry Taluk of Cannanore District in Kerala on the 6th April, 1979.

The R. S. S. goondas led this attack in a planned way in seven places of this Taluk with hand-grinades and other

lethal weapons killing two workers and seriously injuring many.

This Conference demands strong action against these criminal elements and calls upon the democratic public opinion in the country to raise their voice of protest against this murderous attack.

38. PROHIBITION

This Fourth Conference of the Centre of Indian Trade Unions calls upon the Government of India and State Governments to desist from the un-scientific policy of implementing prohibition by legislation and force.

The enforcement of prohibition by legislation will only lead to more serious social evils of bootlegging etc. It is an issue to be taken up on the plane of social reform through educative Campaigns.

Moreover, such a step will throw lakhs of workers out of employment, In a country where unemployment has reached dizzy heights, this step will invite disastrous consequences.

This Conference urges upon the Government of India and the State Governments to revise their policy on prohibition in the national interest.

39. ON THE MINIMUM WAGES ACT

This Fourth Conference of CITU notes with concern that the Minimum wages Act, 1948, intended to guarantee a fair wage to the sweated workers and employees of the unorganised sector, has become an instrument of extorting heavy workload at abnormally low wage. Usually wage is fixed on consolidated basis under this Act ranging from Rs. 80/- to Rs. 160/- per month in most of the States and this abnormally low wage is kept fixed for a period of three to five years and sometimes even for longer period without giving any consideration for sharp increase in the Consumer Price Index Numbers. Moreover, these workers do not have any security of employment and are denied House Rent Allowance and other benefits paid to other workers in the same area.

This Conference further notes that the Advisory Committees at the State level on the Minimum wages Act usually function as docile agencies to Rubber stamp government's

decisions showing least concern to the sufferings of the workers covered by this Act.

This Conference calls upon the workers and employees of the organised industries and Trade Unions to voice their protest against this state affairs and extend full support to to the following demands :

- (i) Radical amendment of the Minimum Wages Act, 1948 and refixation of minimum wage giving due weightage to the cost of living and Consumer Price Index Numbers.
- (ii) Revision of the minimum wage every two years.
- (iii) Payment of House-Rent Allowance, Medical Benefit etc.
- (iv) Inclusion of the representatives of Central Trade Unions in the Advisory Committees on the Minimum Wages Act to ensure its Proper functioning.

40. ON LOCK-OUT IN KESORAM SPUNPIPE AND FOUNDRY FACTORY IN WEST BENGAL

This Fourth Conference of CITU extends full support to the struggle of the workers of Kesoram Spunpipe and Foundry Factory in West Bengal against Lockout.

Ignoring the recommendation of the Government of West Bengal for payment of bonus for 1978 at the same quantum as was paid in the previous year, the Birlas, who own this factory, declared Lock-out since November, 1978 and charge-sheeted and suspended 13 workers.

This Conference strongly condemns the Birlas for this high handed action and demands that the factory be immediately reopened with full complements and payment of wages for the Lock-out period.

41. ON COIR INDUSTRY

This Forth Conference of CITU views with concern the deepening crisis in the coir industry in Kerala, involving more than five lakh workers and resulting in pauperisation and unemployment of lakhs. The complete indifference shown by the Government of India has accentuated the crisis in this industry. It is to be noted here that this crisis has set in at

a time when there is large demand abroad for Coir products and the prices are also high.

The crisis mainly stems from the fragmentation of the production sector resulting in dispersing of both spinning and weaving sectors into very small units, mostly as family units and export trade getting concentrated in the hands of a few who have nothing to do with production. Added to this, the hoarding of raw materials by the profiteers is resulting in scarcity and escalation of the cost of raw materials. In addition to all these, steps to mechanise both spinning and weaving sector is raising the danger of mass unemployment. The Coir Board is heavily loaded with employers representatives and bureaucrats and are least concerned about the coir workers.

The workers of Kerala, led by thier organisation have long been demanding that the Government of India provide funds for re-organising the industry and eliminate the intermediary proprietors, take steps to nationalise export of Coir products and remove legal obstruction on controlling the distribution of Coconut husk. But the Government of India has not taken any positive step to meet these demands.

The Kerala Government with the funds available to it is also not sincerely implementing the re-organisation of the industry but are dealing with the workers' cooperatives in a most undemocratic way to protect their own partisan interests. The State Government, even though they have notified minimum wages in Coir industry, is not implementing it. As there is no minimum wage fixed in Coir iddustry in the neighbour- ing states, it is affecting the industry in Kerala in respect of the implementation of the minimum wages. This reality calls for fixation of minimum wage in the coir industry on the regional basis.

This conference there fore calls upon the Government of India and the Government of Kerala to take immediate step to :

- (a) Provide necessary funds for the re-organisation of Coir industry.
- (b) Nationalise export of coir and coir products.
- (c) Remove rhe legal obstructions for the State Govern-

ment to control the collection and distribution of coconut husks.

- (d) Desist from permitting mechanisation of the spinning and weaving sectors of the Coir Industry.
- (e) Ensure majority representation to representatives of cooperatives and trade unions in the Coird Board.
- (f) Notify a regularised minimum wage for the industry and ensure its implementation and
- (g) Stop interference in the democratic functioning of the cooperatives.

This conference extends full support to the struggle of the coir workers in Kerala and calls upon them to unitedly carry on their struggle to compel the Government to meet their demands.

42. ON THE STRUGGLE OF RAJASTHAN'S ATOMIC POWER PROJECT EMPLOYEES.

The Fourth Conference of the CITU expresses its serious concern at the attitude of the Government of India's Department of Atomic Energy in dealing with the genuine demands of the struggling employees of Atomic Power Project and Heavy Water Project at Rawalbhatta, in Rajasthan.

This Conference recalls that over 4000 employees of both the projects had submitted their Charter of Demands through their Joint Action Council in 1977 which included restoration of project allowance withdrawn as a sequel to the wage freeze measures adopted in 1974, annulling of victimisation prior to emergency and during emergency, for suitable promotion policy, stoppage of retrenchment, provision for suitable housing scheme and payment of night allowance, radiation allowance, bonus etc. The employees had to resort to indefinite strike from 7th Sept. 1977 on these demands and continued it for 121 days. This strike was withdrawn by the employees on the assurance of Union Labour Minister of duly considering their demands.

This Conference notes with concern that even after expiry of one year these assurances have not been fulfilled and the demands of the workers have not been settled whereas false and fabricated criminal cases have been instituted against Trade Union functionaries. While the workers have been acquitted from the said criminal Cases, the Management have victimised

the workers and have still not lifted them. The authorities of these Projects behaved in a most high handed manner and even rejected the proposal of the Labour Minister for a settlement. In such a situation these workers have been compelled to launch a continuous relay hunger strike and are preparing for a continuous strike.

This Conference strongly condemns the attitude of the Management of these Projects and of the Department of Atomic Energy of the Government of India and demands that the workers' charter of demands be immediately settled and all vindictive and disciplinary measures taken against the workers be withdrawn.

This Conference extends full support to the struggle of the workers at Rawalbhata and calls upon all Trade Unions to organise Solidarity action in support of their struggle.

43. ON THE DEMANDS OF WORK-CHARGED EMPLOYEES

This Fourth Conference of CITU strongly condemns the attitude of the Governments in employing more and more workers as work-charged, N.M.R, contingency and casual labour and deny them even the meagre benefits that the permanent employees of the same Department get for doing the same work. These workers have no job security; they are denied permanency, they retire after 30 to 40 years of service only as work-charged or contingency workers. They are also denied of retirement benefits.

This Conference calls upon these workers to courageously stand against this sort of oppressive treatment and build up united movement in every State for security of employment and betterment of their service conditions.

This Conference congratulates the one Lakh work-charged employees in Andhra Pradesh for conducting their statewide united strike from the 3rd to the 16th March 1979 and wresting their demands from the hands of the unsympathetic State Government. This success was possible because all the 21 Unions of this category of employees have joined together into a Joint Action Council which itself forms an important segment of the Joint Council of Associations belonging to State Government and Local Self-Government employees.

This Conference hails this unity and united struggle and calls upon the work-charge employees of Andhra Pradesh to preserve and further strengthen this unity.

This Conference demands of the Government that the work-charged, contingency and N.M.R. workers be taken as permanent workers and paid wages, dearness allowance and other allowances at par with the permanent workers employed in the Government Departments.

This Conference calls upon the workers and employees of all organised industries and Government Departments to give full support to the struggle of these workers.

44. ON THE DEMANDS OF THE WORKERS OF CLOVE PLANTATION

This Fourth Conference of CITU extends full support to the demands of the workers of clove plantations for higher wage and benefits under the Plantation Labour Act. At present men workers of clove plantation get a daily wage of Rs. 6/- and women workers Rs. 5/-. They also do not get the benefits under the Plantation Labour Act.

This Conference demands of the Government of Tamilnadu and the Government of India to meet the demands of the workers of clove plantations without delay.

45. ON THE DEMANDS OF LOADING AND UNLOADING WORKERS OF FOOD CORPORATION OF INDIA

This Fourth Conference of CITU extends full support to the struggle of loading and unloading workers of the Food Corporation of India for absorption as Departmental workers and elimination of Contractors. These workers employed by the contractors are paid very poor wage while the Contractors make fabulous profits and they do not get any protection or benefit under the prevalent labour laws. They do not have security of employment and are denied of payment of Bonus, Provident Fund etc. In some of the FCI godowns the workers work under the co-operative system and even though their conditions of employment are somewhat better but this also does eliminate their difficulties.

This Conference urges upon the Government of India to take a serious note of the plight of the loading and unloading

workers of the FCI and take immediate steps for elimination of contractors and absorption of these workers as Departmental workers or introduce Direct Payment System with payment of permanent benefits and security of employment.

46. ON THE PROBLEMS OF CONSTRUCTION AND ERRECTION ENGINEERING INDUSTRY WORKERS

This Fourth Conference of CITU notes with serious concern the deteriorating of the workers engaged in the Construction and Errection Engineering Industry, in both the private and public sector.

These workers, numbering about 20 lakhs all over India, have no job security and face retrenchment immediately on completion of work. They are paid very low wage and are denied of permanent benefit. They are also denied the trade union rights. If at any time they are given alternate employment, such job opportunities are also blocked by inciting the local people to oppose such employment branding them as 'outsider'. No step has been taken during the last two years to protect the interests of these workers even though the Janata Party promised to abolish contract labour system in their election manifesto.

This Conference demands of the Government of India and the the State Governments to enact new laws for protecting rights of these workers and for abolition of contract labour system and ensure for them :

- (i) Need-based-minimum Wage with grades for all categories of workers and its strict implementation;
- (ii) Security of Employment, and,
- (iii) Payment of Provident Fund and other permanent benefits.

This Conference calls upon the workers and employees of the organised industries and all unions to extend full support to the demands of these workers and give them all help and co-operation in forming unions to carry on organised protest against all injustices meted out to them.

47. ON HANDLOOM WEAVERS OF TAMIL NADU

This Fourth Confrence of C.I.T.U. extends its support to the movement of Handloom weavers of Tamil Nadu, on

elementary demands for enforcement of the provisions of existing labour laws like Factories Act, Industrial Disputes Act and Bonus Act, etc., for reasonable wages, etc.

Due to the policy pursued by the State and Central Governments in the last thirty years the independent handloom weavers have been reduced to daily wage earners.

This Conference congratulates the struggling handloom weavers of Tamil Nadu and demands immediate release of 3500 weavers who were arrested during the picketing of State Government offices, This Conference also demands appropriate legislation to protect the interests of these workers.

48, ON THE ARBITRATION AWARD ON CEMENT INDUSTRY

This Fourth Conference of CITU expresses its strong disapproval of the award jointly given by the General Secretary of INTUC and the representative of the Cement Manufacturers Association on the demands of the workers in Cement Industry. The award had not only failed to fulfill the legitimate expectation of the Cement workers, it had helped the employers to disrupt the activities of militant union and also increase the price of cement.

While giving a flat increase of Rs. 55/- per month to all workers, the notorious D. A. formula of Rs. 1.30 per point had been accepted and the demand for restructuring of wage scales had been completely denied. Various other legitimate financial demands and the demand for abolition of Contract Labour System in Cement Industry were also ignored in the award. The award also included a damaging provision giving the right to the employers to make transfer from one department to another and this is sure to be used to victimise union workers and disrupt the activities of the militant unions. The fixation of grades in the name of standardisation of nomenclatures was arbitrary and unfair to the workers. The award also recommended increase in the price of cement to cover the financial involvement of the award.

The cement workers of India have taken this award as a betrayal to their interests and it is significant to note that the General Secretary of INTUC was a signatory to this award.

This Conference calls upon the Cement workers of India to

understand the implication of this award and resist its harmful effect by building broad based united struggle and also pursue realisation of their legitimate economic demands.

49. ON THE SUCCESSFUL STRIKE STRUGGLE OF KERALA STATE ELECTRICITY BOARD EMPLOYEES

This Fourth Conference of CITU greets the State Electricity Board Employees of Kerala for their 51 days successful strike in 1978 culminating in a massive victory and achievement of considerable financial gains.

Defeating the anti-labour policies of the Right CP led Government of Kerala the State Electricity Board workers of Kerala unitedly carried on this struggle under the leadership of CITU and this militant action was supported by the workers and employees of all industries amply demonstrated in a general strike followed by a Bundh. The State Electricity Board workers of Kerala Secured considerable wage rise through the settlement following the strike action with a minimum wage rise Rs. 80 per month while large number of employees received much more besides improvement in other service conditions. This achievement has surpassed the gains of all previous agreements in Kerala State Electricity Board and has inspired the electricity workers ali over the country.

This Conference calls upon the Kerala State Electricity Board workers to consolidate the unity achieved through this strike struggle and draw proper lessons from the experience of this struggle to heighten their political consciousness with a view to strengthen the overal Trade Union movement.

50. ON ILLEGAL DISCHARGE OF 6000 WORKMEN BY INDIA TOBACCO CO. IN ANDHRA PRADESH

This Fourth Conference of CITU takes a serious view of illegal discharge of 6000 workmen by the I. L. T. D. Division of India Tobacco Company in Andhra Pradesh this year.

This company employ every year nearly 20,000 workers on seasonal basis for a period of 3 to 5 months, but this year, about six thousands have been discharged within one month. This company purchases 50 millions kgs. of Virginia tobacco from Andhra Pradesh from the growers. This year they purchased only 20 millions kgs. of tobacco from the growers the balance they are purchasing in packed bales from other traders.

This Conference condemns the Management of the company for this anti-labour policy and demands of the Government of India and the State Government of Andhra Pradesh to take firm action against the company and provide work for the discharged workers.

This Conference also demands immediate nationalisation of India Tobacco Company and all its subsidiaries.

51. IN SUPPORT OF THE DEMANDS OF THE TEXTILE WORKERS OF TAMILNADU

This Fourth Conference of CITU congratulates the Textile Workers Unions' in Tamilnadu for unitedly placing their Charter of Demands and extends full support to their demands for a minimum wage of Rs. 680, variable D.A. at the rate of 40 paise per point and improvement of other service conditions.

The textile worker of Tamilnadu have received wage rise of Rs. 25/- only during the last 20 years and they should realise from their own experience that without hard struggle they cannot compell the Textile Managements to concede their demands.

During the last few years the Mill owners in Textile Industry have earned enormous profits and their rate of profit has further increased with the fall in prices of raw cotton. Therefore, the demands placed by the Textile Workers of Tamilnadu are most justified and should be settled without delay. This Conference demands of the Government of Tamilnadu to take immediate steps to settle the demands in favour of the textile workers.

This Conference calls upon the Workers and Trade Unions of Textile Industry in Tamilnadu to unitedly carry on their struggle for realisation of Charter of Demands and assures them of full support and co-operation.

52. IN SUPPORT OF THE STRIKE STRUGGLE OF THE WORKERS OF GARDEN REACH SHIP BUILDERS AND ENGINEERS LTD. IN CALCUTTA

This Fourth Conference of CITU extends full support to the united Strike struggle of 10,000 workers of Garden Reach Ship Builders and Engineers Ltd. in Calcutta on the demand for settlement of their charter of Demands.

This Defence Department Ship Building Undertaking has tremendously expanded its production from Rs. 231.60 Lakhs in 1960-61 to Rs. 5069.94 Lakhs in 1977-78 and built the Asia's biggest Dredger 'MAHAGANGA', and India's biggest Bulk Carrier (26000 Ton) 'LOK PRITI' and this advancement was possible for the hard labour of the workers. But the demands of the workers were deliberately neglected and after waiting for 24 months the workers have been compelled to launch this Strike Struggle.

The workers of this public sector undertaking twice deferred their strike decision on the Managements assurance of early settlement when it was also agreed that the date of effect of the settlement would be 1.1.1977. But now the Management have gone back on their assurance. This Conference strongly condemns the attitude of the Management of G.R.S.E. and the Department of Defence Production and demands that workers Charter of Demands be settled with effect from 1.1.1977.

This Conference urges upon the Defence Minister of India to intervene in the matter immediately and settle the workers demands without delay.

This Conference congratulates the workers of GRSE for unitedly carrying on the struggle and calls upon all Trade Unions, irrespective of their affiliation, to extend all help and co-operation to these struggling workers.

53. ON THE DEMAND FOR FIXATION OF HEADLOADS AS PER I.L.O. REGULATION

This Fourth Conference of CITU notes with serious concern that in spite of I.L.O. Regulation, Head loads of porters have not yet been reduced and they are forced to carry Quintal bags.

This Conference urges upon the Government of India to take immediate steps for reducing the Head-load to 60 Kgs uniformly for all commodities through out the country.

54. IN PROTEST AGAINST ATTACKS ON THE FREEDOM OF FORMING UNION AT THUMBA ATOMIC CENTRE

This Fourth Conference of CITU notes with great concern the reported statement of Prime Minister, Shri Morarji Desai in declaring that employees of Atomic Research Centre at

Thumba cannot form a Trade Union and that unions have no place in the Atomic centers.

This Conference further notes with consternation that the Govt. of Kerala, at the behest of the Prime Minister's statement deregistered the already registered Trade Unions of employees of Atomic Research Centre at Thumba.

This Conference strongly denounces the statement of the Prime Minister and the action of Government of Kerala in deregistering the registered Trade Union of Thumba employees and considers these measures as flagrant violation of the rights given in the Constitution of India to form a Association.

This Conference demands of the Prime Minister and Government of Kerala to restore the registration of the union of the employees of Thumba Atomic Research Centre and ensure their freedom of Trade Union functioning.

55. ON REHABILITATION INDUSTRIES CORPORATION IN WEST BENGAL

This Fourth Conference of CITU takes a serious view of the contemplative move of the Government of India to wind up Rehabilitation Industries Corporation in West Bengal which employs 3000 refugees from the erstwhile East Pakistan.

This Corporation was set up by the Government of India in 1959 to provide economic rehabilitation to the refugees. But it was not planned properly and althrough ran on a hapazard way. The representatives of workers have time and again urged upon the Government of India for taking firm measures against mismanagement and corruption in this Corporation but with no effect.

This Conference is of the firm opinion that solution lies in running this corporation in an efficient and planned way and in taking drastic steps against mismanagement and corruption and it should not be winded up or closed on any plea.

This Conference urges upon the Government of India to take due note of the demand of the workers of the Corporation for continuing its function and remove their apprehension in declaring that it will not be winded up or closed.

56. ON THE DEMANDS FOR NATIONALISATION OF
PORT ENGINEERING WORKS AND HOOGLY
DOCKING & ENGINEERING CO. LTD.
IN WEST BENGAL

This Fourth Conference of CITU demands that Port Engineering Works and Hoogly Docking & Engineering Co, Ltd. in West Bengal, be immediately nationalised by the Government of India in the interest of 3000 workers employed in them and to save these pioneer shipbuilding and repairing concerns from closure.

These units now run by the IRCI are facing closure due to gross mismanagement and mishandling of their affairs.

This Conference urges up on the Government of India to take immediate steps for nationalisation of these units.

57. ON AUTOMATION

This Fourth Conference of CITU while reiterating its earlier stand on Automation strongly condemns the policy of the Government of India in installing more and more Electronic Computers in its own departments and Public Sector Undertakings and allowing the Private Sector, particularly the multinational Corporations, to use Electronic Computer and other automatic devices in a more drastic manner as job saving devices seriously affecting job potential and security of employment of the persons now employed.

The Calcutta Electric Supply Corporation—a British Company introduced Electronic Computer Machine during the Emergency with the declared intention of improving preparation of bills to remove consumers' harassments but in actual fact the consumers got hardly any benefit.

This Conference takes a serious note of the fact that the guideline recommended by the Venkatraman Committee has not given any protection to the employees from the onslaught of Computer while Electronic Computers are being used in larger areas on the plea that recommendations of this committee are fully implemented.

This Conference notes with concern that the present Janata Government is pursuing the same anti-labour policy of the Congress regime in regard to automation as evidenced in the

case of Reserve Bank of India and demands that this policy be revised to ban use of Electronic Computer and automation machines as job saving devices.

This Conference calls upon workers and employers of all industries and Government Departments to unitedly fight against use of Electronic Computer and automatic devices for preserving job potential and security of employment.

58. ON THE DEMANDS OF THE WORKERS OF MUNICIPALITIES AND LOCAL SELF GOVERNMENT

This Fourth Conference of CITU extends full support to the demands of the workers in Municipalities and Local Self Government Bodies for higher wage and better service conditions.

The wage of these workers, except in a few Municipal Corporations of big cities, are abnormally low and in many cases even below Rs. 100/- per month. Large number of these workers are deprived of weekly holidays, festival holidays and they do not have any security of employment. They also do not get any benefit under the Workmen's Compensation Act and the Maternity Benefit Act, nor they are paid any bonus. A large majority of these workers belong to Harijan community and all sorts of social discriminations are practised against them. Under the present Janata Government when promises are being made almost every day of giving better treatment to the Harijans and protecting their rights, hardly any measure has been taken to improve the conditions of employment of these Harijan workers in Municipalities and protect them from social and others discriminations. In their usual discharge of duties they are to remove filth and garbage, even carry night soil in various Municipalities but hardly any provision is made to protect them from health hazards.

This Conference strongly condemns the attitude of the Government which is responsible for the inhuman conditions in which Municipal workers are made to work with such poor wage and demands that these workers be given better wage and service conditions all over India as matter of policy.

This Conference greets the workers of Municipal Corporations and Local Self Government Bodies for courageously car-

rying on their struggles and extends full support to their demands for :

(a) Need - based-minimum wage, (b) Adequate Dearness Allowance with full neutralisation of the Consumer Price Index, (c) 8.33% minimum Bonus, (d) Leave facilities including Casual Leave, Privilage Leave, Sick leave and Festival Holidays, (e) Security of employment, (f) Gratuity, Provident Fund, Maternity Benefit and Medical Benefits, (g) House Rent Allowance or Quarters, (h) Equal Pay for women workers, (i) Risk Allowance for doing Hazardous work, and (j) Permanency of Daily rated and Casual workers.

This Conference calls upon the workers of the Municipalities, corporations and all Local Self Government Bodies to Unitedly carry on their struggle for realisation of these demands and urges upon the workers and employees of all industries and all trade unions; irrespective of their affiliations, to give full support to their struggle.

59. ON CASHEW INDUSTRY

This Fourth Conference of CITU expresses its serious concern at the plight of the Cashew workers in Kerala, Karnataka and Tamilnadu due to shortage in supply of raw Cashew resulting from curtailment of imports.

About 120,000 workers are employed in Cashew industry of Kerala alone and they now get hardly 84 days work in year. The Kerala Cashew Corporation—a public sector undertaking and employing about 35,000 workers is gripped with crisis due to shortage of Cashew. Our Cashew inuustry which is a big foreign exchange earner, depends mainly on Cashew imported from Africa and its import has been reduces from 126,724 tons in 1975 to 23,003 tons in 1978. The Government of India hardly pays any interest to the problems of this industry while the State Government of Kerala is giving undue patronage to private Cashew processing units who are taking full advantage of the sufferings of the workers paying extremely low wage and without giving any other benefit.

This Conference strongly condemns the attitude and policies of the Government of India and State Government of Kerala and demands that immediate measures be taken to provide

relief to the unemployed and partially employed Cashew workers and the following steps be taken to revive the industry with a view to ensure full employment :

- (i) The Cashew Corporation of India be entrusted to increase the imports of Cashew and for this purpose proper planning and commercial intelligence work should be geared up.
- (ii) Cashew plantation should be expanded in comparatively dry areas which are suitable for other crop or cultivation.
- (iii) Export Trade of Cashew kernel should be nationalised.
- (iv) All sick units should be taken over by the Government and the industry should be brought under the purview of the Industrial (Development & Regulation) Act.
- (v) A National-Minimum-Wage for the Cashew workers should be immediately fixed and strictly enforced.

This Conference assures full support to the struggle of the Cashew workers for realisation of these demands.

60. ON CONDITIONS OF FISHERMEN IN INDIA

This Fourth Conference of CITU notes with concern that fishermen in India are made to live in a most miserable condition when the industry in most prospering earning nearly Rs.200 crores every year in foreign exchange from exports of prawns, shrimps, dry fish and other fish products.

Fish is one of the major source of protein food in India and there is vast scope of expanding catch of fish in 48 million Hectare areas of fishing water including costal fishing along 5600 KM sea shore of the country. But this is neither being done to provide fish to the people at cheap price nor any measure is taken by the Government to improve the condition of the fishermen, an overwhelming majority of whom belong to scheduled castes and scheduled tribes. Export of prawns which fetch very high price in foreign markets and give abnormally high rate of profit, is dominated by unscrupulous traders and multinational companies and they are impoverishing the fishermen more and more. A sizable section of fishermen are made to work as 'Bonded Labour' and are very cruelly exploi-

ted by the 'Mahajans' and whole sale of traders. In costal fishing the fisherman face all sorts of hazards with grave risks to their lives and remain out of work for about seven months in a year for bad weather. The earnings of fishermen in general is very poor with no security of any sort. The children donot get any education and they are not covered by any sort of Social Welfare measure.

This Conference demands of the Government of India and State Governments to take immediate measures to fulfill the following demands with a view to improve the conditions of fishermen in India :

1. Provide relief to the fishermen for the period they remain unemployed.
2. Abolition of Bonded Labour System among the fishermen and fishing trade.
3. Cold storage facilities and Transport arrangements to be provided at Government cost for preserving and carrying fish with a view to ensure better price to the fishermen.
4. All fishermen should be covered by risk insurance Scheme to be financed by the Government.
5. Arrangement should be made by the Government to provide houses to fishermen at nominal rent and supply drinking water free of any charge.
6. Free education to be provided to the children of fishermen and for this purpose schools should be opened in fishermen concentrated areas.
7. Nationalised Banks should give loans to the actual fishermen free of interest to bring fishing nets, boats etc.
8. A survey should be conducted on the conditions of living of the fishermen and arrangement be made to register all fishermen.

61. ON ABOLITION OF CONTRACT LABOUR

This Fourth Conference of CITU reiterates its demand for abolition of Contract Labour System in both the private and public Sector.

The Contract Labourers are made to work long hours on very low wage, much lower than the minimum wage of the

industry. They do not have any security of employment and are denied of all permanent benefits including leave, provident fund and gratuity. The Contract Labour (Regulation and Abolition) Act, 1970 is inadequate to protect the rights and interests of the Contract Labourers and whatever provisions are there in it in favour of the Contract Labourers they are not implemented and the State Governments hardly take any measure against violation of the Act.

This Conference notes with concern that the Government and its departments are the biggest employers of Contract Labourers and their encouragement to contract system is helping the private sector to exploit contract labour as a cheap source of labour.

This Conference strongly condemns the attitude of the Government towards contract labour system and demands immediate abolition of Contract Labour System and absorption of Contract Labour as regular and permanent employees.

This Conference calls upon the workers and employees of all industries and establishments to carry on the struggle for abolition of Contract Labour System and fight for the rights of Contract Labourers wherever they are employed.

62. ON BEEDI INDUSTRY

This Fourth Conference of CITU notes with concern that the conditions of Beedi Workers in India continues to be most deplorable and the workers of the industry numbering more than 3 millions are one of the worst exploited Section of Indian Workers.

The Beedi and Cigar Workers (Condition of Employment) Act, 1966 has not been implemented in most of the States and wide disparity still remain in the wage between men and women Beedi workers. The minimum wage is abnormally low in most of the states and Beedi Workers in general, are yet to get any benefit from Beedi Workers Welfare Fund Scheme. Advisory Councils are to be set up in the states under the Beedi Welfare Fund Scheme but this has still not been done. Large number of Beedi Workers are denied bonus and other benefits and their paltry earnings depends solely on the whims and fancies of the employers.

This Conference notes with concern that the inaction and indifference of the Government of India and the State Govern-

ments are helping the employers of Beedi industry to garner abnormally high rate of profit at the cost of the workers and strongly condemns their attitude and policy in this regard.

This Conference, therefore, demands :

- (a) Implementation of the Beedi and Cigar workers (Condition of Employment) Act, 1966 in all the states of India and create suitable enforcement machinery with the representatives of trade Unions to ensure its full implementation benefiting all sections of Beedi workers including home workers.
- (b) Equal pay for equal work for both men and women workers.
- (c) Revision of minimum wage and payment of Dearness Allowance to Beedi Workers.
- (d) Introduction of suitable service conditions for Beedi workers including annual leave, medical treatment, fund, gratuity and permanency of employment.
- (e) Enforcement of Beedi welfare Scheme in the interest of Beedi workers and include workers representatives in its administration.
- (f) Payment of Bonus to all section of Beedi workers.
- (g) Payment of 25 percent of the Central Exise Duty collected from Beedi Industry, to Beedi workers Welfare Fund.

This Conference calls upon the Beedi Workers to unitedly carry on their struggle for realisation of these demands and assures them full solidarity support in this struggle.

63. ON INTERNATIONAL CHILDREN YEAR

This fourth Conference of CITU calls upon all its affiliated unions to observe the international children year all over the country to campaign on measures for welfare of the children and protection of child labour from the cruel exploitation of employers.

Child labour is used in our country on a large scale, both in the rural and urban sectors and they are made to work long hours on very low wage with detriment to their health. In the plantations, child labour is used on a big scale. In match manufacturing industry at Sivakasi, in Tamilnadu, child labourers are used in large numbers and they are most brutally exploited.

Many more such cases can be cited. The Children (Pledging of Labour) Act, 1933, still in force, is an outdated Act and is totally inadequate to protect the child labour from the brutal oppression of the employers. The indifferent attitude of government is perpetuating the exploitation of child labour.

This Conference demands of the government of India to enforce a new Act this year to abolish child labour in observance of International Children year and take measures concurrently to increase the earnings of the parents of the child labours to ensure that abolition of child labour will be really effective.

64. ON E. S. I. SCHEME

This Fourth Conferenoe of C.I.T.U. reiterates its demand for thorough overhauling of the E. S. I. Scheme in the interest of workers and payment of workers' contribution by the employers.

The E. S. I. Scheme, in the way it is being operated all over the country, has become a permanent source suffering and harassment to the workers and it is a pressing demand all over the country that the system should be totally overhauled and rearranged to eliminate the present difficulties of the workers and to ensure them better treatment and benefits. The workers do not get prescribed medicines for lack of stock in E. S. I. dispensaries and medicine shops and the number of beds in E. S. I. Hospitals is so very low that ailing workers have to wait usually for long time for receiving treatment. The number of E. S. I. medical shops and dispensaries is inadequate and the arrangements in E. S. I. Hospitals are far from satisfactory. The workers are required to visit E.S.I. office a number of times for collection of their claims by availing of their earned leave and even on leave without pay and all these constraints instead of giving the required benefits to the workers, become a big burden on them and the workers are agitated all over country for inadequacy and mismanagement of the E.S.I. system.

The employers often do not pay their contribution for E. S. I. and even do not deposit workers' contributions deducted from their salaries. In such cases of default the workers do not get any facilities from the E.S.I. and this further increase their hardship.

This Conference strongly condemns the attitude and policy of the Government which are responsible for failure of the E.S.I. scheme and suffering of the workers and demands that the whole scheme be reorganised in the interest of the workers.

65. ON THE STRUGGLE OF RAILWAY COAL AND ASH HANDLING WORKERS

This meeting views with grave concern that although a decade has passed since enactment of the Contract Labour (Regulation and Abolition) Act, the colonial legacy of employment of contract labour in work of permanent nature in the railways has not been brought to an end. Even though the Central Advisory Contract Labour Board, has arrived at the consensus in December 1977 that Notification be issued for prohibiting employment of contract labour in loading and unloading of coal in the Loco Sheds and Yards including cinder picking, the Railway Ministry has adopted a dilatory tactics to stall issuance of the same.

This Conference strongly condemns the attitude of the Railway Ministry and demands that this notification be immediately issued and contract Labour System be abolished in the Railways.

This meeting congratulates the coal and ash handling workers of Jhehha, New Jalpaiguri, Varanasi, New Bongaingaon and various other Railway centres for their determined struggle for implementation of the Act braving fierce police repression and pledges full support to their just struggle.

66. ON THE STRUGGLE OF LOCO RUNNING STAFF

This meeting warmly greets the leaders and members of the All India Loco Running Staff Association for their resolute struggle for implementation of the 1973 agreements for reduction of duty hours and other demands which the earlier Congress Govt. refused to do taking advantage of Internal Emergency. They had patiently followed the path of negotiated settlement without falling a prey to provocations and once again forced the authorities to come into an agreement on March 23, 1979. They have thus earned the distinction of forcing the bureaucrats in the Railway Board to come to terms which was possible because of the unique unity which they have built up through decades persistent struggle and immense sacrifice.

This meeting warns the Govt. that any attempt to stall implementation of the agreement is bound to boomerang and make its bonafides a suspect in the public eye.

This meeting appeals to the Loco Running Staff to preserve and further strengthen their unity and never relax their vigilance and preparedness for struggle in view of their past experience and pledges them full support in their just struggle.

67. ON THE RIGHT C.P.-LED KERLA GOVERNMENT

This Fourth Conference of C.I.T.U. notes with concern that the Right C.P.-led Kerala Government, deeply immersed in corruption and favouritism, is carrying on repression against the struggles of working class and the democratic people following the policies of the Achuta Menon ministry.

This Conference further notes that the Right C. P.-led Kerala Government came out in stout defence of the Emergency and suppressed all struggles of the working class and democratic people of the state during this period and increased work-load on workers in public undertakings, imposed wage-cut and wage-freeze and also tried to cut down bonus. Police torture camps were set up in the state and there were cold blooded murders of young people, like Rajan, Kannan and Vijayan Nair in those Concentration Camps while hundreds were brutally tortured. One of the CITU leaders, Com. N. Abdullah died while in detention. The Achuta Menon ministry was cent-per-cent loyal in supporting and implementing the measures of Emergency at the behest of the authoritarian ruler.

This Conference also notes with concern that even after 1977 elections, the coalition Government is pursuing the same policies and there is no change in their attitude to the struggles of the working class and the democratic people. Even though, after a while, some of the partners of the coalition reluctantly came out against the Emergency by issuing statements, the coalition Government not only did not take any action against the excesses committed during the Emergency, it carried on anti-people policies enacting black laws and using repressive measures against the movements of workers and Government employees, teachers and other quasi-Government employees. The notorious rule of 'dies non' formulated even before the Emergency was made a permanent

feature and the state Government even forced the private employers to adopt it. It amended the University Act to provide penal provision for denying two month's pay if the employees struck work for even one day.

The striking State Electricity Board workers were treated as criminals and were not allowed either to offer Satyagraha or demonstrate and picket before the offices. Under the new law, promulgated in the name of protection of public property, which is like a mini-MISA containing provision for detention even on suspicion of involvement in strike, more than a thousand people were arrested in their bid to suppress the strike struggle of State Electricity Board workers.

Not only that, Kerala Govt. has also banned Satayagraha, Dharna etc. before the residences of employers and Ministers by its executive order.

While making tall claims of implementing land reforms, the coalition Government of Kerala is proceeding to releasing large tracts of excess land to big landlords by taking steps to legalise the illegal gifts made by these landlords since enactment of the land Reform legislation.

While pursuing these anti-working class and anti-people policies this Government is perpetrating corruption in all fields of activities and doing everything to remain in power. It has repeatedly postponed the elections to Local Self-Government Bodies and this further exposed its anti-people character. These records of the Right C.P.-led Coalition Government totally belies its claim of being a left and democratic Govt.

This 4th Conference of CITU takes a grim view of these developments and calls upon the working class and all democratic forces to join hands in tearing off the garb of pseudo-Left and democratic posture of this Govt. and defeat all its anti-working class, anti-people and corrupt policies.

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