

ABOLITION OF CONTRACT SYSTEM IN COLLIERIES

Bipartite Agreement Reached

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A bipartite agreement was signed on October 30, on the question of abolition of contract system in coal mining industry, as between the employers' and workers' associations. The agreement was signed in Dhanbad by representatives of the Indian Mines Association, Indian Mines Federation and Indian Colliery Owners' Association (employers' organisations) and by the Indian National Mine Workers' Federation, the Indian Mine Workers' Federation, the Koyla Mazdoor Panchayat, the Colliery Mazdoor Congress and the HMS.

Following is the text of the memorandum of agreement:

1. ~~It~~ In view of the recommendations of the various sessions of the Industrial Committee on Coalmining and the sessions of the Indian Labour Conference and the sessions of the Evaluation and Implementation Committee, it is hereby agreed that the system of contract labour shall be abolished in the coal industry, subject to the exemptions detailed hereunder.

2. It is further agreed that all processes directly connected with the raising and despatch of coal and manufacture of coke shall be direct responsibility of the principal employer and all workers engaged therein shall be employees of the principal employer except in the following categories:

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- i) Sinking of pit and driving incline;
 - ii) Sand loading;
 - iii) Dyke-cutting and driving of stone drifts and miscellaneous stone work underground;
 - iv) Coal loading and unloading, provided that the principal employer shall engage a nucleus of wagon loaders and truck loaders to whom regular work can be guaranteed; the number of such nucleus to be reviewed quarterly;

v) Miscellaneous civil engineering works of an irregular and intermittent nature;

vi) Overburden removal and earth-cutting;

vii)

Provided further that where work in any one or more of the aforesaid categories of work is being carried on departmentally in any colliery by the principal employer, the same shall be continued to be done departmentally, as before.

3. That all work except in the aforesaid categories of work shall be taken over and carried on departmentally by the principal employer as early as possible but not later than September 30, 1962, and that all workers employed by or through contractors should be employed by the principal employer if the particular work is to be continued. The terms and conditions of service of such workers shall be settled by the union and the employer at the colliery level.

4. That in such cases, the principal employer should either make payment of the wages direct, or remain responsible for seeing that wages are paid and that such payment shall be made from the principal employer's office, and the principal employer shall also ensure observance of fair labour standard and fair labour practice, as outlined in para 6 below.

5. That for the purpose of this agreement, any person entrusted with the producing as well as selling of coal in a mine shall be deemed to be the principal employer.

6. That in the processes not directly concerned with the raising and despatch of coal and the manufacture and despatch of coke, the principal employer shall ensure the observance of fair labour standard and fair labour practices, with particular reference to the payment of correct rates of wages and amenities to which workers engaged in such processes are entitled under award, enactment or agreement.

7. That the operation of this agreement shall be reviewed annually and the first review shall take place between 1st and 15th November 1962.

中華人民共和國駐印度大使館

EMBASSY OF THE PEOPLE'S REPUBLIC
OF CHINA IN INDIA

File No 246-II
TUR

A.P. T. U. C. 2, Bhagwandas Road, New Delhi	
I. R. No. 351	Date: 18
File No. 351	Replied on: September 15, 1961

GF/875/61

The Editor,
"Trade Union Record",
All India Trade Union Congress,
4, Ashoka Road, New Delhi



Dear Sir,

We take pleasure in sending you herewith an article entitled "Miners' Life In Fushun" by Pan Hung-yu. The article is forwarded with our compliments for publication in your esteemed journal.

Hope you will find the article interesting and suitable for use in your journal, a relevant copy of which may kindly be sent to us.

If you require any specific article about China, please write to us and we will be glad to meet your requirement.

A line of reply would be highly appreciated

Thanking you,

Yours faithfully,

(Wang Chih-hsi)
Attache

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MINERS' LIFE IN FUSHUN

by Pan Hung-yu

File No
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On June 29, a gas explosion in one of Mitsubishi's coalmines in Bibai, Hokkaido, Japan, killed five miners and seriously injured four others. This was no isolated incident. Earlier this year on March 9, 71 miners lost their lives in a fire in the Kamikiyo Colliery in Kyushu, Japan. A few days later, on March 16, another fire in the Otsuji Colliery, also in Kyushu, killed 26. The memory of recent coalmine disasters in South Africa and elsewhere is still fresh. When Chinese miners read of these things they recall the nightmarish conditions in which they worked in preliberation days. In those days, when a collier went down the pit, it was a toss up whether he would come back alive. Accidents were frequent. Backbreaking toil, starvation wages and unemployment were the lot of the men in the pit - "stinking coal blackies" was the contemptuous name for them. Those days of suffering and humiliation are gone for good. There is no comparison between the material and cultural life of miners today and yesterday. The story of the colliers in Fushun is typical of what changes the revolution has brought to one of the most ruthlessly exploited sections of the workers in old China.

Fushun is one of the country's biggest coal centres. Situated on the Liao River plain, 50 kilometres to the east of Shenyang in northeast China, its coal seams rank among the thickest in the world. They lie so near to the surface that they were discovered and mined as far back as 2,000 years ago during the Han Dynasty. After the Russo-Japanese War of 1904-5, Fushun Colliery fell under Japanese control. Things became worse after Japan's occupation of northeast China in 1931. In the 40 years of Japanese domination and the two years and more of Kuomintang misrule between 1946-48, the miners were subjected to the most barbarous exploitation.

A Living Hell

All the Japanese mine-owners cared about was to get as much cheap coal as possible out of the pits. They literally "exchanged human lives for coal" as the colliers say. Gas explosions, fires, floods and cave-ins took toll of countless lives. On January 11, 1917, when a gas explosion took place in Tashan Pit, the Japanese heartlessly sealed it off to limit losses of coal. Apart from a score of lucky ones who managed to scramble out in time, all the rest of the men down in the mine - 1917 in all - were burnt to death in the sealed pit. Six years later, the Japanese did the same thing when a fire broke out in Laowan Pit, killing 69 miners. The flooding of the Tashan Pit on April 9, 1928, drowned 482, and a gas explosion in Lungfeng Mine on April 26, 1939, killed 70 and injured 90... Each accident was followed by harrowing scenes when crowds of old people, women and children rushed to the pithead, hopelessly calling the names of their loved ones or searching for their bodies among the dead. In the 29 years between 1916-44, no less than 252,000 people perished or got injured in mine accidents.

When the Kuomintang took over the colliery in 1946, they followed the inhuman practices of the Japanese lock, stock and barrel. Insanely avaricious for gain, they even refused to leave the customary pillars of coal to support the roof of the mine workings and this ignoring of even the most elementary safety precaution led to frequent cave-ins. No effort was made to drain the pits. By the time of liberation (1948) 1.65 million cubic metres of water had seeped into them.

Standard equipment was the pick and shovel. A miner in the pits was a man condemned to hard labour. A few months of toil with the huge shovel for loading coal into the tubs was enough to turn a strong man into a humpback. Miners coming up from the pits after 12 hours and more of toil under the "supervision" of the foreman's whip, could hardly stand upright on their legs. Such occupational diseases as silicosis and rheumatism were common killers and maimers of the miners.

Wages were at rock bottom level. The miners suffered a double exploitation, first at the hands of the owners and then of gang bosses, racketeers who robbed the miners of a good part of their already meagre wages. A veteran Fushun miner describes a miner's typical diet as consisting chiefly of husks, acorn meal, rotten potatoes and wild herbs. They lived in dilapidated hovels. Practically all were in rags. As a folk song had it:

Arriving in Chienchinchai (old name for Fushun)
One sells his bedding and clothes,
Exchanging new for old
And the old for gunny bags.

Miners indeed wore gunny bags and threadbare ones at that.

The Kuomintang was unable to run the mines properly. During its two years and more of misrule, tens of thousands of miners were thrown onto the streets.

Even with all this there were miners who learnt their trade and devoted their lives to revolutionary activities. But under such conditions, with reasonable recreation and cultural activities so hard to come by, all too many of the desperate, the despairing and the weak

spent their few free hours at gambling houses or opium dens - the only "entertainments" the exploiters provided in abundance.

Revolution in Working Conditions

Province of China

[With the liberation of Fushun in October, 1948, revolutionary changes took place. The former lords and overlords were no more. The miners emerged from virtual slavery to become the true masters of the colliery and the country. Working with enormous enthusiasm and with a new sense of dignity and responsibility they swiftly restored the plundered mines to life and, with the growth of production, steadily improved their own livelihood.]

The Communist Party insisted from the very beginning that production must be safe, for nothing is more precious than human lives. It was a herculean task to put out the fires that had been raging in many pits for years and drain others of water. But this, the miners, led and encouraged by the Party, accomplished in a few short years. They extinguished some 500 fires liable to cause explosions, pumped out all the 1.65 million cubic metres of water and piped out over 300,000 cubic metres of gas, greatly reducing the underground gas content. By cutting a special tunnel for underground gas to concentrate in and then piping it out of the pits for civilian use, the worst enemy of the miners has been harnessed to serve the people, cooking their meals, running their motor vehicles and manufacturing carbon black. This essentially solved the gas problem.]

[To ensure safety, all smaller machines and electrical equipment underground are made air-tight and explosion proof. Powder and detonators for blasting are kept in safety containers. Dust-catching devices have been introduced and the "wet method" of drilling is used in tunnelling; this keeps dust under control with vapour sprayers and water

sprinklers. Timely goaf stowing (packing dirt in space left by extraction of a coal seam) and the use of prefabricated support prevent cave-ins. Improved ventilation equipment has been installed. Every year, large sums of money are spent on labour protection and safety devices.

A special factory has been set up to produce safety appliances. The Fushun Coal Institute which was founded after liberation has done research on some 200 safety problems and made valuable contributions to safety in the mines.

In addition to setting up a rescue squad and underground first-aid stations, the mining administration and Communist Party organizations carry on a constant campaign to educate the miners in safety precautions and mobilize mass efforts to keep production going in safety. Labour protection inspectors elected by the miners from among themselves are doing a splendid job. Thanks to all this, the miners have rid themselves of the fatalism born of frequent accidents in the past and become increasingly safety conscious. The number of accidents has been drastically reduced. Many mining teams maintain good safety records. That led by Kung Hsiang-jui, for example, has not had a single mishap since liberation; the one led by Cheng Huai-san has held a clean record for nine years.

The introduction of modern mining equipment and techniques has greatly reduced labour intensity. The miners themselves have made no small contribution in this respect. In the technical innovation movement designed to "get rid of the shovel," they devised ways that considerably lightened the work of coal-loading. Other technical improvements such as, in particular, the introduction of modern hydraulic mining in some mines together with better labour organization and reduction of the working day have all helped to increase efficiency and lighten the work of the colliers.]

Gone are the days when a miner went home from the pit completely exhausted, hungry and dirty. Every man in the pits today enjoys specially prepared nutritious food in pit canteens. When they come up to the pithead, the first thing they do is to take a shower, and then get ultra-violet light treatment. They go home feeling refreshed, fit and happy after the day's work.

Better Material Life

The problem of unemployment left over from the old society was tackled energetically after liberation by the city authorities. Between 1950 and 1957 jobs were provided for 225,000 men. When the big leap began in 1958, every able-bodied man and woman in the city found work either in the mines or in other enterprises and offices.

Three wage reforms have been carried out since liberation. Average wages rose fourfold between 1949-52; by 1958, they registered another increase of 40 per cent compared with 1952. With higher wages and increased purchasing power, the miners are buying more, including things they did not even dare dream of before. In 1957, in the city of Fushun as a whole, 21,000 wrist watches were sold to staff members and workers with miners making up a considerable proportion; this was 20 times the number sold in 1952! In 1958 some 11,000 radios were sold, or 41 times as many as in 1954. Workers and staff members bought 5,900 sewing machines in 1958 alone, and 9.7 times as much woollen fabrics as in 1950. The miners today have not only got the essentials but are also able to go in for better quality fabrics.

A great deal of new workers' housing has been built in Fushun since liberation. By 1958, this totalled a floor space of more than 1.65 million square metres of new dwelling houses. Miners are moving steadily out of their ramshackle huts and most have already moved into

modern homes.

In the old days expenses incurred by injury, sickness, a marriage, or a funeral, could bankrupt a miner's family. Today such outlays are all taken care of under a comprehensive labour insurance plan. In the ten years since liberation, the People's Government has contributed 27 million yuan to the labour insurance funds.

An increasing number of welfare establishments cater to the needs of Fushun miners and their dependents. By the end of 1958, the city had set up 900 nurseries and kindergartens and 358 "welfare canteens" for workers and staff members. Since all overhead charges are borne by the enterprise or office concerned and all foodstuffs are supplied at wholesale prices, the workers buy food here at much lower prices than in the ordinary public restaurants.

Since 1952 all medical expenses of coalminers have been taken care of by the administration. Today there are 67 clinics and a general hospital in Fushun that can treat 7,000 out-patients every day.

There are also 24 sanatoria for workers and a home for the aged. The latter has made quite a name for itself. Nestled in green foliage, this three-storey building is well-equipped and furnished; it has a club room, a library, a clinic, a snack bar...all run by the retired men themselves. These pensioners receive from 40 to 70 per cent of their wages. They cultivate flowers, keep goldfish, and canaries and other birds, play chess or cards, organize their own evenings of Peking opera and do Chinese "shadow boxing" to keep fit. Those who have contributed their share to the building of socialism can spend their old age here in leisure free from all worries. It is a boon especially for those without families.

The steady improvement in the miners' life has solved an old problem that weighed especially hard on Fushun miners. In the past, women were reluctant to marry them, men whose wages weren't enough to keep a family and who lived under the shadow of death. Today, most miners have settled down happily with wives and families. In the past few years at the Laohutai Mine alone 2,100 newly-wed couples have moved into new living quarters for married miners.

Rich Cultural Life

Liberation has brought an increasingly flourishing cultural life for the working men in a socialist society. Eighty per cent of the Fushun miners were illiterate before liberation. Now practically every adult has learnt to read and write. Most of them are at one or other of the 129 spare-time educational institutions ranging from primary schools to universities. Some have been sent to full-time schools or colleges for further studies. Not a few have risen to become technicians, engineers or mine directors. Pang Kuan-hsiang, a national model worker, for example, was illiterate when he came to the colliery in 1951; in less than a decade, he has acquired a senior secondary school education and become an expert collier with the rank of technician.

The Fushun mine area has 30 club houses, each with a cinema seating a thousand. These are the centres for the miners' 105 amateur song and dance troupes and dramatic groups staging both traditional opera and modern plays. They have produced some talented amateur performers. Sports, too, are popular among the miners.

The coalminers, together with other workers of the city, have their own daily, the Fushun Daily, and their own literary magazine, the New Recruits for Literature, which carries writings by miner-contributors. Theatres, parks, and swimming pools cater for them and their families on summer weekends and other holidays.

When one looks at the new Fushun and its miners, it is hard to recall the living hell of ~~the~~ pre-liberation days.

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A KRISHNAN -MINER DIES

A. Krishnan, 'aminer is Khas Kajora Colliery, West Bengal is dead. Coming all the way from Tamilnad, he worked in the colliery for the last six years without taking leave.

Krishnan was victimised by the employers along with other miners when he joined the union.- ~~the Colliery~~ His hard work for six years lost all its value in the eyes of the management. Krishnan and 51 other miners were arrested and put to jail for six days. When they came out of jail, the area in which they lived was cordoned off by the goondas of the management and the workers were threatened with dire consequences if any one dared to render any help to these 'unwanted' elements.

~~At the time of his death~~ Sometime in September, following a period of struggle for existence, Krishnan fell. The Colliery doctor refused medicine and the management did not send him to Welfare Hospital for miners. His colleagues took him to hospital. From there he was shifted by hospital authorities to Asansol hospital where every patient has to pay for his medicine. ~~At~~ His removal became known to the workers two days later. Meanwhile Krishnan lay in the crowded corner of the hospital without medicine and food in a coma.

Once once in a dzed condition he asked: "when does my shift start"? The shift started alright but without Krishnan. He expired on October 2. His body was carried to the colliery 15 miles away and workers collected money for his cremation. The management refused to give coal for this purpose. Six years of hard labour without any leave did not entitledx him to get coal for the funeral pyre. He had disqualified himself by joining a trade union ;

Utilisation of the repressive machinery in the trade union movement has become the traditional form of interference by the Government. In old days of British regime, we had Kanpur and Meerut conspiracy cases. Recently we had cases foisted against trade union functionaries by police alleging criminal conspiracy. In almost all States in India, false cases are being instituted against trade unionists. Fabrication, tutored witnesses and forgery to somehow obtain conviction of the accused are the usual methods adopted by the police. To the police, the results matter and not the methods. Trade unionists have taken these false cases with their strides and accepted the same as condition sine qua non.

Recently we had some very interesting cases where the judiciary refused to believe police story and acquitted the accused trade unionists. Bad bargain for the police no doubt but will that change or modify the habitual methods followed by the police ?

One such case was the famous East Nimcha murder case. In this case 33 trade union activists including the Organising Secretary of the Colliery Mazdoor Sabha (AITUC) were accused of murder and other charges. The case of the prosecution was that these accused persons attacked a party of 21 miners newly appointed by the management and as a result one person among the new miners died. Later police found out another decomposed body somewhere in the mining area and alleged that this person had also died due to the clash.

The accused persons were committed to Sessions trial and the Additional Session Judge at Asansol after hearing a not guilty verdict of the Jurors acquitted all the accused.

The Judge accepted the defence of the accused that these new miners said to be recruited by the management were not miners at all but were goondas brought by the management to create trouble.

While explaining the case and briefing the Jurors, the Judge remarked: " Thus it was clear that people who were brought on that day were neither miners nor workers. Their purpose was something else: to resort to goondaism."

Explaining the case of the police about the decomposed body of a person claimed by police to be the second death arising out of the clash, the Judge ~~again~~ remarked that the clash took place at 5.30 P.M. on April 18, 1960 and asked the Jurors to infer whether all the organs of this person could be decomposed by ~~next day~~ 3.30 PM next day.

It was the case of the accused persons that this second person might have been killed by some unknown assailants several days before the clash but the police took this opportunity and ~~related the~~ implicated the accused persons of this murder also claiming that this death was the result of the ~~clash~~ clash. And this assertion of the accused persons proved to be correct.

GUA MURDER CASE:

Another case of this type was the Gua Murder case. In this case, the General Secretaries of the United Mineral Workers Union and Janda-Noamundi Mineral Workers Union, both affiliated to AITUC, among others, were accused of aiding and abetting the commission of the murder of two persons belonging to a rival union of the INTUC at Gua. The case was instituted in April 1957.

The Sessions Judge at Janshedpur convicted the General Secretary of the United Mineral Workers Union to life imprisonment and the General Secretary of the Janda-Noamundi Mineral Workers union along with others to varying terms of imprisonment. The Patna High Court acquitted both the General Secretaries of the two unions along with other eight accused. Conviction of some other accused persons were reduced.

Discussing the evidence, the High Court held that "In the circumstances, the story ~~was~~ regarding incitement by P.Mazumder (General Secretary of the United Mineral Workers Union) to take revenge for the murder of Noor Mohammed (the rumor which is ~~said~~ claimed by the police to be reason for the clash ~~between the~~ -Editor) does not seem to be probable"

In regard to other acquitted persons the High Court held that the charges have not been proved.

GURDA MURDER CASE:

The latest case in this series is the Gurda Murder case. In this case 28 trade union activists of Orissa including the General Secretary and the Joint Secretary of the Keonjhar Mines and Forest Workers Union were tried in connection with a murder that said to have taken place

on September 26, 1960 near Gurda, a mining area in the district of Keonjhar. Judgement has been pronounced in this case by the District and Sessions Judge, Keonjhar on October 6 and all the accused persons have been acquitted.

In both the Gua and Gurda murder cases, the accused ~~per~~ persons ~~stated~~ version was that the employers and the rival INTUC Unions brought goondas to create trouble and make it difficult for the AITUC unions to function. The police openly sided with them and made all sorts of concoctions for implicating the trade union workers for crimes of serious nature so as to put them behind the bars for a long time and endeavour to crush their unions meanwhile.

The East Nimcha, Gua and Gurda cases are grim examples of police highhandedness. They prove to what extent police can go to frame crimes on activists of legitimate trade union rights. They indicate the double-edged policy of the Government in the field of industrial relations. But if that were the only aspect of police behaviour, it could be understood. ~~Police~~ The nefarious activity of the police goes beyond the realm of industrial relations. It has become a habit of the police officers who are entrusted with the security and peace ~~in~~ in the country and safeguard the democratic liberties of the people, to dabble in all sorts of crimes themselves. Corruption runs rampant among them and for obvious reasons they harrass and torture innocent people and implicate them in false cases.

Mr. Justice Gurdev Singh of Punjab High Court while deciding a habeas corpus application recently passed strictures against the police and condemned the third degree methods used by them.

The Judge remarked: "The facts disclosed in the course of these proceedings do not credit to the administration, and it is a pity that even after the promulgation of the Constitution which guarantees personal liberty and supremacy of law, the police does not hesitate to resort to methods which were condemned even during the imperialist regime".

The case in the habeas corpus ^{petition} ~~petition~~ was that three persons were wrongfully detained by police. ~~xxx~~ The Judge held that "... this leads us to the conclusion that the story of the detenus arrest by ASI Balwant Singh on July 12, 1961, is a pure concoction." Regarding the allegations of the petitioners that they were beaten up by the police the Judge held: "The nature of these injuries clearly betrays signs of third degree methods of the police."

BAHRAICH CASE:

The Allahabad High Court on October 3 passed a severe stricture against the police. In this case a young boy was wrongfully held up ~~abducted~~ by the police and when his father filed a habeas corpus petition ~~for~~ asking the High Court to issue writ for setting his son to liberty, he was also "abducted by the police". When this was brought to the notice of the High Court, the Hon'ble Judges remarked: "...if the State wants that this court should do its duties in an unhampered manner, it is necessary in the ends of justice that these officers (the police officers including the District Superintendent of police of Bahraich) should be removed from the district.

Mr. Justice A.N. Mulla of the Allahabad High Court passed severe strictures against the police force in connection with a case very recently. In this case, the Sub Inspector of Police had to tender apology before the court for his behaviour. The Court inter alia remarked:

"If I had felt that with my one effort I could have cleaned these Augean stables, which is the police force, I would not have hesitated to wage this single-handed. There is not a single lawless group in the whole of the country whose record of crime comes anywhere near the record of that organised unit which is known as the Indian police force."

The case in which ~~in which~~ the Judge was delivering judgement related to the conduct of a Sub Inspector of Police who had fabricated false evidence with intent to procure conviction in a case of attempted murder and house trespass, a crime for which the alleged offender could have been punished with transportation for life.

Discussing the conduct of the police officials, the Judge remarked: "Unfortunately their conduct is not looked down upon by most of their superior officers or this type of crime would not ~~have been~~ so rampant. If the department heads would only frown upon such conduct and see to it that an officer who behaves like this will not be promoted in service, perhaps, it would stop this tendency, at least to a certain extent. But most of the superior officers close their eyes even when such fabrications come to their knowledge, and I am prepared to say that some of them even connive by closing their eyes, if not by actual encouragement."

The Judge further remarked: "...It is not possible for me to reconcile myself to the monstrous idea that those whose primary duty is to maintain ~~law~~ the law and see that it is not broken cannot perform this duty unless they are all the time taking illegal gratification, using third degree methods, making false records, presenting untruthful and dressed up versions and speaking truth only by mistake."

~~The xxxxxxxxxxxxxxxxxxxxxxx~~ A petition was filed in the Allahabad High Court for expunging these remarks. The High Court dismissed the petition and the Judge while dismissing the petition remarked: "...in my opinion, the stock of the Indian Police force will not rise merely by expunging these remarks from a sheet of paper. You cannot expunge them from the hearts and minds of the people."

The Judge also remarked:" As a matter of fact, I am of the opinion that a Judge would fail in his duty if he does not draw the attention of the Executive to the fact that criminal cases which are placed before the Courts are in a large measure traps and frame-ups and by extorting confessions through third degree methods and by disregarding the prohibitions contained in the Constitution of India to safeguard the rights of the citizens."

~~xxxx~~ The Judge pointed out that the petition presented a strage anomalous position. The State functioning as the Judiciary made certain observationx and the State through its Executive wanted these remarks to be expunged. The Judge remarked:" According to the well-known principles and traditions of a Democratic State where astrictures are passed by a Court of law, they are not challenggd by the Executive.



But, it seems, those who have filed this application are of the opinion that these traditions should not be followed in this country and the departure should be made.

Referring to the protection granted public servants and the protection granted to them and its consequences, the Judge pointed out: " ~~The public servants~~instead of being loyal to the State, they would become loyal to the group in power."

~~The same case exists in many other countries where the police~~

The cases cited above are very few among the many judgements passed in the country. But till date nothing has been done to improve the deplorable way of functioning of the police department. The vitiated atmosphere in the department demoralises even the good, efficient and sincere officers. A radical change is needed if the police department has to function properly and ~~efficiently~~ in the interest of the people.

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They were three men. One with a flowing beard, the other with a bundle of papers and yet another in crutches. They were three miners from Rungta Collieries in Madhya Pradesh. Dishevelled hairs, battered clothes, sunken cheeks and extreme fatigue written all over their face, they came to the Central Office on the morning of June 7.

They had started from the collieries 15 days ago and the distance between Delhi and Rungta Collieries they covered by walking, by getting occasional lifts and finally hitch-hiking they arrived here.

The three men came here to represent their cases to the Labour Ministry. All the three of them lost their employment some time back. One on the alleged charge of insubordination, one on the charge of inciting the workers to go on strike and the ~~last~~ other lost a leg as well as the employment having involved in an accident while on duty.

The three men personified the Industrial Relations Machinery's wonderful services in a way. The man who lost his leg represented his case for compensation but no body bothered to look into his case. The other man who lost his job for alleged insubordination was not allowed to examine his witnesses during departmental enquiry and the management "terminated" his services. The matter was represented before the Labour Ministry and the very efficient officers of the Ministry declined to refer the matter for adjudication as according to them: "the workman was dismissed from service as a result of departmental proceedings

held against him for proved disobedience."

The verdict in the case of the third man was even more interesting. A conciliation proceeding was held but the representative of the workmen could not attend it as the intimation came while they were out of station and so a perfunctory report of failure of conciliation was submitted.

On ~~perusa~~ perusal of this failure report the officers of the Labour Ministry came to a profound conclusion that the dispute was not fit for reference as: "the union is presumably not interested in pursuing this dispute as its representatives did not attend the conciliation proceedings."

~~xxxxxThe whole is a matter of~~

No further conciliation proceedings were taken up despite repeated requests and it appeared that the Conciliation Officers have been vested with powers to dismiss "civil suits for non-appearance of parties". Of course, this power is applicable only in the case of workmen. The Conciliation Officers do not have any powers to take any action when the employers' representatives just ignore the notices to attend the conciliation proceedings and do not bother to send their comments on the complaints of workmen channeled through the Conciliation Officers. After all, conciliation proceedings mean some how appease the employer to kindly consider giving some concessions !

We are told the Government follow a set Model principles for reference of disputes to adjudication and one of the model principle is to refer dispute ~~for~~ to adjudication in case there is violation of natural justice. But the wonderful fallacy is that what violation of natural

justice to a workman, is just routine procedure for the management and Government.

We are also told that Government follow the recommendation of Prof. Richardson, the I.L.O. Expert on Industrial Relations and one his recommendation is that disputes which could not be initially settled through conciliation should be sent back/^{for}further conciliation. But here of course disputes are dismissed for non-appearance of parties !

The story of course does not end here. We are given to understand that both employers and workers have bound themselves, through the Code for Discipline, to settle differences through voluntary arbitration before it becomes necessary to refer disputes to the Industrial Relations Machinery.

In ~~both~~ the cases/^{termination} mentioned above, the ~~employers~~ workmen were prepared for arbitration but the employer did not agree to it and of course the Labour Relations machinery had already hold that dismissal was justified for proved disobedience and therefore how could they intervene in such disputes ?

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ASSAULTS IN COLLIERY AREA AGAIN

The Ranjiganj Colliery area in West Bengal has turned to be a fertile ground for goondaism and with complete police inaction had led to a virtual reign of terror where lives of trade union workers are not safe.

In our last issue, we reported the assault on the executive committee members of Colliery Mazdoor Sabha in Chapui Khas Colliery. Immediately after that comes the news from East Nimcha Colliery where Ramgulam Ravidas, a discharged worker and ~~an active functionary~~ ^{the Secretary of the East Nimcha branch of Colliery Mazdoor Sabha,} ~~of the union~~ was assaulted on May 29, by the chaprashies of the mine-owner in presence of the manager. Ravidas was not only belaboured - his unconscious body was thrown out of the colliery area.

In Modern Satgram Colliery, the quarters of several workers were looted on May 25, by the henchmen of the employers. The only idea underlying this act was that the management wanted to get ~~ix~~ rid of the old workers who were agitating for their demands and import new labourers in their places. Hence this terrorisation.

In all these cases, it is reported, police is just taking a stoical attitude. If these brute method of terrorisation persists, we are sure, the workers will not accept such a situation lying down and the responsibility for such a shift will be on the managements and Governments - both Central as well as State.

VIOLENCE ON TRADE UNIONISTS
IN RANIGANJ COAL BELT

2/16 ✓

Physical violence unleashed by employers on workers and trade unionists in the Raniganj coal belt has reached extremely serious proportions. The AITUC-affiliated Colliery Mazdoor Sabha has been facing the brunt of this attack. Now even the INTUC has not been spared of goonda attacks and recently, in the Central Dutt Kajora colliery where the INTUC took out a procession, employers' goondas pounced on them: one worker was killed and several injured.

On September 22, at the Modern Satgram colliery, an armed mob, among whom were employers' men, attempted a raid on the office of the Colliery Mazdoor Sabha and the quarters of the workers.

Similar reports have been received from other collieries where the mineowners are resorting to most dastardly acts to prevent trade union functioning.

Following repeated representations made by the unions, Kalipada Mukherjee, Home Minister, W.Bengal visited the coal belt on September 28 and had talks with the trade unionists. A week earlier, L.N.Mishra, Deputy Labour Minister, Government of India, had also visited the collieries.

Kalyan Roy, General Secretary, Indian Mine Workers' Federation, told the W.Bengal Home Minister that the basic cause of unrest in the coal belt is the mediaeval attitude of mine owners who are not prepared to accept trade unionism, nor prepared to implement properly the labour laws, mining regulations and awards.

Puppet unions are put up overnight by the employers who force the workers to join them under threat of dismissal. If the workers' organise to replace these puppet unions and to conduct normal TU activity, employers with their goondas launch a violent attack and then label the situation as resulting from "trade union rivalry".

Kalyan Roy also stated that the Industrial Relations Machinery in the Raniganj belt has proved to be inefficient and of no use to the workers. The whole machinery has to be recast and established under a separate Regional Labour Commissioner for Raniganj belt.

He presented a memorandum to show how local police officers are implicating union leaders and workers in false cases and making any TU activity practically impossible. Workers have been beaten, assaulted and forcibly evicted from their quarters before the very eyes of the police.

~~The Home Minister has assured that the police will not lend any support to mineowners~~

nearly 400
As many as 67 cases were foisted on workers and trade unionists in 1960-61. ~~Involving nearly 400~~ In as many as 33 cases, the courts acquitted the workers and 32 cases are pending.

Four cases are pending against Kalyan Roy, six cases against B.N.Tewari, General Secretary of the Colliery Mazdoor Sabha, five cases against Sunil Sen, Organising Secretary and three against T.N.Sriwastava and four against Ram Banerji, other leading cadres of the union.

The Home Minister pointed out to the transfer of all police officials of the Ondal Thana and assured that the police will not lend any support to mineowners against trade unionism in the coal belt.

LITERATURE COMMITTEE OF WORKERS' EDUCATION BOARD

The Third Meeting of the Literature Committee of the Central Board for Workers' Education was held in Bombay on September 6. The Committee reviewed the work done since the last meeting and found that this has been on the whole unsatisfactory. R.L.Mehta, Chairman of the Board, himself expressed this feeling at the outset.

The Committee finalised the names of authors who should write booklets for the Board. The members expressed the need to speed up the work of the Committee as not a single booklet has been published so far.

The Committee considered the drafts which have been received by the Central Office and made some suggestions for improvements. It was decided that the booklets should be published as early as possible. Some of the drafts were found to be unsuitable.

The Committee further discussed the possibility of using the publications of INTUC and the AITUC Syllabus for the use in Regional Schools.

DD.M.K.Pandhe represented the AITUC on the Committee.

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BONUS - A DISCUSSION

We are publishing below a discussion on certain aspects of the bonus question_x, contributed by Madan G. Phadnis, Advocate, Bombay High Court and a leading trade unionist in Bombay. The present ~~article~~ article is a condensation of the note prepared by him for a Bonus Conference held in Bombay.

In view of the wide interest attached to this question and the setting up of a Bonus Commission by the Government of India, the TRADE UNION RECORD would welcome contributions on the subject from the readers.

- EDITOR

BY MADAN PHADNIS.

THE BONUS PROBLEM.

No other issue in the field of industrial relations has been the subject matter of such severe scrutiny as the question of Bonus by the Highest Tribunal in this country. The Bonus Commission will have to consider the entire problem not through the perspective of the various judgements, decisions and observations of the Supreme Court but it will have to hold de novo enquiry on this issue. If the Bonus Commission decides to base its enquiry and restricts its findings circumscribed by the judgments of the Supreme Court, the very purpose of the Commission will be defeated and discontent in the working class on this issue will not subside. The Supreme Court itself has observed: "It may also be possible to have the question comprehensively considered by a high powered commission which may be asked to examine the pros and cons of the problem in all its aspects by taking evidence from all industries and all bodies of workmen. The plea for the revision of the formula raises an issue which affects all industries; and before any change is made in it, all industries and their workmen will have to be heard and their plea carefully considered...."(1959 I Labour Law Journal at pp.644).

Workers' demand for bonus, as it stands to-day, is, in fact, a demand for deferred wage. In no industry workers have been able to get fair minimum wages, not to talk of living wage. This together with the ever rising cost of living which constantly reduce the value of money wage gave rise to the demand for bonus from the profits. Because of this the Bonus issue has become important in industrial disputes and it must be viewed from this concept alone. The Supreme Court refused to accept this concept only for the reason that Bonus cannot take precedent over

dividends. In fact this should not be a ground for changing the concept of Bonus and placing it on a lower footing than the deferred wage. So long as living wage is not achieved in an industry, employer of that industry must try to fill up the gap from his profits of that year by paying share of his profits by way of bonus. The approach to this problem must be made basing that it is the liability of an employer to pay living wage to his employee and anything that is paid shorter than this living wage must be compensated by prior charges on the profits of a year and this compensation which is in fact bonus must not depend on 'available surplus' as at present and it should be second to no other prior charges.

It is because of the failure on the part of the Bonus deciding authorities to accept this concept, bonus has been given a place of a mere gift. It has therefore become as difficult to secure it as living wage. Though not consciously, the law relating to bonus as it stands today has fallen in this trap and it has converted bonus into a mere bounty or gift payable by an employer out of surplus from profits after meeting all extraordinary charges, more so because of the evolving of the formula by the Labour Appellate Tribunal and its approval by the Supreme Court.

The Formula now in practice suffers from several lapses, difficulties and is impractical. It sets forth that bonus is payable out of profits which are due to the efforts of the employees if there is available surplus after meeting the following prior charges:

1. Notional Normal Depreciation (which in fact is statutory depreciation)
2. Income-tax at the statutory rate (whether payable or not)
3. 6% return on paid up capital
4. 4% return on working capital
5. Rehabilitation by adopting suitable multiplier and divisor

It is common knowledge now that by applying this formula except few commercial concerns in whose case the question of rehabilitation and depreciation (on machinery) does not arise, no industrial concern is required to pay bonus to its employees.

Very recently the Government of Maharashtra which has undertaken to run the Seksaria Mills has declared a profit of 42 lakhs in one year. It is well known that the Seksaria Mills was running on losses and ultimately liquidation proceedings were taken against it in the High Court of Bombay. Similarly Nursinjee Mills of Sholapur which went into liquidation was taken over by the Government of Maharashtra and has declared a profit of 13 lakhs for the financial year 1959. These two glaring examples show that how the industries are run by the private employers. Mundhra episode is another well known instance. Some years ago Greaves Cotton & Co. Ltd. which is a public limited company had appointed Karamchand Thapar as the Managing Agents of that Company and within 14 months of the office of the Managing Agents, the Company terminated the Managing Agency with a compensation of 18 lakhs to Shri Karamchand Thapar. Karamchand Thapar is holding more than 50% shares in Greaves Cotton. This means Shri Karamchand Thapar sitting as a shareholder appointed himself as the Managing Agent on a yearly remuneration of Rs.2 lakhs and after 14 months again sitting as a shareholder terminated the said Agency taking to himself compensation of 18 lakh rupees.

When Dalmia purchased Bennett Coleman & Co. Ltd., the said Company was making good profits and it had a building of its own worth Rs.100 lakhs. After some time Dalmia sold this building belonging to Bennett Coleman & Co. Ltd. to another company in the Dalmia complex and Bennett Cole & Co. Ltd. was made pay rent to Dalmia's said Company. Again after a few years, Bennett Coleman & Co. Ltd. was made to repurchase that building at a higher price. Thus in that dubious ~~episode~~

transaction only Dalmia controlling the vendor and vendee Companies was benefitted. Recently when the Government of India purchased Mazagaon Dock Ltd. a private limited company, which till recently was making profits, showed a loss of Rs.20 lakhs, ~~the same~~ when it handed over the Company to the Government of India. In the case of the East Asiatic Co. (India) Private Ltd., a foreign concern in bonus adjudications for the years 1958 and 1959 contended that no bonus was payable by the strict application of the L.A.T. Formula and on the face of the accounts shown in the Profit & Loss Account the said contention was not incorrect. However, when the Union filed an affidavit stating therein the ways in which the Company was depreciating its stock-in-trade the very Company came forward with a settlement of Bonus of ~~3~~ months for each year. These are only a few examples of how the industries are run in the private sector. Serious attention should be given to this state of affairs by the Bonus Commission.

Since the Supreme Court approved rehabilitation as a price charge on profits before workers as could claim bonus, very fantastic, inflated and exorbitant claims are made by employers towards rehabilitation with the sole object to deprive bonus to their employees. By now there are certain industries which had adjudications from year to year in respect of bonus and in each adjudication they have been allowed certain rehabilitation for each year but a very few of them (and it may not be an exaggeration to say that none of them) have utilised the rehabilitation allowance given to them by the Industrial Tribunals for replacement or modernisation. This clearly indicates that when employer makes a claim for rehabilitation he does so only with the intention of depriving bonus to his employees.

As observed by the Chairman of the Bonus Commission that it is undeniable that plant and machinery must be kept continuously in good condition. However, Bonus fixing

authorities have given undue importance to the replacement cost. If replacement cost is to be treated as a prior charge on the profits of an industry, it should be treated as a rebatable allowance for the purpose of computing income-tax.

However, the matter does not end there. The way in which rehabilitation cost is computed by the tribunals and the principles laid down by the Labour Appellate Tribunal are defective. Rehabilitation cost computations ultimately impose the entire burden of replacement cost on the present generation. The whole scheme under the formula lays down that the entire block of pre-war and the bloc of the war period should be replaced in a period from 15 to 25 years and the entire burden is put on the present workmen.

Another item of prior charge in the LAT formula is of return on reserves used as working capital. This is another exaggerated claim of employers--a claim not considered in the principles of accountancy. It is not even recognised in the income-tax or company law. Nor is it found in the Balance-Sheet and Profit & Loss appropriation accounts. A claim for return on reserves used as working capital is not even a commercial practice. It is only brought into practice in the bonus matter so as to reduce the available surplus for distribution as bonus. This charge on profit is brought into practice on the plea that if an employer does not use his reserves as working capital, he will have to pay interest on such borrowings. This is no justification for charging a return on the reserves used as working capital.

Yet another item in the formula is depreciation. There is no uniformity in calculating depreciation. A Full Bench of the LAT once held that only normal depreciation should be allowed as a prior charge.

It is suggested that normal depreciation alone ~~is~~ be a prior charge if any, and not the notional normal depreciation as suggested by the Supreme Court in its later decisions.

Another feature of the bonus formula of the LAT enquiry is that it starts with the ~~enquiry~~ to what are profits, what items from the revenue are to be added back or to be subtracted to arrive at a gross profit for the purpose of bonus. This has arisen because the Supreme Court in the case of Muir Mills while laying down two conditions for the receipt of bonus held that profits must be due to the efforts of the workers concerned.

A consistency in this respect can be that if profits are to be divided under two heads, viz., profits due to the efforts of the workers and profits not due to the efforts of the workers, then the entire burden of the industry must be proportionately shared by both the categories of profits or otherwise the entire profits should be taken into account for the purpose of bonus, irrespective of whether they are due to the efforts of the workers or not and charge the burden of the industry to them.

Bonus is paid from the available surplus after meeting all the prior charges and as the law stands today, it is paid conditionally in cases where there is a gap between living wage and the actual wage. If this is the true concepts of bonus, then the ceiling is illogical and inequitable. In other words, it means that if an employer is in a position after taking his share in profits after meeting all the legal, equitable and fantastic charges on the profits, he is not called upon to fill up the gap. This further means that when living wage is possible in an industry, if not permanently but for a year or some years, then also it is denied to them.

INCOME-TAX

Another item of prior charge is of income-tax. Income-tax is generally allowed at a uniform rate for the purpose of the formula. Income-tax is a state's share in the profits and is payable as per statute and not in every case. Income-tax thus is not a notional payment. It can be ascertained and is payable at different rates applicable to the assessee. Income-tax, in fact, is exempted in certain cases. For instance, if the statutory depreciation is not provided in the past years, income-tax is not payable till the accumulated depreciation are provided. Similarly, till the past losses are not wiped out, income-tax is not payable by an assessee. However, for the purpose of bonus calculations, income-tax is treated as a prior charge.

Thus slowly and gradually the original formula of the LAT has been modified making it liberal towards the employers. Features favourable to the workers in the original formula were subsequently removed and liberal interpretations in favour of the employers were given with the result that day by day, the quantum of bonus is being reduced. On the one hand, the number of items under 'prior charges' are being increased under the formula and are liberalised, the inflated claims of the employers are allowed and, on the other hand, the features favourable to the workers are removed under one or other plea.

BONUS BOTH ON INDUSTRY-CUM-REGIONWISE AND UNITWISE

History of bonus also reveals that not only has it taken different shape from time to time but certain conditions prevailing at the beginning have changed. Textile industry in Bombay and Ahmedabad which are standardised industries were once upon a time paying bonus at one rate for all the units in the industry. For some time, Industrial Courts have awarded one quantum of bonus to all the units irrespective of the financial position of the individual units

A suitable method will be that industries in the country should be classified on the basis of industry-cum-region and see which are the industries in which all the service conditions including wages are standardised. Only in such industries bonus should be determined on the basis of industry-cum-region. In other industries, where service conditions are not common in two units of the same industry, determination of bonus should be unit-wise and not on the basis of industry-cum-region. While considering the claim^{of} the industry of the first type, question of prior charges, if any, should be determined on the basis of industry-cum-region, while in the case of the latter, prior charges, if any, to be on the unit basis.

MODE OF PAYMENT

Whether bonus beyond a particular quantum should be paid in terms of money or in National Savings Certificates, or in any other form, is another problem. It is favoured to pay the entire bonus in cash. No doubt, it can be argued that in good many cases, there is likelihood of misuse of the extra money by the workers. For that social conditions in the State are responsible. Evils in the society should be eradicated and such evils cannot be checked by refusing money to a needy person simply because he is likely to misuse it. It is favoured to pay the entire bonus in cash. No doubt, it can be argued that in good many cases, there is likelihood of misuse of the extra money by the workers. For that social conditions are responsible. Evils in the society should be eradicated and such evils cannot be checked by refusing money to a needy person simply because he is likely to misuse it.

WHAT SHOULD BE THE NEW FORMULA

The formula that may be evolved by the Bonus Commission should not be practised in a Court of Law, as law relating

to bonus has already been sealed by the Supreme Court and that is still the last word on the question. Thus the Government will have to come with a statute in respect of the favourable recommendations of the Commission.

In a year, non-payment of return on working capital may not affect the industry, neither non-payment of rehabilitation charges nor non-provision of the depreciation fund is equally going to affect the industry. But postponement of bonus to the workers till the industry is able to meet the replacement costs, is certainly going to affect not only the working class but the economic conditions in the country also.

The Bonus Commission therefore must evolve a formula which will guarantee minimum bonus to the workers as the first prior charge before allowing any other prior charges to employers:

(1) We suggest one month's bonus should be considered as the first charge among prior charges on the profits.

(2) Bonus equivalent to above one month but upto three months should be treated as a prior charge after normal depreciation.

(3) Bonus equivalent to three but not more than four months should be considered as a prior charge after allowing normal depreciation and 6% return on paid-up capital.

(4) Bonus above four months should be treated as a prior charge after allowing normal depreciation, 6% return on paid-up capital, 2% return on working capital and ~~XX~~ 1/30% of the depreciated cost of the plant and machinery as rehabilitation cost.

BY Y.D. SHARMA.

The appraisal of the LAT formula will be one of the main issue, if not the main issue that the Bonus Commission will have to tackle in its deliberations in the forthcoming period.

The tribunals have generally followed this formula although there were some instances where the formula was departed from. Since the Supreme Court has also endorsed this formula it has now become mandatory on all tribunals to follow this formula strictly in all Bonus disputes.

During the last ten years the formula has been interpreted and reinterpreted in such a way as to make it more and more unfair to the workers and advantageous to the employers. The Supreme Court itself has played a big part in interpretation which is prejudicial to the interests of the workers. These subsequent explanations, elaborations and interpretations of the original formula have made it worse than what it was in its original form and to day it has become extremely difficult to secure a fair quantum of bonus for the workers.

The main reason for denying bonus to the workers is the concept of "prior charges". Let us discuss these so-called prior charges and their justification in the light of present conditions prevailing in different industries.

DEPRECIATION-INCOME TAX ETC.

The employers have for a long time claimed that full statutory depreciation including initial or additional depreciation and development rebate should be allowed as a prior charge. This was successfully resisted by the unions and the full Bench of the LAT decided that only normal depreciation should be allowed. This decision was further modified and interpreted as meaning notional normal depreciation

which had the effect of spreading the additional and initial depreciation or development rebate over the entire life of the assets.

In actual practice, it is found that the life of machine and buildings is much longer than what is visualised by law and a lower rate of depreciation would be sufficient. In any case, however, the employer should not be allowed a claim for depreciation for an amount higher than what is charged in the profit and loss account.

After deducting the notional normal depreciation from the gross profits, the tribunals deduct various types of taxes such as income-tax, wealth tax and dividend tax etc. This deduction of taxes is open to most serious objections. In the case of most of the concerns, the rate of income-tax has worked out to 51.5% for the rupee companies and a little over 60% for the non-rupee companies.

In order to inflate the amount of tax as a prior charge, even the bonus which might have been already paid by the employer and which may have already been debited to the profit and loss account and on which no tax is payable in any case is also added back to the figures of gross profits. It should be noted that the return on paid up capital at a rate of 6% is deducted after taxes have already been deducted. This has the effect of more than doubling the actual return on capital.

The same applies to the return on reserves used as working capital. In other words these returns become tax free returns of 6% and 4%. The Tribunals and even the Supreme Court are very fond of arguing that a 6% return on capital or a 4% return on reserves used as working capital is very fair in view of bank rate or the rate of interest payable on fixed deposits and chargeable on overdrafts.

They argued like this that if a concern were not to use its own reserves in business, it will have to borrow funds from the banks and pay and rate of interest which

may be 5% or 5½% or conversely a concern could put its reserves in Government Securities or fixed deposits and earn a rate of interest from 4½% to 5%. So, why should a return be not allowed on reserves used as working capital.

Thus, they justify the 6% return on capital and 4% return on reserves by comparison ignores the fact that the return on capital and reserves allowed under the Bonus Formula is an incometax free return as it is deducted after the deduction of notional incometax.

In this connection, the Reports of the Tariff Commissions should be looked into. For instance, the Tariff Commission on rubber and tyre industry considered a 10% gross return on paid-up capital as quite liberal. The 6% return on paid up capital under the bonus formula works out to a gross return of more than 12% in the case of rupee companies and over 13% in the case of non-rupee companies.

There is no justification for deducting dividend tax as a prior charge. This tax is the result of dividends at a rate higher than 6% and the policy of declaring high dividends should not be allowed to reduce the workers' share to the available surplus. This tax can legitimately be paid out of the return on capital and reserves.

REHABILITATION.

Provision of rehabilitation claim as a prior charge is the most feature of the present bonus formula. By a whole series of decisions, the Supreme Court has made it extremely easy for the employers to make inflated claims for rehabilitation and defeat the workers' demand for bonus.

The Trade Unions are not technically or financially equipped to expose the bogus claims made by the employers in this behalf. There is manipulation of the balance sheets and its schedules in such a way as to keep old block of machinery in the books long after these have been discarded in actual practice. Engineers and architects in the service of the company are brought to give evidence

before the Tribunals as "experts". A building which might be good for the next 30 years is proved by the so-called experts to be good only for say 5 years with the result that a claim for its replacement reserve is to be spread over five years instead of the next 30 years. Similar speculations about the machinery are accepted by the Tribunals as fully reliable evidence.

The whole problem of the multiplier and the deviser in determining the amount of rehabilitation claim of a concern become entirely artificial and subject to manipulation according to the suitability of the employers.

There can be only one solution of this problem and this is that no claim whatsoever for rehabilitation be allowed beyond the provision of normal statutory depreciation. If rehabilitation remains a prior charge bonus will become more and more rare.

RETURN ON RESERVES USED AS A WORKING CAPITAL.

It is important to lay down the nature of reserves on which a return can be claimed. To-day the Tribunals and the Supreme Court have lost sight of very important principles on this question. For instance, return is allowed on depreciation reserves which is an absurd proposition. Even when the depreciation amount has not been funded and not shown in the balance sheet as a reserve, return is allowed on the total amount of depreciation which may have been deducted ever since the assets came into existence.

The position has become anomalous that in order to claim a return on the total amount of depreciation, charged from the very beginning of the concern, the employer states on oath that all the amounts charged as depreciation are being used as working capital and any replacement of assets in the meantime has been done from borrowings.

Now return is allowed on all sorts of reserves, such as Taxes Reserve, Contingency Reserve, Bad Debts Reserve etc. etc. Theoretically, the employer is supposed

to prove that all reserves have been used as working capital, but such a statement is always made by the Chief Accountant or the Director of a concern. In absence of access to the account books, it is very difficult to disprove such statements even when they are false.

It should, therefore, be laid down that even if any return is to be allowed on reserves used as working capital, it should be only on such reserves as are clearly crystallised like General Reserve which does not fluctuate from month to month. It should also be considered whether a time limit of 5 years should be fixed in the sense that no return should be allowed on reserves used as working capital unless such reserves have existed in the business for a period of say, 5 years.

AVAILABLE SURPLUS.

The LAT formula has been grossly distorted in the respect of distribution of available surplus. A recent decision is that the surplus should be distributed among three parties i.e. workers, share-holders and the industry. In many cases only 25 to 30 per-cent of the available surplus is given as bonus. The most liberal distribution allowed by the Supreme Court is that upto 50% of the available surplus.

We have already discussed the unreasonable nature of various prior charges mentioned to deny bonus to the workers. The surplus should be determined only after taking into consideration the essential requirements of the industry, as pointed out earlier.

The above are some of the points for discussion which may help to evolve an appropriate bonus.

BONUS AGREEMENT IN

~~MAZAGON DOCK~~ MAZAGON DOCKS, BOMBAY

The management of Mazagon Dock (a State Sector undertaking) and the workmen represented by the Dockyard Labour Union, Bombay, have reached an agreement with regard to the payment of bonus.

The agreement ~~which~~ was signed on July 15, 1961 by Capt.C.L.Bhandari, Managing Director, Mazagon Dock Ltd., and S.Y.Kolhatkar, General Secretary, Dockyard Labour Union.

Following is the text of the Memorandum of Settlement:

PREMIER AUTOMOBILES WORKERS
REFUSED TO ACCEPT INADEQUATE BONUS.

In protest against the behind the curtain deal of the INTUC Union with the management on the issue of bonus for 1959-60, the workers of Premier Automobiles refused to accept Bonus on October 30. The call for not accepting this black deal was given by HMS affiliated Engineering Mazdur Sabha. Only 300 workers out of 7000 accepted bonus.

According to the management INTUC Union is the most representative Union.

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ASHA RAM v DELHI CLOTH MILLS

This was a case u/s 33 A of the Industrial Disputes Act decided in favour of the workman by the Industrial Tribunal, Delhi, on September 29, 1961. The case was a very interesting one and we published a short news item about it in our issue dated November 5.

In this case, it has been held by the Industrial Tribunal, Delhi that the management of the Delhi Cloth Mills were guilty of contravention of Sec. 33 of the Industrial Disputes Act. We would be very interested to know from the Government ^{whether} ~~if~~ such a palpable case of unfair labour practice will be ~~punished~~ taken cognizance of and the guilty management punished under the Act. Under the Industrial Disputes Act (Sec. 31), ^{an} ~~the~~ employer who contravenes the provisions of section 33 is liable for punishment which may be a term of imprisonment which may extend to six months, or a fine which may extend to one thousand rupees, or both.

We had a number occasions when the workmen having been only technically guilty of ~~unfair practice~~ contravening the Act were punished to the limit and the trial court with contempt observed: "there are no ~~ex~~ special circumstances and the accused deserve exemplary punishment." We would very like to see if the same standard will be applied in the case of Delhi Cloth Mills or the Government as usual will succumb to influence of capital as it has happened in many cases.

Asha Ram is an employee of the Delhi Cloth Mills and his name was sponsored by the AIPUC for a study tour of Indonesia under the auspices of the UNESCO. First the

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employers refused to give him leave but finally conceded ^{the} for one month grant of his leave/on being requested by the AITUC. The date of the tour was changed from time to time and Asha Ram left for Indonesia on July 7, 1960. His leave was to expire on July 4, 1960.

There ~~was~~ ^{was} some delay in the tour in Indonesia and Asha Ram wrote a letter to the management from Jakarta ^{this was corroborated by the National Council of 20 ESI, Jakarta, in a letter to the management.} asking for further leave. Nevertheless as soon as the study tour was over, Asha Ram took the first available plane and reached Delhi on the night of July 10, 1960. Next day, he reported for duty and tried to find out whether his leave application sent from Jakarta has been granted. He could not find it out despite his repeated attempts and on July 13, when he could see the General Manager, he was told that his application ^{for leave} was not received and that since after his return he has not reported for duty and thus overstayed his leave by more than 8 days, ^{he has} and consequently lost lien on his appointment. The workman replied to the effect that he was physically prevented from reporting to his duty and that unless he could get his leave regularised by the General Manager, there was no ~~chance~~ chance of his reporting to the actual place of his work. The workman also explained all ^{did} that he ~~did~~ ^{did} ~~try~~ to find out about his leave position and attempts made by him to go back to work. All these were denied by the management, ^{before the Tribunal.}

The workman filed an application u/s 33 A of the Industrial Disputes Act and succeeded in that. The Industrial Tribunal disbelieved the story trotted out by the management and held that the workman did all that he could to

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report to his work and his being unable to report to duty on the day his leave expired was due to circumstances beyond his control.

The Tribunal observed that it was "not at all impressed" with the truth of the evidence of the witnesses examined on behalf of the management. It ^{was} further held that no importance could be attached to their evidence and the same was interested and unreliable. The Tribunal also held that the evidence of one of the management's witnesses to the effect that Asha Ram never came to the mill gate was "a piece of deliberate falsehood".

Commenting on the circumstances in which Asha Ram reported for duty, the Tribunal held: "In the normal course of circumstances any management acting fairly and reasonably would have accepted the explanation given by the workman for overstaying leave, especially when a month's leave had been granted without pay for the very purpose."

The Tribunal held: "The action of the management in holding that there was automatic termination of service under the Standing Orders is not bona fide and amounts to a colourable exercise of power under the Standing Orders", and that the action ~~was automatic termination~~ ^{was} "unlawful and unjustified"; "an act of unfair labour practice and victimisation".

The Tribunal held: "There was no loss of the appointment itself. Loss of lien on appointment did not mean loss of appointment itself." It further observed that losing a lien on the appointment and losing the appointment itself are two different things. It was also ruled that there could not be automatic termination of service for overstay of leave and that the management will have to go through the proce-

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dure prescribed in the Standing Orders. The action of the management was also held to be a violation of the principles of natural justice.

The Tribunal directed the management to reinstate Asha Ram with full back wages/^{with dearness allowance}with continuity of service and that the period of his absence from July 5 to July 10 be treated as leave without pay.

The case of Asha Ram was argued by B.D.Joshi, General Secretary of the Kapra Mazdoor Union.

	1950-51	1951-52	1955-56	1956-57	1957-58	1958-59	1959-60	1960-61	1960-61 Over 1950- 51	1959- 60	% CHANGE.
NATIONAL INCOME											
Net National Output (Rs.Abja)											
i) at current prices. ...	95	100	100	113	114	126	128a	...	...	...
ii) at 1948-49 prices. ...	89	91	105	110	109	117	118a	...	...	...
Per capita net output (in Rs.)											
i) at current prices. ...	265	274	261	292	290	317	318a	...	...	...
ii) at 1948-49 prices. ...	246	250	274	284	277	293	292a	...	...	...
PRODUCTION											
Industrial Production b(1951=100)											
Electricity Generated(Mill. kwh)...	5280	5948	8806	9878	11177	12837	15029	17037	+223	+ 13	
Agricultural Production c (crop year ending June 1950=100).											
Iron and Steel b(1000 metric tons).	2726	2948	3205	3349	3310	3454	4873	6401	+135	+ 31	
FOREIGN TRADE											
Value of Imports(Crores of Rs.)	650	979	774	903	1036	904	956	1071	+ 65	+ 12	
Value of Exports d(")	601	733	609	620	635	573	639	643	+ 7	+ 1	
Import Volume Index e	118	149	129	152	173	156	164	167	+ 42	+ 2	
Export Volume Index e	114	91	116	111	120	109	120	110	- 4	- 8	
EXPORTS (Rs.in Crores)											
Textile Fabrics (Cotton) ...	121	57	65	66	58	45	64	58	- 52	- 10	
Vegetable Oils ...	25	24	34	16	11	6	15	9	- 66	- 43	
Tobacco (Unmanufactured) ...	14	16	13	12	15	15	14	15	+ 4	+ 7	
Tea (Black) ...	80	93	110	146	113	129	129	123	+ 54	- 5	
Leather and Leather Manufactures	26	26	24	22	21	19	31	25	- 4	- 19	
Jute Manufactures(Cloth,Bags and Sacks).	108	260	114	116	108	99	108	131	+ 22	+ 21	

IMPORTS (Rs. in Crores)

Cotton Raw. ...	101	139	57	51	41	28	41	82	- 19	+ 98
Iron and Steel (Manufactures). ...	24	29	84	148	146	102	99	135	+454	+ 36
Mineral Oils. ...	55	71	82	74	108	71	86	68	+ 24	- 20
Electrical Machinery. ...	22	29	39	47	63	47	49	56	+156	+ 14
Transport Equipment. ...	39	45	81	87	70	61	68	69	+ 79	+ 2

PUBLIC FINANCE (Crores of Rs.)

Government Revenues. ...	781	903	986	1121	1298	1387	1598	1693		
Of which										
i) Tax revenue. ...	627	739	768	889	1044	1089	1216	1284		
Of which										
1) Direct taxes. ...	230	243	259	293	327	344	378	386		
2) Indirect taxes. ...	396	495	509	592	717	746	838	899		
ii) Non-tax revenue. ...	150	155	212	227	253	295	380	407		
Government Expenditure. ...	725	767	984	1049	1233	1344	1516	1715		
Of which										
i) Defence Services (Gross)	182	186	188	212	274	269	253	288		
ii) Development Services.	225	239	391	419	499	564	696	809		
Total Outstanding Debt (R.E.) ...		2405	3209	3548	4132	4975	5639	...		

CURRENCY AND BANKING (Rs. Crores)

Notes in circulation. ...	1247	1141	1467	1526	1579	1702	1845	1985	+ 59	+ 8
Aggregate deposits. ...	890	856	1085	1229	1465	1666	1932	1885	+112	- 2
Bank Credit. ...	561	613	775	930	1007	1070	1210	1376	+145	+ 14

PRICES.

Wholesale Price Index (1952-53=100). ...	112	118	93	105	108	113	117	125	+ 12	+ 7
Consumer Price Index- All-India (1949=100). ...	101	105	96	107	112	118	123	124	+ 23	+ 1

ASHOKA HOTEL EMPLOYEES' VICTORY

3-year agreement signed

The management of the Ashoka Hotels Ltd., New Delhi, a Government of India undertaking, and the Ashoka Hotel Employees' Union (AITUC) have entered into a three-year agreement, providing for an upward revision of wages and better conditions of work.

The ~~agreement~~ terms and conditions of service and ~~time~~ scales of pay under the memorandum of settlement signed on November 6, 1961 would be effective from January 1, 1961 upto December 31, 1964.

The union would not make fresh demand till end of 1964 involving any financial commitments on the part of the management. However, the union reserved the right to raise and pursue negotiations for grant of gratuity.

The lowest grade of basic wages is Rs.36--2--60; next higher grades being Rs.40--2 $\frac{1}{2}$ --65--3--80; Rs.50--2 $\frac{1}{2}$ --70--3--100; Rs.80--3--110--5--160; Rs.100--4--140--6--200; Rs.125--6--185--8--265 and higher grades for officers.

In addition to basic wages, Rs.45 per month would be given from the Service Surcharge Benefit Fund, Rs.10 as minimum house-rent (or 10% of basic pay) if quarters are not provided, ^{and} a compensatory allowance of Rs.15 per month.

No employee will be entitled to free food unless specifically authorised in writing by the General Manager. The compensatory allowance is paid instead.

All employees and their families will be given the benefit of free out-patient medical treatment by the Hotel Medical Officer at the Company's dispensary. All employees shall be subject to a periodical medical examination and if any one of them is found suffering from a communicable disease, it will be open to the Management to terminate his services.

There is provision in the settlement regarding Contributory Provident Fund and retirement benefits.

A certain percentage is normally added to the bills of clients and the amount specifically collected for the purpose, is transferred to Service Surcharge Benefit Fund. The amount lying in the fund shall be utilised/distributed in accordance with rules which will be laid down.

Working on overtime and payment of overtime wages will be governed by provisions of the Factories Act 1948, the Delhi Shops and Establishments Act 1954 and Minimum Wages Act 1950 whichever is applicable to the various Departments of the Company.

Where it is desirable in the interest of service to prescribe a uniform for any category of the employees, uniform at the prescribed scale will be given and maintained by the Company free of charge.

The settlement provides for 15 days of privilege leave in a calendar year which can be accumulated upto a maximum of 45 days. Casual or sick leave may be admissible upto a maximum of 12 days in a calendar year.

All employees who have to perform shift or broken duties may be given seven festival holidays in a year, subject to the exigencies of service. In addition, they will be entitled to three national holidays, namely 26th January, 15th August and 2nd October, besides their weekly rest days.

The age of superannuation of all employees will be 55 years.

No adult shall be employed or allowed to work for more than nine hours on any day or fortyeight hours in any week and the Management shall fix the daily periods of work accordingly.

Promotions shall be based on the recommendations of a Promotion Committee duly constituted for the purpose.

The agreement was signed by D.D.Singh, M.M.Gope, Y V.V.Rao and K.Kainthar behalf of the union and

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SUGAR FARM WORKERS DEMONSTRATIONS
IN MAHARASHTRA.

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Three-thousand workers of Sakharwadi (Maharashtra) demonstrated before the office of the Phaltan Sugar Works Ltd. on September 23 to protest against dilatory tactics of the company in settling the dispute with the Phaltan Taluka Sakhar Kamgar Union by mutual negotiations on the question of implementing the recommendations of the Sugar Wage Board.

The Maharashtra Government by an Ordinance referred the cases of those workers who were not covered by the Sugar Wage Board Report to the Industrial Court. The case was to come for hearing on the September 23. ~~Therefore~~ The workers demanded that the award of the Court should be given in three months' time.

The demonstrators ended in a public rally wherein the union leaders appealed ^{to} the workers to remain united under the banner of the Union and continue the struggle till the demands are achieved.

Similar demonstrations were organised by workers employed in Belwandi Sugar Farm, Belapur Company and Maharashtra Sugar Mills in Ahmednagar District on September 18. A meeting of 1500 workers was held at Haregaon under the presidentship of M.M. Katre. Demonstrations were also held on the same day at Walchandnagar, Kolhapur and Sakharwadi. ✓

Some of the Co-operative Sugar Factories have not implemented the Sugar Wage Board Recommendations. All the 250 off-seasonal workers in Ashoknagar refused to accept their monthly wages on September 7 in protest against the inordinate delay in implementation. After six days of the struggle, the management had to yield and agree to implement the recommendations.

In some factories, workers are being degraded in order to pay less wages to them. There were demonstration against this in Pravaranagar and Tilaknagar.

House-Rent Allowance is paid on the following scale:
Below Rs.75 - Rs.5; Rs.75 and above but below Rs.150 - Rs.7.50;
Rs.150 and above - Amount by which pay falls short of Rs.156.50.

Maharashtra
SUGAR WORKERS' CONVENTION

A Special Convention of TU activists from unions in sugar industry in Maharashtra was held at Poona on June 4. The meeting was held under the auspices of the Maharashtra Committee of the AITUC and was attended by about 200 workers from 17 centres. Phaltan alone sent 84 workers including some women workers.

The meeting decided to organise State-wide demonstrations on the day the case regarding application of Sugar Wage Board award to farm labour ~~in Maharashtra~~ attached to sugar factories would come up before the Tribunal.

~~CONVENTION~~

LEVER BROS. EMPLOYEES FIGHT AGAINST
MANAGEMENT-INTUC AGREEMENT

While the ~~Charter of Demands~~ Lever Bros. Employees (AITUC) Union had submitted a Charter of Demands to the management of British-owned Hindustan Lever Ltd., on January 1, 1961 and the demands were referred to conciliation on May 13 this year, the INTUC-affiliated Hindustan Lever Employees' Union signed a backdoor agreement with the management on May 23.

The Charter of Demands submitted by the AITUC union contained demands like grades and scales of payment, D.A., incentive payments, shift allowance, working hours and overtime, paid holidays, casual and sick leave, gratuity and provident fund.

The Lever Bros. Employees Union had made these demands in view of the growing prosperity of the company. The net profits of the company for 1955 were approximately Rs.88 lakhs but in 1960, the net profits were nearly Rs.2½ crores. Production had also gone up by over 147 per cent during this period.

The INTUC union in its agreement with the management accepted nominal concessions and gave up demands like gratuity, provident fund, D.A., leave, etc.

When conciliation proceedings took place on June 6, the INTUC union advanced a plea that conciliation should close while the company maintained that everything had been settled. Hence the proceedings have been adjourned. The AITUC union has filed with the Conciliation Officer its criticism of the terms of the agreement reached between the INTUC union and the company and demanded proper conciliation on the demands still pending in conciliation.

Nearly 1,200 workers had signed a memorandum and informed the company that they would not be bound by any agreement signed by the Company with the INTUC union. On June 10, nearly a thousand workers refused to accept the new scales of payment and recorded their protest against the backdoor deal between the management and the union.

Lever Brothers Employees Union has appealed to the workers to remain united and continue the struggle for a better and proper agreement with the Company.

The Hindustan Lever Ltd., ~~which~~ is a subsidiary of the international monopoly, Unilever, and the deal by the INTUC with these British monopolists, betraying the interests of the workers has brought forth great resentment.

WAGE BOARD FOR COFFEE AND
RUBBER PLANTATIONS

NR

The Government of India announced on July 7, the composition of the Wage Boards for Coffee and Rubber Plantations.

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L.P.Dave, who is the Chairman of the Wage Board for Tea Plantations would also be the Chairman of the Wage Boards for Coffee and Rubber Plantations.

The workers' representatives on the Wage Board for Coffee Plantations belong to the AITUC - M.C.Narasimhan, MLA, General Secretary, Karnatak Committee of the AITUC; and P.Vriddhagiri, General Secretary, Tamilnad Plantation Workers' Union, Coonoor.

The employers' representatives on the Wage Board on Coffee Plantations are: U.K.Lakshman Gowda and M.B.Cariappa.

Workers' representatives on the Wage Board for Rubber Plantations are: P.Ramalingam, General Secretary, Kerala Plantation Labour Federation (AITUC) and B.K. Nair (INTUC). Employers are represented by M.M.Varghese and C.H.S.London.

Independent Members - T.Manaen, M.P., and D.R. Balakrishna, are common to both the Boards.

SPECIAL OFFICER TO REPORT ON
IMPLEMENTATION OF TEXTILE WAGE BOARD RECOMMENDATIONS

A tripartite meeting convened by the Union Labour Ministry on August 9, decided that a Special Officer of the Government should investigate ~~employers~~ and submit a report within six weeks, on the implementation of the Textile Wage Board's recommendations.

The Special Officer, in consultation with employers' and workers' organisations ~~XXXXX~~ is also to draw up a list of the mills which have refused to implement the Wage Board's recommendations.

G.E.Nanda, Union Labour Minister, presided over the meeting. It was officially stated that the Bill to enforce the Wage Board's recommendations, introduced in the Rajya Sabha during the last session, would not be taken up for discussion in Parliament in the current session. The Government is not withdrawing the Bill either, but the position will be reviewed on getting the report of the Special Officer.

K.G.Sriwastava, Secretary, AITUC, who participated in the meeting, drew the attention of the Government to the untenable situation created by the exemptions granted under Para 7 of the Government resolution on Textile Wage Board Report. The exemptions were to the units which had faced a closure and since re-opened. Although the mills after reopening are working profitably, under the Government's resolution, they are not to enforce the Wage Board's recommendations.

It was generally agreed at the meeting that exemptions could be only for a limited period after the reopening of the mills. The Government spokesmen also assured to examine the question in detail.

AITUC General Council calls for
POWERFUL CAMPAIGNS FOR WAGE RISES

The General Council of the AITUC which met in New Delhi from August 31 to September 2, 1961, has called upon the workers and trade unions to build powerful campaigns for wage-rises everywhere.

"With production and productivity going up and the monopolists making huge profits at the expense of the workers and the people, the trade unions must mobilise the workers for defending their interests and for a rise in standards of living. We must not forget that we have to contend with a ruthless capitalist system, which operates with sweet words and promises and black anti-working class measures. They will not change their course, unless we act," - stated the General Report submitted to the Council by K.G.Sriwastava, Secretary.

S.A.Dange, General Secretary, AITUC, summing up the discussions in the Council pointed out that a wage freeze, in effect, is being enforced by the five-year bans on new claims imposed by the Wage Boards, in the industries where these Boards had been set up. In the other industries and especially in those with no sliding scale of D.A., the steep rise in prices has meant actual wage-cuts. This trend of 'wage-freeze' and 'wage-cuts' has come to be an important aspect of the employers' and Government's labour policies, while both production and productivity have appreciably gone up. It was in this context, ^{Dange} ~~he~~ said, the report called upon the unions to build up powerful campaigns for wage-rises everywhere.

One hundred and three members and special invitees participated in the Council meeting.

G. Adducci, General Secretary, Trade Unions International of Metal and Engineering Workers and Member of the Executive Committee of the World Federation of Trade Unions attended the Council meeting on September 1 and 2, 1961. He was on a short visit to India on his way to Japan.

The General Council endorsed the Draft Programme of Action of the World Federation of Trade Unions and decided to send a representative delegation to the World Trade Union Congress to be held in Moscow in December this year.

The Council also decided ^{that the AITUC should} ~~to~~ participate in the Tagore Centenary Peace Festival to be held in Calcutta in November 1961. A Pavilion 'Tagore and the Toilers' would be set up by the AITUC at the Festival.

The Working Committee of the AITUC which held a short meeting on August 31, granted affiliation to 43 unions with a membership of about twenty thousand.

(A summary of the General Report to the Council as well as texts of resolutions adopted by the General Council are printed on other pages.)

Summary of
GENERAL REPORT

Following is a brief summary of the General Report by K.G.Sriwastava, Secretary, AITUC, submitted to the General Council ~~in~~ which met in Delhi from August 31 to September 2, 1961:

INTERNATIONAL SITUATION

The report noted the rapid advance of socialism in the world today and acclaimed the Soviet achievement in the conquest of space - the exploits of Gagarin and Titov. Equally spectacular is the draft programme of the Soviet Communist Party to realise by 1980 the provision of free houses, gas, water, heating, public transport, education and medical services, etc., and a five-day week with no loss in earnings.

At the same time, the crisis in the imperialist camp has deepened.

The report reviewed the developments in Cuba, Congo, Laos, Angola, Tunisia, ~~Algeria~~ and Algeria and referred to the recent U.S. arms aid to Pakistan. The imperialists were making feverish attempts to thwart the freedom and independence of countries. They are preparing for war against signing a Peace Treaty between USSR and the GDR.

The report noted the vacillations in Government of India's foreign policy, especially in relation to Congo and the Berlin question, ~~and the need for a more consistent~~

THIRD PLAN

It was noted that while the financial target of the Second Plan has been 'over-fulfilled', spending Rs.6,750 crores instead of the planned Rs.6,200 crores, there is considerable shortfall in respect of realising the physical targets,

This shortfall is particularly seen in coal and iron and steel. Industrial production target has been fulfilled only to the extent of 85% to 90%. The national income has risen by 19.6%, i.e., much short of the planned 25% increase.

Over the period of the Second Plan, the index of wholesale prices rose by 30%. Cost of living index has risen during the period by 25%.

The report stated that the Third Plan is essentially the continuation of the Second Plan and on the same lines. But there is far greater dependence on foreign aid. Banking industry is not being nationalised and there is no hope to control inflation. The Plan will be implemented by the bureaucratic machinery. There is no machinery to share equitably the gains of development.

The workers had to fight determined struggles to improve their living conditions, but they have ^{been} denied their legitimate dues.

The report referred to the artificial crisis in jute and the crisis of power shortages - both coal and electricity, and this was indeed a sad commentary on planning in our country.

Reviewing the struggles on the wages front, the report stated that there has been some increase in money wages. A notable feature of the struggles was for implementation of minimum wages.

The report stated that trade unions should immediately agitate for revision of minimum wages commensurate with the rise in cost of living indices.

With regard to Wage Boards, the report ~~states~~ gave the following chart, illustrating the working of the Boards.

in jute

The ~~Jute~~ Wage Board was set up on December 11, 1959; in tea on December 7, 1960; in coffee and rubber on July 7, 1961. The Board for iron and steel industry is yet to be set up.

There is a long gap between the announcement and actual setting up of the Wage Boards; there is inordinate delay (two to three years) in the Boards submitting their reports and then in Government deciding on these reports.

The implementation of recommendations also took several months.

On top of all, the Boards are giving very meagre concessions but are making their awards binding for a period of five years.

The report also stated that the Wage Boards are thus being used to deny due increase in wages of the workers.

The delay in setting up the Bonus Commission was criticised in the Report.

With regard to labour policy, ~~and~~ it was noted that there ~~xxxx~~ was no change in the Third Plan; only, things are getting worse. The situation with regard to trade union rights is also extremely serious. Representative organisations of Central Government employees remain de-recognised and hundreds of employees have been victimised.

The report reviewed in brief the struggles and the attempts to build trade union unity, ~~xxxxxxxxxxxx~~ communal and language troubles and the havoc created by natural calamities

Finally, the report outlined three major campaigns the trade unions should undertake in the immediate future - on Berlin, on Wages and on Elections. To quote the report:

12/11
A.T.M.E.
2500 Sugar Workers Demonstrate In Walachandnagar

Immediate Implimentation of Wage Board Recommendations Demanded

In spite of off-season and consequent dispersal of seasonal workers, 2500 Walachandnagar workers rallied at the call of Indapur Sakhar Kamgar union to demonstrate and protest against the delay in the impletation of therecommendations of the Ce ntral Wage Board for Sugar Industry.

Nine months have passed since the Recommendations are out. Stil. under the plea of "workeng it out " Maharashtra Sugar Factory Owners ,both private and co-operative are delayin'g its implem-entations, trying to create a sense of frustation among the workers. Even in two or three factories where it has been ~~impli~~ implemented workers are degraddd in name of new classification and a number of categories of workers , who are already covered by the recommendatib ions are deliberately left out in name of 'ambuguity' of the report. The Maharashtra Labour Minister is refusing to intervene in the matte er. All over Maharashtra, Workers wrath against this attitude of the Sugar Employers who refuge to implent these very meagre and mostly- favourable-to-employers Recommendations of the Wage Board is mounting and this this found expression in the demonstration at Walachand- nagar on 6th September.

Inclusion of Farm Labour Demanded.

Majority of permanent sugar workers in twelve privately own sugar factories in Maharashtra work on the Su gar Cane Farms owned and run by the company. But these workers numbering merely 1,00000 are left out of the perview of the recommendations. After prolong ~~education~~ agitation Maharashtra Govt. has referred this issue to the arbritration of the Industrial Court on an industri^{cum-state}wise basis. Uptill now the service conditions of factory and farm workers in all respects are exactly similar but a barrier is now created between them. One of the main demand of the Walchandnagar demonstration was to apply these recommendations to farm workers wthout any furhter delay.

Protest against Police Obstruction

The demonstration was halted by a contingent of police armed with lathis and Rifles at the entrance to the main road. The workers were not allowed to approach even the works Manganers Office. At this point the demonstrators squatted on the road and held a huge meeting which was addressed among others by Shriin G.P.Mali M.L.A. and M.M.Katre, B.C.Banasode, W. S.Pundalik , Office bears of the Indapur S-akhar Kamgar Union. The high handed behaviour of Police in regusing permission to workers for demonstra-tion on Walchandnagar's Main Road was severly condemned .

Earlier, at the begining , the demonstrators were addressed by Shri Santaram Patil M.L.A. prominant sugard workers leader in Maharashtra,

Trade Union centre,
Maliwada, Ahmednagar.

9 Sept.61.

To

The Editor,
New Age (weekly), New Delhi.

Sir,

Kindly publish the above newsitem in your weekly.

Thanking you,

Yours treuly,

TRADE UNION CENTRE
MALIWADA, AHMEDNAGAR

M.M. Katre
(M.M.KATRE)
General Secretary.
Indapur Taluka Sakhar Kamgar Union.

BIPARTITE TALKS ON WAGE REVISION IN COAL

The representatives of mineowners' and workers' organisations met for the second time at Calcutta on October 5 to discuss the demands of miners, ranging ^{from} ~~xxx~~/higher wages to reduction of working hours and introduction of a gratuity and pension scheme.

The representatives of employers' organisations agreed that the "present wage structure in the coal industry needs to be revised and some increase is desirable" but refused to state anything about the quantum of increase in spite of repeated demands of workers' representatives.

Representatives of the employers' organisations - the Indian Mining Association, the Indian Colliery Owners' Association and the Indian Mining Federation - stated that while they agreed that some increase in present wages is justified, they are unable to meet it within the present price structure which is controlled. So they demanded that the Central Government should clearly state their mind before any agreement is reached between the workers and employers in the coal industry.

An urgent telegram was sent to G.L.Nanda, Union Labour Minister and Swaran Sing, Union Minister for Steel, Mines and Fuel, on behalf of the meeting to be present in the next meeting which will be held in the first week of November to finalise the various disputes placed by the central TU organisations.

Both the Union Ministers will be present in the next meeting to state the views of the Government of India.

Kalyan Roy, General Secretary, Indian Mine Workers' Federation, represented the AITUC in the bipartite talks.



The memorandum submitted by the West Bengal Committee of the AITUC on September 7 to the Central Wage Board for Tea Plantation Industry sharply focussed the attention of the Wage Board on the existing extreme low level of wages prevailing in Dooars, Terai and Darjeeling Region. By giving facts about the prosperity of the industry, it showed that producers of wealth do not get the return of their labour.

Total gross average profits of companies in all industries during 1951-1955 was 9.2 per cent of the capital employed. But the corresponding figure for Tea companies was 16.9 per cent. This was higher than profits of other prospering industries like Iron & Steel, Cement etc. The rate of profit was higher inspite of the crisis conditions in Tea Industry in 1951 and 52.

In the year 1956 the average gross profits of all industries was 9,6 per cent while the corresponding figure for the companies was 14.6 per cent. In 1957 apparently there was a decline in a general rate of gross profits and the rate of gross profit was 7.5 and 7.3 per cent for all industries and tea industry respectively. The tea industry, however, improve its conditions in 1958 and the rate of gross profits for all industry and tea industry were 8.0 and 9.4. In 1959 and 1960 the even conditions of industry were better that the proceeding years, adding to the prosperity of the industry still further.

If we make a comparison of the average dividends paid by tea companies and all companies we find the following picture.

	<u>1956.</u>	<u>1957.</u>	<u>1958.</u>
All Companies.	9.5	8.8	9.0
Tea Companies.	16.1	10.0	10.4

These figures do fallacy of the tea companies' claim that they cannot pay a higher wage to the workers.

The memorandum while further pointing out the importance of the tea industry says,

"Tea industry occupies an important position in our national economy as the largest contributor in foreign exchange earnings and also by way of excise duty to the national exchequer. The industry employs the largest number of workers, than any other industry. It is also the mainstay of the Plywood industry supplying tea chests. Although India, in acreage, has one third of the total acreage under tea plantation in the world, India's production and export constitute about half of the total of all other countries taken together."

In spite of industries' unique position in the world market and prosperity in comparison with other countries what is the lot of the workers engaged in this industry ?

The wages of the tea workers in West Bengal were fixed under the Minimum Wages Act, in 1951 on the basis of family budget enquiry held in 1948. The subsequent fixation of wages was simply the result of conversion into cash the supply of different commodities at concession rates. As a result of that there was no increase in the wages of the workers in any of the three regions in West Bengal. Actually, the wages of workers in Darjeeling hill area have definitely gone down since its first fixation.

Secondly, the minimum wages fixed not on the basis of agreed norms which were later elaborated in the Fifteenth Indian Conference but on the basis of Family Budget Studies.

Thirdly, in calculating the wages the requirement of items other than food, such as, lighting, clothing etc., was unreasonably reduced by 25 to 50 per cent.

Fourthly, the wages of the workers in Darjeeling Hill area have been deliberately kept lower by 25 n.P. to 39 n.P. per day per worker.

Since 1951 conditions have changed. Industry has accumulated huge funds but the conditions of workers was further depressed.

What is the present Wage structure in West Bengal ?

Dooars : Unskilled labour in Garden and Factory Daily-rated or monthly rated :

	<u>Basic.</u> Rs. n.P.	<u>D. A.</u> Rs. n.P.
Adult Male :	1.24	0.60
Adult Female & Adolescent:	1.12	0.60
Child :	0.69	0.31

Terai :

Adult Male:-	1.25	0.56
Adult Female & Adolescent:-	1.13	0.56
Child :	0.69	0.31

Darjeeling:

Adult Male:-	1.05	0.40
Adult Female & Adolescent:-	1.00	0.40
Child:-	0.50	0.30

Factory Labour
of Darjeeling:

Adult Male:-	1.10	0.40
Adult Female & Adolescent:-	1.05	0.40
Child:-	0.55	0.30

All abovementioned wages are in accordance with the notification of 1959 under the Minimum Wages Act.

The workers are given ration (cereals only) at the following rates:-

Dooars & Terai :- At the rate of Rs.15 per maund with progressive increase in the rate depending on number of days worked per week ranging upto Rs.23.75 per maund, if no work is done in that particular week.

In Darjeeling ration (cereals) is supplied at the rate of Rs.20.00 per maund with progressive increase in

the rate depending on the number of days worked per week.

Wages and salaries of other categories of workers and employees mentioned in reply to Question No. 3 vary from Rs. 2.05 per day or Rs.53.30 per month to the maximum of Rs.371.00 per month according to existing grade and scale. This again varies from region to region (Darjeeling, Dooars and Terai) and also as between employees of different units under different employers' organisations. This should also be noted that a peculiar system of Hazri and Dubli splitting up both Basic and D.A. of unskilled garden labourers of Dooars and Terai is in vogue.

According to the prevailing system a rise in D.A. per point in the Consumer Price Index Number by 2 n.P. should have taken place. But it was never implemented. At present D.A. is paid as certain percentage of basic pay in case of clerical and Medical staff only.

What is the position of other benefits given to the workers at present ? Free housing is provided not according to the schedule laid down in the Plantation Labour Act or rules made there-under. Overwhelming majority of the workers are provided with thatched houses unfit for human habitation. Moreover, not less than fourteen per cent of the total number of workers employed are temporary or basti labour as they are called, are not entitled to free housing facilities.

Medical facilities are also too meagre in majority of gardens. In a number of gardens not even qualified medical practioners, or even passed compounders are provided with. Hospitalisation is available only in respect of a handful of gardens. There is no facility or arrangement for treatment of T.B. and Leoprosoy the incidence of which is most indespread in Darjeeling hill areas.

Expenses for Primary education are borne by the West Bengal Government. The Indian Tea Association pays only an extra allowance for the teachers. The employers 'generously' provide for the school premises.

Supply of free fuel is too inadequate where it is provided at all. In number of gardens no fuel is supplied.

The price of food grains depends upon the days worked in a week. In case a worker remains absent for a week the price goes above the market rate !

With regard to the method of payment piece rate system is in vogue in plucking only. Working Pruning, weeding, manuring, planting, forking, clearing undergrowth, uprooting and hoeing is done by the method known as system of task work. According to this system jobs are given to the worker on a task basis by which specific number of operations per shift.

The task rates are at present fixed by the management without consulting the unions or workers. As a result a large number of disputes arise on the question of task rate every year. The memorandum has pointed out, "The employers by fixing higher rates of tasks very often deprive the workers of even the statutory minimum wages. So the need of special stress on fixing the task rate in a way fulfill the task within the scheduled time."

For the purpose of fixation of wages about 90 percent of the workers are treated as unskilled workers. But the jobs like pruning, plucking can never be considered as unskilled jobs. Fine plucking cannot be performed by an unskilled new hand. The memorandum therefore expressed the need to rationally determine the nature of jobs and their category.

Conditions of child labour are the worst possible in the country. They do not have any opportunity of education. The work in Plantation in early age affects their

health very badly. They are forced to work in plantations due to consistent refusal of the employers to accept the principle of one earner for three consumption units while fixing the minimum wages.

In view of the above circumstances the memorandum demanded a radical upgrading of the wage level of the Plantation Workers keeping in view the decisions of the Fifteenth Indian Labour Conference. On the basis of the existing price level the memorandum demanded a minimum wage of Rs.177/- for the tea plantation workers in West Bengal region the break up of which is as follows:-

	in Rs.
Food	115.87
Fuel and Lighting	4.10
Clothing	12.00
Footwear	1.50
Misc. expenses.	33.41
PF Contribution.	11.00
	<hr/>
	117.88

The question of capacity to pay does not arise in fixing the minimum wages. However, considering the huge profits and accumulated wealth of the tea companies they can pay the wages demanded in the memorandum. It is for the Wage Board to decide whether they prefer to give justice to the workers or allow this callous exploitation of the employers.

INTUC RESOLUTIONS

The INTUC in its 12th Session at Yamunanagar, Punjab, held on April 16, 1951, adopted a number of resolutions. It is necessary for the unions of the AITUC what standpoint the INTUC takes, through these resolutions, on such vital matters as wages, plan, prices, bonus, etc.

We are publishing here five resolutions of the INTUC Session. There is hardly any vital difference between the AITUC and the INTUC on four of them.

On the fifth resolution, that is, on arbitration, we have serious differences. The INTUC is willing to agree to compulsory arbitration and in exchange give up the right to strike.

The AITUC thinks that in the capitalist order of society that we have in India, the working class cannot give up its weapon of strike and trust its interest to compulsory arbitration only.

Thus it would appear that taking the resolutions together, we both agree on the main demands and the immediate objectives. But when it comes to the weapon of struggle to realise those demands, the INTUC seems to be prepared to trust to compulsory arbitration and give up the most precious weapon of the right to strike, while the AITUC would keep that weapon intact, and use it where necessary, while not refusing to use arbitration as an additional one where conditions require it. -- S.A.DANGE.

ON WAGE BOARDS

The conference of the 12th Annual Session of the INTUC welcomes the announcement by the Government to appoint a Wage Board for the Iron and Steel industry as that will be the first occasion when industries in public sector will have a National Wage Board.

All the main industries both in the public and private sector should have had their wage board set up before the end of the Second Five Year Plan period, but owing to the slow pace of implementation of plan policies, several industries are still left without wage boards. The conference appeals to Government to expedite the appointment of National Wage Boards for all the main industries.

The conference regrets to find that even the unanimous recommendations of Wage Boards have not been implemented by certain employers. The conference notes that for some time past, Government has been promising legislation to get the recommendations implemented. The conference therefore urges upon the Government to expedite the legislation.

ON LABOUR AND THE PLANS

It is a matter for gratification that strong foundations for economic development of the country are being laid through the Five Year Plans and substantial progress has been achieved in various directions in the course of the last ten years. It is, however, a matter of deep concern to the INTUC that the pace of development and the structure of the Plans have not been such as to ensure the provision of employment opportunities on an adequate scale and the volume of unemployment and under-employment have thus been steadily increasing.

At the same time, owing to the continuous rise in prices during the Second Five Year Plan, such increases in money wages as have occurred during the period, have been more than offset by the mounting cost of living and in many industries, the real earnings of the workers have declined.

This is so despite the fact that the working class as a whole has given its full cooperation to industry in increasing production and productivity and has carried out its obligations under the Code of Discipline to the extent that the number of man-days lost owing to industrial disputes has been going down steadily since the adoption of the Code.

While the tempo of economic development is being speeded up, the social objectives of planning have not, in the opinion of the INTUC, advanced in the course of these years to any appreciable extent. The conviction is growing that the rich are growing richer and the economic power is being concentrated in the hands of a microscopic minority.

Adequate measures should be adopted in the course of the Third Five Year Plan to curb these trends and to secure a more equitable distribution of the increasing incomes and opportunities created by the heavy investments in the public and private sectors. First consideration should be given to the satisfaction of the basic minimum needs of the common people, especially food, clothing, housing, health and education. The pattern of production should be so arranged that there is adequate availability of the essential goods and there is restraint on the consumption of luxury and semi-luxury articles.

The interests of social justice can be safeguarded if the public sector grows rapidly and takes the dominant place in the economic life of the country. Steps will, however, have to be taken to improve the working of the public sector undertakings and to raise their level of efficiency. The public sector will fail to be a true instrument of a new social order if its administration, specially in the matter of industrial relations, does not reflect a new spirit and give evidence of a high social purpose. There are serious deficiencies in this respect in the public enterprises as they are being run.

On behalf of the working class of India, the INTUC offers its full cooperation to the State in its development programmes and insists at the same time that the State should be prepared to make more effective use of the workers and their organisations as the agency for decentralisation of economic power and a healthy alignment of economic forces in the country.

ON PRICES

The problem of rising prices has been persistently defying a solution. The continuous rise in prices of essential commodities has led to a progressive fall in real wages and has made increase in wages illusory.

Governments, both in the Centre and States, have failed to reduce the prices in spite of repeated protests by the working class.

The race between prices and wages, with wages always lagging behind, should be stopped without any further delay.

This conference is of the considered opinion that immediate and effective steps should be taken by the Government to arrest any further rise in prices of essential commodities and stabilise them at a reasonable level.

ON BONUS COMMISSION

This conference welcomes the appointment of the Bonus Commission by the Government of India. The conference is, however, surprised at the stand of a section of the employers against the personnel of the Commission.

It is an accepted practice for Government to appoint a Chairman and independent members of all Boards, Committees and Commissions, such persons as are considered suitable for the purpose.

The employers' attempt to question such appointments constituted a dangerous precedent. Such a move, if successful, would have made it practically impossible to set up hereafter any Commission, Committee or Board. It is, however, gratifying to learn that the employers concerned have since seen the unreasonableness of their stand and have given up their ill-advised move.

The conference, however, feels that the Bonus Commission, could be more effective if it is made tripartite in its composition without making it unwieldy.

The conference welcomes the Government's stand that it will carry out the unanimous recommendations of the Bonus Commission and in absence of the same, it will take suitable alternative measures with a view to evolve suitable formula.

ON ARBITRATION

Strike is only a means to an end. If labour is given a better or superior machinery for settlement of their disputes, strikes will become unnecessary. It will be abandoned by labour itself by a conscious process. If strikes are banned by legislation while the causes leading thereto are left without a remedial measure, the object of banning strikes will be defeated. Such superior means is undoubtedly the method of voluntary arbitration. But where necessary, there can be compulsory arbitration by law which should give the parties a fair, final and prompt settlement of disputes. It will therefore be appropriate to have a legislation for compulsory arbitration of all disputes.

The proposal to introduce a NO STRIKE LEGISLATION in essential services, following the experience gained by the nation from the last attempted general strike by a section of Central Government employees, has evoked considerable apprehensions in the minds of labour.

Such a legislation must not be negative in its concept and strikes cannot be averted by mere legislation. In fact, the last strike by a section of the Central Government employees itself took place in spite of the fact of an Ordinance banning that very strike. What is wanted is a positive approach giving a real and effective remedy for grievances that would make strikes unnecessary and superfluous.

This conference, therefore, feels that the proposed legislation must have a positive aim of providing arbitration, preferably voluntary but if necessary compulsory, in all cases of disputes, and only as a consequential provision the question of making strikes illegal can arise.

draft

The Secretariat of the AITUC has issued the following statement:

"The Cotton Textile Workers (Central Wage Board Recommendations) Bill, 1961, introduced by Government in the Rajya Sabha on Monday is claimed to be to enforce the implementation of the recommendations of the Textile Wage Board. But under this garb, a virtual ban is sought to be imposed on the right of the textile workers in this country for unrestricted collective bargaining and the right to raise disputes and to go on strike.

According to the ^{in the} statement of objects and reasons appended to the Bill, it has been stated that 'a majority of the textile establishments have implemented the recommendations of the Board in regard to the increase in wages of manual workers and revision of pay scales of clerks employed therein; but there are still some textile establishments which have not implemented these recommendations.'

The textile millowners in the important centres who implemented the Wage Board report did ~~not~~ so only after notice of strike ~~was~~ given or after strikes have taken place. For ~~eight~~ ~~sixteen~~ months by which time the majority of the employers were forced to implement the Wage Board Report, the Government did almost nothing. It has now come forward with a bill to make the recommendations of the Wage Board statutory but its real intention seems to be to impose curbs on trade union rights. At any rate, ^{belatedly} ~~some concession in wages to be conferred~~ for a paltry concession at this late stage, the price demanded of the workers is indeed shocking. ^{while fixing exorbitant prices for the same.}

The AITUC wishes to point out that when the question of declaring recommendations of Wage Boards as statutory was discussed in tripartite bodies as the Standing Labour Committee, ^{nobody wanted to} ~~the employers and the Government did not~~ hedge in conditions restricting rights of collective bargaining of the workers concerned. The step was ^{only} to enforce the implementation by recalcitrant employers.

By the penal provisions in the Bill, viz., that "no claim for further revision of basic wages . . . shall be entertained by any body or authority as an industrial dispute for a period of five years from the 1st day of January, 1960, and during the said period of five years, no manual worker or clerk shall go on strike..." and declaring such strikes "illegal" under the Industrial Disputes Act, the Government has clearly gone beyond the consensus of opinion expressed at the tripartite labour conferences.

The AITUC therefore emphatically protests against the introduction of Draconian measures, imposing serious restrictions on the rights of the textile workers - the workers employed in the premier industry in this country.

The AITUC directs all its affiliated unions to express their ~~emphatic~~ protest against this retrograde measure by holding united demonstrations and meetings. The AITUC appeals to textile workers, irrespective of affiliation, to raise their powerful voice in unanimous condemnation of the Government move to restrict their rights.

The Secretariat of the AITUC calls upon the Government of India to withdraw ~~the retrograde provisions~~ ~~the retrograde and anti-labour provisions~~ the retrograde and anti-labour provisions in the Cotton Textile Workers (Central Wage Board Recommendations) Bill, 1961, as these are unwarranted and contrary to conclusions reached at tripartite meetings.

It seems to be almost a habit with this Government that they cannot think of awarding even limited benefits to the workers, without simultaneously attacking the workers' hard-won rights in one way or another. If this trend is to assume dominance in Government policy on industrial and labour questions, ~~with effect~~ its impact on development under the Third Five Year Plan can be ominous indeed.

The Bill has exempted those textile mills taken over by Government under the Industries (Development & Regulation) Act. This exposes all the more the real intentions of the Government in enacting this legislation, i.e., to hamstring the workers, more than to make the recommendations

Draft

The Sectt of the AITUC

has issued the following statement

1. Wage Boards in Textiles, cement, sugar have submitted their ~~report~~ unanimous recommendations and it is common knowledge that they are yet to be implemented in the various units.

2. In Textiles, sixteen months have passed since the Wage Board submitted its unanimous recommendation. The Mill owners in important centres controlling majority of the Textile units implement only after strike or threat of strike. The three Textile units in Pondicherry refuse to take note of this at all. Still there are some Textile establishments who have not yet implemented these recommendations.

3. In view of the recalcitrant attitude of employers Tripartite bodies like the Standing Labor Committee decided to make these recommendations statutorily binding upon all the employees.

4. With this end in view the Govt have introduced a Bill in the Rajya Sabha on 1-5-61 known as the Cotton Textile workers (Central Wage Board Regulations) Bill 1961. There is a ~~provision~~ provision in the Bill which states "No claim for further ~~provision~~ revision of basic wages... shall be entertained by any body or authority as an Industrial dispute for a period of five years from the 1st day of January 1960 & during the said period of five years no manual worker shall go on strike...". Besides such strikes will be declared "illegal" under the Industrial Disputes Act, 1947.

5. The ATUC Sect is of opinion ^{that the} restrictions imposed and the exemptions granted are beyond the scope of the Tripartite agreements. We consider this to be an attempt to take away the existing rights under the plea of conferring new rights.

6. The ATUC, therefore, protests against the introduction of these clauses and calls upon the Govt to withdraw ~~the above~~ ^{above mentioned} anti-labor provisions of the Cotton Textile workers (Central Wage Board Recommendations) Bill 1961 and do justice to those workers who have waited patiently for the implementation of these recommendations.

7. The ATUC directs all the affiliated unions to protest against this retrograde provisions of the Bill by holding united demonstrations & meetings, and appeals to all the Textile workers irrespective of affiliation to raise their powerful united voice in condemning the move of the Govt for restricting the hard won rights of the workers.

[KTK Tangamini]
4-5-61

Circular to All Unions
in Cotton Textile Industry

Sub: Reactionary provisions in Cotton
Textile Workers (Central Wage Board
Recommendations) Bill - Ban on
strike, etc. for five years.

Dear Comrade,

We enclose copy of a statement the Secretariat
of the AITUC has issued today, on the above subject.

The main provisions of the Bill, as introduced
in Rajya Sabha on May 1, 1961, are ~~reproduced~~ circulated
herewith. We want deletion of Clause 6.

You are requested to take immediate measures
to organise protest demonstrations, jointly with other
unions, if possible. Resolutions adopted at protest
meetings should be forwarded to the Minister for Labour
& Employment, Government of India, New Delhi.

Please let us have a report on the action you
are taking on this circular.

The Cotton Textile Workers (Central Wage Board Recommendations) Bill, 1961, introduced by Government in the Rajya Sabha on Monday is claimed to be to enforce the implementation of the recommendations of the Textile Wage Board. But under this garb, a virtual ban is sought to be imposed on the right of the textile workers in this country to the right of collective bargaining and the right to raise disputes in regard to wages and to go on strike in support of any such demand.

The Report of the Textile Wage Board was presented over sixteen months ago and the recommendations have yet to be implemented in many centres. Even ~~in those centres where they have been implemented~~ those Millowners who have implemented them have done so only after strike or threat to strike had taken place. In face of this recalcitrant attitude of the millowners, the Standing Labour Committee and other tripartite committees decided to make the recommendations statutorily binding upon all employers. ^{there was} But no question of making this conditional to restricting the right to raise disputes in regard to further wage rise or the right to strike was ever considered ^{of putting any restrictions on workers' rights.}

By the penal provisions in the Bill, viz., that "no claim for further revision of basic wages.....shall be entertained by any body or authority as an industrial dispute for a period of five years from the first day of January, 1960, and during the said period of five years, no manual worker or clerk shall go on strike...." and declaring such strikes "illegal" under the Industrial Disputes Act, the Government has clearly gone beyond the consensus of opinion expressed at the tripartite ~~labour~~ conferences. ^{Further, this restriction goes beyond the scope} While awarding limited benefits to the workers Government are simultaneously attacking hard-won rights of the workers.

The AITUC, therefore, protests against the introduction of these clauses in the bill and calls upon the Government to withdraw these anti-labour provisions ~~of the~~ in the Bill and do justice

8/11/61, D. D. S.



The Secretariat of the AITUC further ~~also~~ calls upon all affiliated unions to protest against these retrograde provisions of the Bill by holding demonstrations and meetings, and appeals to all textile workers irrespective of their affiliations to raise their powerful united voice in condemning this ~~move~~ move of the Government and guarantee withdrawal of these provisions.

WAGE BOARD FOR ROAD TRANSPORT
INDUSTRY DEMANDED

The Kerala State Transport Employees Union has demanded that a Wage Board for road transport industry should be constituted immediately, so that the low level of wages is raised and the great disparity obtaining in different regions eliminated.

The union conference which was held recently also appealed to the Government to take necessary steps, including framing of rules, for effective enforcement of the Motor Transport Workers Act 1961.

CHAH MAZDOOR UNION, JORHAT

The 8th annual conference of the Chah Mazdoor Union was held at Bahani on October 1 under the presidentship of Moni Basak. 50 delegates representing 14 branches of the union attended. Resolutions on wage board, amendment of the Plantation Labour Act, discrimination against the union and other questions were adopted.

Moni Basak was elected as President and Shah Sayeed Hussain was elected General Secretary.

SOUTHERN RAILWAY LICENSED PORTERS
UNION

The Southern Railway Licensed Porters' Union held its 11th annual conference in the last week of September 1961, in the newly constructed office of the union at Vijayawada. B. Sitaramaiah, Union President, presided.

From the Vijayawada and Guntakal divisions of Southern Railway, 150 delegates participated in the conference.

Resolutions were passed requesting the railway authorities to enhance the rate of porters for attending railway work from three annas to four annas per working hour and without restricting the hours of work in a day; for extending the provident fund scheme to all licensed porters; recognition of union, etc.

Shaik Ali was elected President and B. Apparao as General Secretary.

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WAGE BOARD FOR COFFEE AND
RUBBER PLANTATIONS

The Government of India announced on July 7, the composition of the Wage Boards for Coffee and Rubber Plantations.

L.P.Dave, who is the Chairman of the Wage Board for Tea Plantations would also be the Chairman of the Wage Boards for Coffee and Rubber Plantations.

The workers' representatives on the Wage Board for Coffee Plantations belong to the AITUC - M.C.Narasimhan, MLA, General Secretary, Karnatak Committee of the AITUC; and P.Vriddhagiri, General Secretary, Tamilnad Plantation Workers' Union, Coonoor.

The employers' representatives on the Wage Board on Coffee Plantations are: U.K.Lakshman Gowda and M.B.Cariappa.

Workers' representatives on the Wage Board for Rubber Plantations are: P.Ramalingam, General Secretary, Kerala Plantation Labour Federation (AITUC) and B.K. Nair (INTUC). Employers are represented by M.M.Varghese and C.H.S.London.

Independent Members - T.Manaen, M.P., and D.R. Balakrishna, are common to both the Boards.

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N. M. JOSHI.

A Biographical Sketch.

The life of N.M. Joshi, rightly known as father of the Indian Trade Union movement, was a saga of selfless devotion for the cause of the Indian working class. He was also one of the founders and builders of the oldest T.U. organisation of the Indian working class - All India Trade Union Congress.

Narayan Malhar Joshi was borned at Goregaon in Ratnagiri District of Maharashtra on June 5, 1879. Coming from an orthodox family he got his earlier education in a Sanskrit School. After the death of his father he was brought by his elder brother to Poona for higher studies in 1893. He passed his Matriculation examination in 1897 and was married with Ramabai in the same year. Even in his school days N.M. Joshi participated in a strike of students against physical punishment in the classes. He also joined a procession of Swadeshi movement and threw his foreign made cloths in fire. In 1895 the session of the Indian National Congress was held in Poona in which he also participated. Patriotic feelings began to develop in his mind gradually and he was keenly observing the political developments in the country. Young N.M. Joshi was deeply moved when he learnt the news of death sentences to Chaphekar brothers, terrorists in Maharashtra.

After graduating from the University in 1901 he got an appointment as a Kitchen Superintendent in famine stricken area where he saw the life of the most down trodden destitutes. His sympathies towards the cause of poor were further strengthened during a short period of six months which made him philanthropic.

Till 1908 he was working as a teacher in Ahmednagar, Poona and Bombay. During this period he was getting attracted toward Liberalism and ideologies of Ranade and Gokhale influenced his mind to a great extent.

In the year 1908 N.M. Joshi joined Servants of India Society founded by G.K. Gokhale and devoted his attention to the task of labour welfare. He also worked in the Daily Dnyanprakash, organ of the Servants of India Society in the managerial as well as editorial departments. He worked in the rural area propogating for the co-operative movement among the peasants.

He took prominent part in the establishment of the Social Service League in Bombay in 1911 and he was elected as its Secretary. He played a prominent part in developing this organisation which opened a number of schools for child workers, night schools for adult workers as well as other activities like Co-operative Societies, reading rooms, creches, sickness benefit fund etc. for the workers. As a result of his association with this organisation he came into close contacts with the grievances of the workers. While doing this ^{social} ~~social~~ and welfare work he understood the need of forming Trade Union organisation of the workers.

He paid special attention in this period in the social reforms and took prominent part in the formation of Bombay Presidency Social Reform Association in 1917 of which he was Secretary for twelve years. In the same year he had been to Mesopotamia as a journalist to observe the conditions of Indian soldiers there.

In 1919 he attended the first Conference of the International Labour Organisation at Washington, where he came in contact with number of T.U. representatives from Western countries. However, his nomination to the I.L.O. Conference evoked strong protest from certain T.U. leaders. Therefore N.M. Joshi issued a press statement suggesting the all India convention for the formation of an All-India organisation to nominate delegates to the international conferences.

As a result of this a meeting of T.U. leaders was held in Bombay on July 16, 1920 which resolved to hold an All-India Trade Union Congress in Bombay. Consequently AITUC was formed in the Conference held in Bombay on October 31, 1920.

Later he attended I.L.O. Conferences as a worker-representative from India in the year 1921, 1922, 1925, 1929, 1934, 1935, 1936, 1937 and 1947. From 1922-1934 he was elected as a deputy member and from 1934-1944 he was working as full member of the Governing Council of I.L.O. In all these conferences he advocated the cause of the Indian working class.

He was elected on the Bombay Municipal Corporation from 1919-1923. Even though he was busy with his T.U. activities he paid special attention to free and compulsory primary education, housing facilities for workers and backward class people, sanitary conditions in working class localities. Earlier, scavengers and sweepers were not allowed to travel in trams. N.M. Joshi successfully made efforts to grant this facilities for these workers. He also played a prominent part in bringing a resolution in the Corporation for removing a ban on women from becoming members of the Municipal Corporation. The resolution was passed and this provision was later on withdrawn from the Municipal Act.

After the First World War the British Imperialists resorted to a reign of terror in India and suppressed civil liberties. This was a serious hindrance in the growth of the democratic movement in India. N.M. Joshi along with other liberals took a leading part in establishing the Civil Liberties Union. This organisation opposed all the ordinances and Acts suppressing the Civil Liberties. It demanded release of political prisoners and defended individual freedom. N.M. Joshi was working as the President of Bombay Provincial Civil

Liberties Union till the end of his life.

see 4 A.
In the Sixth Session of the A.I.T.U.C. held in Madras in 1926 he was elected as General Secretary, a post he was holding till 1929. This a very critical period in the history of the T.U. Movement in India. As a result of the General crisis of the capitalism the militant section in the T.U. movement was day by day coming into prominence. The strike struggles were gradually attaining new heights. Influence of the leftist elements in the AITUC were also gaining solid ground in the organisation. N.M. Joshi in these days acted as a moving spirit that could maintain the unity of the different sections in the AITUC. Even though he was advocating restraint on strike he supported number of strikes when workers had no other alternative but to go on strike. He supported the historic strike of Textile Workers in Bombay in 1929 and in placing workers view-point before the Faweett Committee appointed by Govt.

The political conditions in India were not, however, in favour of T.U. unity. Sharp difference arose among the AITUC on the question of participation in the Royal Commission on Labour (~~Whitely~~ Whitely Commission), affiliation of AITUC to the League against imperialism and Pan Pacific Trade Union Secretariat, the proposal of holding Asiatic Labour Conference; sending delegations to the I.L.O., the question of participation in the Round Table Conference etc.

N.M. Joshi, ~~Mr~~ V.V. Giri, Diwan Chaman Lal and other leaders of the moderates in the AITUC took the view in favour of participating in the Whitely Commission, I.L.O. delegations and Round Table Conference. While the leftists were advocating the boycott of these attempts of imperialists. Pt. Nehru who was the President of the AITUC during that period observed in his Autobiography,

"In this matter, as in many others, my sympathies

N.M. Joshi was nominated as the member of the Central Assembly in 1921 by the Government and remained on that position till 1947 with one year's break in 1946. Even though he was nominated member he maintained his independent views and was critical about the Government policy. Once when a senior Government official approached him and tried to bring pressure on his views. He immediately tendered his resignation which he withdrew only when he was guaranteed freedom of expression.

N.M. Joshi's initiative in bringing the Trade Union Bill in the Legislative Assembly is well known. As a result of the passing of the bill the workers in our country got the right to organise even though a limited extent. This put an end to the prosecution of the T.U. workers from the Government for the union activities.

N.M. Joshi took a leading part in celebrating May Day in 1926 for the first time in India. Among others who participated in the celebrations include Comrades S.S. Mirajkar and S.V. Ghate. From that year the working class all over the country celebrate this International Working Men's Day with increasing enthusiasm.

were with the Left, especially as this was also the policy of the National Congress. It seemed absurd to co-operate with official Commission when we were carrying on, or going to carry on, a direction action struggle."

In the Tenth Session of the AITUC held at Nagpur in 1929, N.M. Joshi and others walked out of the Conference as they did not agree with the views of the majority. He took initiative in establishing another independent national T.U. Centre named National Federation of Labour. Joshi participated in the Whitely Commission. In 1929 he was nominated as a worker delegate to I.L.O. in 1929.

For nearly a decade T.U. movement in India was corroded due to spits. Communists broke away from the A.I.T.U.C. and formed the Red Trade Union Congress. However, in 1933 Communists dissolved the Red T.U.C. and joined the AITUC. Later on negotiations were held between AITUC and National Federation of Labour for unification in which N.M. Joshi played a prominent part.

The unity was finally achieved at a joint session of AITUC and NTUF held in 1938 at Nagpur, under the presidentship of Dr. S.C. Banerjee. The following points were the basis of agreement:-

- 1) NTUF should be affiliated to AITUC.
- 2) AITUC to accept constitution of NTUF.
- 3) Affiliation of NTUF to remain in force for one year.
- 4) AITUC not to be affiliated to any foreign organisation but affiliated unions to be free to do so.
- 5) Political questions and strike action to be decided by three-fourths majority in the General Council, on industrial issues decision to be

taken by majority.

- 6) Resolutions and decisions of the General Council and Working Committee alone to constitute the policy of the AITUC;
- 7) Official flag to be ordinary red flag with the letter 'TUC' inscribed on it.

N.M. Joshi was once again elected General Secretary of the new united AITUC. He ~~will~~ was functioning as the General Secretary till 1949.

He presided over the All-India Textile Workers Conference organised by the AITUC in 1938.

In 1940 he retires from the Servants of India Society of which he was a member for more than 30 years.

During the Second World War his efforts helped a great deal in maintaining the unity of the AITUC in spite of serious differences of opinion inside the AITUC on the question of war. He was respected among all sections of the AITUC.

He along with Com. S.A. Dange participated as delegates from India in the World Trade Union Conference convened in London in 1945 which decided to form World Federation of Trade Unions.

Since 1945 his health was deteriorating due to Sciatic and heart trouble., and doctors advised him to as before. Yet he continued his work with all the zeal. However, he could not undertake touring as he was doing earlier.

In 1947, when Congress leaders formed INTUC, N.M. Joshi expressed regret over the formation of a rival organisation under the ~~pre~~ plea that AITUC was Communist dominated. In a statement issued to the press he said, "Communists have to-day a majority in the AITUC but all decisions of the AITUC are the decisions of the AITUC as a whole."

Unfortunately, the split in the T.U. movement in India continued and Socialists inside the AITUC formed another independent national T.U. Centre by establishing Hind Mazdur Sabha. A group led by Mrinal Kanti Bose also left AITUC and formed UTUC. The T.U. movement in India was more or less developing on party lines and N.M. Joshi could not agree with the official line of the AITUC which led to his resignation in 1948. As a result of all the split the T.U. movement in India was weakened remarkably. The Working Committee of AITUC in 1948 passed a resolution "on the Deserters" severely criticising N.M. Joshi and others". The resolution harmed the unity of the T.U. movement greatly which was ultimately withdrawn by the Convention of the AITUC held at Calcutta in 1952.

In 1951 N.M. Joshi presided over the First Asian Regional Conference held in Karachi under the auspices of the ICFTU.

However, he was very much perturbed by the growing disunity in the trade union movement in India for which he fought during the whole of his life-time. He proposed the formation of a Joint T.U. Committee with a view to form one single organisation in due course. He suggested four simple rules or principles for the proposed Joint T.U. Committee.

1. Every Central Trade Union organisation with a minimum T.U. membership of, say two lakhs, shall be eligible for representation on the Joint Committee.

2. Each constituent Central organisation shall have equal representation on the Joint Committee;

3. All decisions shall be taken by agreement of each of the constituent bodies; and

4. If any organisation which has a minimum membership does not join in the beginning, it shall be eligible

to join and have its representation at any time later on.

He appealed all the Central T.U. organisations to come together on the basis of his suggestions.

AITUC welcomed these suggestions while INTUC refused to accept the proposals. HMS expressed agreed to come to have an united understanding only if INTUC joined it. Thus the T.U. movement still remained divided due to refusal of other organisations to come in the united front.

N.M. Joshi breathed his last on May 30, 1955. He died due to heart failure. In his last he was not actively participating in any organisation because of his ill health. He left two sons and a daughter behind. His wife died in 1927.

N.M. Joshi School of Trade Unions set up by the AITUC is a fitting memorial for the glorious fighter for the cause of the working class in our country. His contribution towards the trade union unity will be a guide for all those who are striking to build once again one single united T.U. Centre in the country.

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N.M. Joshi was nominated as the member of the Central Assembly in 1921 by the Government and remained on that position till 1947 with one year's break in 1946. Even though he was nominated member he maintained his independent views and was critical about the Government policy. Once when a senior Government official approached him and tried to bring pressure on his views. He immediately tendered his resignation which he withdrew only when he was guaranteed freedom of expression.

N.M. Joshi's initiative in bringing the Trade Union Bill in the Legislative Assembly is well known. As a result of the passing of the bill the workers in our country got the right to organise even though a limited extent. This put an end to the prosecution of the T.U. workers from the Government for the union activities.

N.M. Joshi took a leading part in celebrating May Day in 1926 for the first time in India. Among others who participated in the celebrations include Comrades S.S. Mirajkar and S.V. Chate. From that year the working class all over the country celebrate this International Working Men's Day with increasing enthusiasm.

There has been a gradual evolution of India's wage policy since Independence. Government in their statement of Industrial Policy issued on 6th April 1948, inter alia, included two items which had a bearing on wages:

- (1) statutory fixation of a minimum wage in sweated industries, and
- (2) promotion of fair wage agreements in more organised ones.

In pursuance of the first objective, the Minimum Wages Act was passed in 1948, covering agriculture and 12 other industries. For the second, the Government appointed a Committee on Fair Wages, a tripartite body, to evolve principles for the determination of fair wages.

In conformity with the socialist pattern of society, the wage policy in the First and Second Plans was given a direction which, while not advocating a wage rise, permitted wage increases warranted by productivity improvements and in case where the wage level was particularly depressed, even allowed some small increases irrespective of productivity. During these years, there was a considerable increase in the extent of labour organisation. Some of the welfare measures outlined in the Statement of Labour Policy after Independence were also undertaken statutorily either by the Central or State Governments.

A PRIVILEGED POSITION ?

In view of these measures, it is held in some quarters that labour is now enjoying a privileged position, that it has appropriated to itself a larger share of the national income than is its due and that, in terms of the work of the Income Distribution Committee, it is a class which could be included in 'above the average' category. The following paragraphs briefly examine now far, if at all, the above view is substantiated by facts.

For a periodic assessment of labour's share in factory output and in national income, adequate data are not available. Such data on wages as are available are not up-to-date and there are wide gaps in coverage. The main source of information on earnings of factory workers are the returns received under the payment of Wages Act, the Census of Manufacturing Industries (CMI) and the Sample Survey of Manufacturing Industries (SSMI). The first gives figures of earnings only and no data are available of the output of the industrial units to which the earnings ~~only and no data are~~ available of the output of the ~~industrial units to which the earnings~~ relate. The SSMI data which give many details are available with a long time-lag (the latest published material relates to 1953). Therefore, the best estimate that one can make on wage increase is by reference to statistics in 'Census of Manufacturing Industries'. There is a fairly close correspondence between the results of the SSMI and the CMI with regard to the characteristics under study in the note and the conclusions reached from the two do not appear to differ significantly. CMI is restricted to 29 organised industries and its reports suffer from such limitation as difference in coverage in different years, restricted definition of workers, etc. Subject to these limitations, an attempt is made below to show from CMI data how the share of labour in the national income has behaved over the years 1948-1952.

SHARE OF WAGES.

Table 1 brings together the total national income at constant prices, the contribution of factory establishments, the share of wages and salaries in the net value added by the industries covered by the CMI, etc. together with estimates of the share of organised industrial labour in the national income. It will be seen from this Table that the share of wages and salaries of workers in the net value added by the

industries covered by the CMI shows a tendency to decline. It declined from 49.0 per cent in 1948-50 to 47.9 per cent in 1951-55 and to 43.5 per cent in 1956-58. The percentage share of the organised industrial labour in national income, however, has remained more or less steady at about 3.14 per cent during the years 1948 to 1955 and spurted a little to 3.30 per cent during 1956-58. This spurt was mainly due to the drop in national income in 1957 following a fall in agricultural output. Industrial output, therefore, got a greater weightage in that year and so did its wage component. Barring 1957, however, the share of organised labour in the national income had remained more or less constant during the period under study. This is particularly significant against expansion of wage paid employment due to the progress of industrialisation and the increasing share of factory establishments in the total national income.

In interpreting these figures, a certain amount of caution should be exercised to avoid any misleading inferences. The figures of percentage share of organised labour in the national income are intended to indicate at best only the trend. For any one year, the percentage share worked out is likely to be an ~~an~~ over-estimate. This is because it has been assumed that the share of workers in the net value added in respect of 29 industries covered by the CMI applies to all factory establishments. Labour in the industries covered by the CMI being better organised, wages in these industries and their relative share are likely to be higher. The difference in coverage from year to ~~ye~~ year due to 'non-response' is likely to introduce some variations in final conclusions, the nature of which, however, cannot be determined.

REAL EARNINGS AND PRODUCTIVITY.

For an appraisal of the lot of the industrial workers, it will be necessary to examine the behaviour ~~ta~~ of real earnings of the workers vis-a-vis their contribution to production.

The year of Independence coincided with the considerable labour unrest in the country. During the War and post-War years, the real wage index of industrial workers had gone down and touched the low figure of 80.5 in 1947 (1953=100). 1953 has been taken as the base year because that was the year when the pre-War standard was more or less regained. As a result of the Minimum Wages Act passed in 1948, the impact of the first Pay Commission on the industrial wage structure, the standardisation of wages in a number of industries in the period 1947-50, etc., the index of real wages (1953=100) rose to 92.6 in 1951. The deliberate policy of restoring the pre-War real wage level, followed in the First Plan period, led to a further increase of about 13 to 14 per cent in real wages during 1951-56. (This was due more to a fall in prices than to rise in money earnings.)

The CMI figures show that over the period 1947 to 1958 real wage (including all benefits) per worker increased by 27 per cent. This was in the organised sector; the percentage increase for industrial workers as a whole was likely to be lower. The major part of the increase took place in the years immediately following Independence and during the First Five Year Plan when the declared policy of the Government was to reach the pre-War real wage standards. Moreover, the entire increase of 27 per cent in real wage was not available for consumption by workers. If allowance is made for contributions to Provident Fund and Employees State Insurance Scheme, which are deducted at source, the increase in total wage available for consumption to the working class would be much less.

DEARNESS ALLOWANCE.

In the last five years, i.e., for the period of the Second Plan, barring a few exceptions like coal, and iron and steel and now textiles, cement and sugar, the only wage increases that have taken place are those for neutralising the rise in the cost

of living. The proportion of workers whose wages are linked to cost of living index, however, is not high. The system which is most widely prevalent is that of payment of dearness allowance at a uniform rate to all employees, without any reference to cost of living index. This system is adopted because of its simplicity, the greater relief which it gives to those in lower wage groups and also because there are no reliable cost of living indices in many places. Even where wages are linked to cost of living indices, price changes are not offset fully. The neutralisation varies between 75 per cent to 100 per cent in the case of lowest-paid workers in different industries. In relation to average earnings, the degree of neutralisation percentage is much lower. Dearness allowance never fully offsets rise in prices and the purchasing power of workers' total earnings tend to decline.* In the industries where dearness allowance is not linked with cost of living, the extent of neutralisation is naturally lower.

The flat rate system of dearness allowance to different categories of workers has reached a point where the wage differentials between skilled and unskilled workers have tended to narrow down. This would leave to a greater fall in the standard of living of skilled workers viz-a-vis unskilled. The workers' representatives have voiced their objection to the narrowing down of these differentials, and have recently demanded that the real earnings of no category of workers should decline. In view of this demand, and the demand for a 25 per cent wage increase made by all sections of the trade union movement in 1957, Government should feel satisfied that wages have been held in check in the larger interest of the community.

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* The manner in which the consumer price indices have been computed without any attention to the increased house rent which workers have to pay (and which unduly depresses the index) has been a source of dissatisfaction to wage-earners, whose earnings are linked with consumer price indices.

WAGES LAG BEHIND PRODUCTIVITY

As a matter of fact, whatever might have been the experience in other countries, in India wages have always tended to lag behind prices. The Indian worker has borne patiently a fall in his standard of living resulting from rising prices. Only when there has been a steep rise in the price level and a sharp fall in his real income has he clamoured for a wage rise. This is a point which can be established by looking to the history of Indian labour movement in the last fifty years. For example, the question of paying D.A. to workers in organised industries arose only when prices rose sharply during the first World War. When recession followed, this allowance was either substantially reduced or the basic pay was readjusted downwards. There was again a clamour for wage increases only after substantial price increase during the Second World War.

NOT A SIGNIFICANT FACTOR IN PRICE RISE

As against these, one may compare the indices of productivity and real earnings of workers. During the eleven years from 1947 to 1958, the index of gross output per worker rose by 53 per cent while that of real earnings per worker rose by only 27 per cent. (See Table 2). The index of gross output per worker has shown a consistent rise since 1953, while that of real earnings has steadily declined during 1956, 1957 and 1958 from what they were in 1955. They are expected to decline further in 1959. It will thus be seen that real earnings of workers have so far kept a respectable distance behind productivity rise.

Prices rise because of a number of factors. The one with which we are concerned here is the effect of increased wages on prices of manufactured commodities. Here again, the analysis of the Census of Manufacturing Industries will show that since 1947 the proportion of wages and salaries to gross output has gone down from 18.2 per cent in 1947 to 15.7 in 1958. If wages and salaries of persons other than workers in industrial

establishments are excluded from the total wages and salaries bill, the share of wages in total output shows a decrease from 15.2 per cent in 1947 to 12.0 per cent in 1958. In this connection, it may be of interest to note how the shares of different elements of cost, e.g. fuels, electricity, raw materials, etc., in the total cost of production have varied. For all industries put together as well as for some important ones, it is generally the share of raw materials which has gone up in recent years, while the share of wages and salaries has declined.

It will thus be seen that since Independence:

- (i) The share of organised industrial labour in national income has remained more or less constant, in spite of expanding wage-paid employment and greater share of factory establishments in the total output;
- (ii) While average real earnings have gone up to some extent, they have not outstripped productivity; and
- (iii) Wages have not been a significant factor in price increases as is often made out.

The conclusions must be restated by us. The conclusions are not consistent with his own facts & analysis. They are a result of previous understatements. SPS

TABLE 1 : SHARE OF ORGANISED INDUSTRIAL LABOUR IN NATIONAL INCOME

	<u>1948</u>	<u>1949</u>	<u>1950</u>	<u>1951</u>	<u>1952</u>	<u>1953</u>	<u>1954</u>	<u>1955</u>	<u>1956</u>	<u>1957</u>	<u>1958</u>
1. National income at constant(1948-49) prices.	86.5	88.2	88.5	91.0	94.6	100.3	102.8	104.8	110.0	108.9	116.
2. Share of factory establishments (in Rs.100 crores)	5.5	5.4	5.4	5.5	5.9	6.5	7.0	8.3	8.5	8.5	8
3. Contribution of industries covered by CMI to National Income (Rs.100 crores).	3.17	2.73	2.84	3.47	3.15	3.34	3.73	4.19	4.69	4.63	4.
4. Wages and other benefits covered by CMI.	1.39	1.48	1.39	1.56	1.66	1.69	1.76	1.84	2.03	2.12	1.
5. (4) as % (3). Average.	43.8	54.2 3.32	48.9	45.0	52.7	50.6 47.9	47.2	43.9	43.3	45.3 43.5	42.
6. Percentage share of organised labour in National Income	2.78	33.32	3.31	2.72	3.29	3.28	3.21	3.21	3.27	3.54	3
Average		3.14				3.14				3.30	

TABLE 2 : PRODUCTIVITY, REAL EARNINGS AND LABOUR COSTS.

	1947.	1953.	1958.	Percentage increase in 1953 over 1947.
1. Exfactory value of products and by-products manufactured and work done for consumers etc.(in Rs.lakhs)	74361.05	112132.70	161183.60	
2. Wholesale price index of manufactured articles.	276.6	367.0	388	
3. Wholesale price index converted 1953 = 100	75.4	100	105.7	
4. Deflated value of output at constant ('53) prices	98622.08	1121132.70	152491.6	
5. Index of output on '53=100. (Rs. in lakhs).	88.0	100	136.0	
6. No.of 'workers' employed (workers as defined in Factories Act.)	1427464	1464558	1501169	
7. Index of employment 'workers'.	101.6	100	102.5	
8. Index of Productivity (row 5/row 7)	86.6	100	132.7	53
9. Total earnings* of workers including benefits (other benefits distributed between workers and non-workers in the ratio of their total wages and salaries (Rs.crores).	113.35	168.76	194.52	
10. Earnings* per 'workers' Rs.	762.0	1152.3	1296	
11. Index of earnings	66.1	100	112.5	
12. All India consumer price index (53 = 100)	82.1	100	109.6	
13. Index of real earnings.	60.5	100	102.6	27
14. Total earnings* of 'other than workers' (Rs.crores.)	22.41	136.33	56.75	
15. Earnings* per 'other than worker' Rs.	1534	2318	2744	
16. The earnings of workers as a % of total output i.e. ex-factory value.	15.2	15.1	12.1	- 3.2
17. The earnings of other than workers as a % of total output, i.e. exfactory value.	3.0	3.2	3.5	+ 0.5

* Earnings are annual.

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WORKERS PARTICIPATION IN MANAGEMENT IN MADHYA PRADESH.

Union Labour Ministry in Delhi is taking speedy steps to extend the scheme of workers' participation in management in Public Sector Industries. All employing ministries have agreed to set up joint management councils. The schemes are being drawn up to set up such councils in 4 more undertakings of National Coal Development Corporation and 13 other Public Sector Industries including Public Steel Plants.

But the experience of implementation of this scheme both in private and public ~~sectors~~ sector industries in Madhya Pradesh state is very illuminating. In the recent meeting of M.P. State Labour Advisory Board, the extension of the scheme was on the agenda and report of the working of the scheme was presented to the Board.

The scheme of workers' participation in management has been made applicable to two private sector enterprises and The Gwalior Leather Factory, Gwalior in public sector and it is in force for last three years.

Prime Minister Nehru inaugurated the scheme in Indore with big fanfare (in absence of Shri Ramsingh Bhai M.P. INTUC boss, who was in jail in August 1959 for breaking 144 during the anti-labour black bill agitation. INTUC supported the bill in toto) at Indore in the happy company of mill owners and Shri V.V. Dravid Labour Minister M.P.

The report and the opening remarks on the implementation of the scheme make very interesting reading. The opening remark states, "though the foundation of the scheme is laid firmly, the experience shows that it could not progress much, though the scheme is being implemented for over three years, it is true that it could not be extended beyond three enterprises. The number of workers covered by the scheme is 6465 in private sector and 100 in the public sector.

However the Government of M.P. is thinking of establishing permanent machinery and would take steps in this direction

The scheme was made applicable in Mukumchand Mills on 12.11.59 and in Rajkumar Mills on 2.11.58 at Indore, in private sector and in Gwalior, it was made applicable to Gwalior Leather Factory on 31.1.59.

The structure of the joint council in all these three enterprises consists of 12 members representing labour and employer in equal proportion. However the labour representatives include 4 workers of the concern and 2 representatives of the representative union INTUC, who are nominated ones;.

The Joint Council discusses measures to increase production capacity as well as efficiency of the workers. It also discusses extensively regarding financial capacity of the concerns with a view to improve the same.

The Joint Council has appointed sub-committees for the following purposes:-

1. Labour welfare committee.
2. Safety committee.
3. Enforcing discipline.
4. Stores committee.
5. Waste committee.

The report does not give account of the activities of the Joint Council in the public sector industry, mentioned above, except that the council did good work on these sub-committees.

However, since the inception of the scheme in Rajkumar Mills, the company, on the advise of the Labour Welfare Advisory Committee, is paying Rs.1.00 per worker per month for welfare work over and above what was being spent by the concern itself. A canteen was constructed and steel furniture worth Rs.22000/- was put in. Better tea is served. 200 waste baskets are placed in the factory and various measures have been adopted to keep the W.C. clean.

In Mukumchand Mills, the fine fund of the workers is diverted for equipping reading room and decision has been taken to start adult education.

The safety committee occasionally advises measures for the safety of the Workers.

The discipline committee with a view to safeguard security of the service of the workers has suspended cash fines and suspension and discharges from services. The committee does not take into consideration cases of serious indiscipline such as theft, violent attack etc.

The stores and waste sub-committee advises the workers through posters and meetings not to waste material and use it usefully.; as result of which wastage of the material has been reduced.

The achievement of these joint councils make still more interesting reading:

REDUCTION IN WASTE

<u>Concern.</u>	<u>Year</u> 1959	<u>Year</u> 1960	%
Rajkumar Mills.	18.13%	18.08%	.05 %
Hukumchand Mills.	16.02% 17.22	15.02% 16.22	,08 %

PRODUCTION (YARN)

Rajkumar Mills.	5.55	5.57	+ .02 %
Hukumchand Mills.	4.99	4.86	- .13 % loss

CLOTH (PRODUCTION)

Rajkumar Mills.	76.98	76.78	- .20 %
Hukumchand Mills.	76.18	76.59	-.20 +.41 %

ABSENTISM

Rajkumar Mills	14.78	12.39	-2.39 %
Hukumchand Mills	10.33	10.33	-0.20 %

MAN DAYS LOST

Rajkumar Mills	10,639	909
Hukumchand Mills	4,556	1397

On all these items the other textile mills in Indore, more or less are showing similar results. Thus the results of the Joint Management Council are only making mountain of mole.

Moreover the INTUC having monopolistic representation on the joint council, shows only undemocratic character as the workers representatives are not elected ones on the joint councils.

The burning issue such as Bonus, adequate D.A. etc. are kept out of the scope of the councils in which workers of all the textile mills in Indore have great interest.

The performance of INTUC as a monopolistic representative trade union which entered into 5 year agreement with a guarantee of a fortnights Bonus for every year since 1953 is evidently against the workers. INTUC representatives admitted inadequacy of D.A. and its irrational method of fixing the same before wage board but now both INTUC and the Labour Minister refuse to refer the issue to National Tribunal, as recommended by the Textile wage Board.

The failure of the joint councils in HMT (Public Sector) because of its narrow scope and undemocratic character, remains bitter in the memories of the workers.

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IRON ORE MINERS UNDER BHILAI PROJECT TO STRIKE

Protesting against the horrid conditions of work and living, the mechanised mine and manual mining workers at Rajhara iron ore mines of the Bhilai Steel Project, have served a strike notice on the management. The notice expires on August 7.

The conditions of the miners have become still worse after the heavy and continuous rainfall has started. Hundreds of workers have no shelter to give protection to their children and families.

Even ~~since~~ five years after the establishment of these mines, the management has failed to provide quarters to the five hundred employees, working in the permanent set-up. The damaged worker's sheds in Patel Colony, Camp No.1 and Tripular Sheds remain unrepaired. The management promised to supply ~~mat~~ bamboo mats to those who have not been provided any shelter but this also has not been done.

There is no adequate supply of filtered drinking water at the working places, in quarters and labour camps. There are no adequate medical facilities.

All field workers, irrespective of operation, works-charged and NMR staff have been working eight hours in the rain, anxiously waiting for the promised rain-coats and gum-boots.

The management refused to take lesson from the major accident which took place last year. Even today, in each trip more than 100 workers are loaded in a truck and sent to the 300' high top quarry. Well-protected 'loco transport' as promised has not been provided. There is no scheme of conveyance for the school-going children.

Well-equipped First Aid Boxes and Medical Posts, trained persons for the purpose, rest shelters as per statutory provisions have not been arranged. Protecting clothing to workers employed in the Bit Sharpening Shop has not been supplied.

The prices of foodgrains have gone up but no step has been taken to open fair price shops.

The conditions of workers under the raising contractors are most pitiable. They do not know who is the "employer" - the Mines Manager of the Bhilai Project or the Raising Contractor. Their names are not registered as per the Mines Act. Wage slips are not given. Leave with wages and maternity benefits are not given. Illegal termination, unfair practices, denial of legal rights, etc. are their everyday lot.

All these burning problems at Rajhara iron ore mines and the breaches of the Mines Act and Mines Rules by the management were brought to the notice of the central labour relations machinery and the Union Labour Ministry several times. The Regional Labour Commissioner (Central) came for inspection on June 27, 1961, and after prolonged discussion with the management, the latter agreed to ~~must~~ take immediate measures. Since then the rains have started the havoc but the management is still sitting silent.

It is in this situation that the Sakhyukta Khadan Mazdoor Sangh (AITUC) representing the majority of the miners of Rajhara, served the strike notice on July 15, for the strike to begin on August 7.

LETTER TO THE EDITOR.

SITUATION IN BHILAI PLANT

As compared to the other two Steel Plants in the Public Sector, Bhilai Steel Project has achieved the distinction of a great success. In this new era of industrialisation, Industrially backward Madhya Pradesh has had a wonderful chance for experimenting a better labour relations act in this gigantic project with a capacity of producing 2.5 million tons ^{and} Iron & Steel a year. But instead of an experiment for betterment, the State Govt. ^{government} is indirectly breeding a ground for violent agitation and unrest by issuing a recent directive to the Management of the Project not to entertain any other Trade Union except the I.N.T.U.C. This will obviously mean the gagging of the Trade Union Rights of the registered unions and unleashing mass-disturbance.

The inevitable danger of this promulgation may ~~smoothly~~ easily be anticipated with a little foresight^{ness}. For smooth running of an industry, the idea of recognising only one trade union Officially may be understood with ease, but the same should be a representative ^{two} one in its proper sense. ^{There is in} ~~This in~~ no case an obligation of the Government to direct the Workers of the industry to join a certain union against their wish and choice. The delicacy of the issue may be solved comfortably by means of ballot, so that workers may decide which union ^{should} to get official recognition. But the attitude of the M.P. Govt. ^{government} in forcing the issue on the workers by recognising a union of their own selection is directly against ^{all norms of industrial relations} ~~the Central Labour Act and Constitution~~. The outcome of such an unwise and hasty step on the part of the State Govt. ^{government} will only ferment a labour unrest.

In this perspective of a callus policy pursued by the State Govt. ^{government} it is desirable that Centre intervenes ⁱⁿ time and take all these major Projects in Public Sector under ^{Central the industrial relations machinery} ~~Central Labour Act~~ to the relief of thousands of workers. ~~Under the Central Labour Act and as per its provisions it may safely be expected that democracy will thrive and a~~

improved Labour Management Relations will develop for
a wider interest of the Country and Nation.

Yours faithfully,
Sd./-

(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.
Bhilai Steel Mazdoor Sabha.

September 30, 1961,
Nandini Road, Bhilai-2.

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FIVE YEAR AGREEMENT SIGNED IN
QUILON TEXTILE MILL

~~INDEXED~~ A five-year industrial ^{three} agreement was signed at Quilon (Kerala) on June 24, between the management of the Parvathi Mills and the trade unions, by which the 1200 workers employed in the mills would get increased wages and D.A.

The lowest wage which was Rs.67 has been raised to Rs.86 and operatives who used to earn Rs.80 per month would be getting Rs.117.

In addition, the management has agreed to implement the recommendations of the Textile Wage Board, providing for an ad hoc wage increase of Rs.6 in monthly emoluments, with retrospective effect from May 1960.

The workload in the mills has been re-fixed, basing on the Coimbatore agreement on workloads, with certain variations and taking into account the recommendations of the State's Industrial Relations Committee on Textiles. The basic wages have been fixed up accordingly at 7 per cent less than Coimbatore rates.

The Dearness Allowance will be increased in a progressive scale. The present rate of two annas per point would be raised to 2½ annas during March 1 to May 15, 1961; and would be paid at the rate of 2½ annas for the remaining months of 1961. The rate for 1962 and 1963 would be 2½ annas per point and D.A. at 3 annas per point would be paid in 1964.

The agreement was signed on behalf of the workers by J.Chittaranjanx and Janardanan Pillai of the Quilon Taluk Textile Labour Union; T.K.Diwakaran, R.S.Unni of the Quilon Textile Workers' Union; M.G.Koshi, P.K.Shankara Pillai of the Quilon Cotton Mill Workers Union; ^{and} V.Gangadharan, Gopala Pillai of the Machinery Staff Association. On behalf of the management, Balachandran Nair and Subbiah signed the agreement.

The agreement would be enforced as from June 22, 1961.

The management has agreed to run three shifts instead of the two shifts which were being worked and thus give employment to all workers who would be rendered surplus following revision of workloads. Two hundred new jobs have also been created by increasing in shifts. The mills are also undertaking an expansion programme. (Janayugom Daily, Quilon)

WORKS COMMITTEES IN PUBLIC SECTOR ✓

The management of Ammunition Factory, Kirkee, has refused to allow the duly elected Works Committee of the workers ^{to function.} The only reason for such a stand is understood to be the fact that none of the candidates put up a group of workers' representatives patronised by the management could win in the election.

The background to this episode is learnt to be as follows:

On February 1, a factory order was issued by the management calling for nominations to the works committee election of the factory. The Ammunition Factory Workers Union, Kirkee, which enjoys an ~~xxxxxx~~ overwhelming majority among the workers requested the management to conduct the election as per the Industrial Disputes Rules but the management did not even care to reply that.

Having understood that the management wants to conduct the election in its own manner, ten candidates of the said union filed nomination. The union asked for a common symbol but that was also refused by the management. Disregarding the Rules, the management informed that there will not be any difference between a union candidate and a non-union candidate and that any ten candidates securing highest votes shall constitute the work committee.

In spite of the disadvantage, the union candidates gave their individual symbols but that too were twice rejected on the ground of bearing close semblance. Third time the symbols were accepted. In the election altogether 75 candidates participated.

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Despite the difficulty with ten different symbols of its candidates which were barely visible on the ballot paper, the union depended on its hold among the workers.

The election was conducted on March 2 and it took 14 days to count the votes. It was seen that all the 10 candidates of the union have win with a thumping majority although about 25% of ~~the~~ ^{of} total ^{of about 7,700} votes polled were rejected by the management on flimsy grounds. The invalidated votes mostly ^{to} belonged/the union candidates.

With all these handicaps, each of the union candidates polled on an average 2900 votes as against ^{the} opponents polling votes between 12 and 690. The total number ^{of workers' votes which were valid,} of votes ~~polled~~ was 4698.

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Although it is now more than two months passed since the lection, the management formally is not announcing the names of successful candidates. Some days back the General Secretary of the union sought an interview with the Superintendent but the same was not allowed and he was told, "the Superintendent does not want to see any union representative in connection with labour problems for negotiation ~~here~~ even though the representative might be an employee-representative". The Superintendent also has refused to constitute the works Committee with the successful candidates without assigning any reason.

A similar example of this type can be seen in Jarangdih Colliery under the National Coal Development Corporation where the management has arbitrarily postponed the constitution of the Works Committee.

In this case, the Coal Workers Union put up five candidates for the five seats of the works committee and on April 24, the day of scrutiny, it was found out that only these five candidates were contestants for the five seats and according to Rule 49(1) of the Industrial Disputes (Central) Rules, these candidates should ~~have been~~ declared automatically elected. ✓

But since the management did not want the candidates of Coal Workers Union to constitute the works committee, the whole thing was postponed.

The two examples cited above would (fairly give) an idea as to how the managements of public sector undertakings maintain labour management relations. Before their bureaucratic whims, the Code of Discipline or Statutory obligations have no value. And if this is the way, they are going to discharge their functions, then in no time the so-called Codes and norms will be blown up into bits which the Labour Minister Nanda is so painstakingly trying to build up.

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PUNJAB STUC CONDEMNS COMMUNALISM

A meeting of the Working Committee of the Punjab State Committee of AITUC was held on October 23, at Jullundur.

The meeting welcomed the decisions of the National Integration Conference and pledged its full support to fight against communalism. It hoped that the code of conduct evolved and accepted by the major political parties will be strictly honoured by them and that the Government on its part will see that unnecessary curbs are not placed on civil liberties.

The Committee expressed serious concern on the growth of communalism in various parts of India and the communal riots in Jubbulpur and various cities of U.P. It noted with grave concern the growth of communalism in Punjab and pledged to carry on a vigorous and sustained campaign against all forms of communalism.

The meeting reviewed the situation arising from the recent repression on AITUC by the Punjab Govt. It condemned the action of the Punjab Govt. and characterised it as yet another attempt to smash militant and democratic trade Unionism in the State in the interests of employers and INTUC. It condemned the role played by INTUC and the Bharatiya Mazdoor Sangh in trying to create disruption among the workers on communal lines, and congratulated the workers on boldly facing the challenge and safeguarding their hard-won unity.

The meeting protested against the attitude of the authorities incharge of the Workers Education Scheme in giving inadequate representation to AITUC which is the largest T.U. organisation in the State and in allotting seats mostly to INTUC when strength does not justify it.

The meeting welcomed the decision of the AITUC and the National Federation of Democratic Youth to hold the first Young Workers Conference at Delhi on 18-19 Nov. and decided to send a strong delegation of about 50 workers to participate in the same.

The meeting whole-heartedly supported the call given by the National Campaign Committee for Goa to press for military action for liberation of Portuguese colonies in India and decided that all unions should hold mass meetings and demonstrations on November 25th the day fixed by the National Campaign Committee for Goa.

It was decided that the 6th State Conference of the PTUC will be held on December 14-17 at Dhariwal.

MEETING OF CENTRAL IMPLEMENTATION & EVALUATION COMMITTEE

The fifth meeting of the Central Implementation and Evaluation Committee was held on September 15 at New Delhi under the presidentship of the Union Labour Minister, G.L.Nanda.

It was decided unanimously that the working of the evaluation and implementation machinery at the Centre and the States should be properly assessed and for this purpose, all central organizations have been asked to submit their criticisms and suggestions so that the same could be discussed at the time when the Indian Labour Conference meets on October 9 and 10.

The inspired violence and goondaism which have become such a recurring feature, menacing the life of trade unionists in coal mining areas, was discussed. It was decided that a departmental inquiry into the situation there, including the attitude of the managements towards trade unionism should be undertaken. In the light of the facts revealed by this inquiry, further consultations will be held with all concerned interests and appropriate steps suggested.

It was decided to publish the Report on the Calcutta Tramways strike, including the minute of dissent by the representative of the AITUC on the inquiry body.

Regarding contract labour in coal mines, the Government clarified the position that such labour must be restricted to those of the 11 categories of work specified by the Industrial Committee on Coal and there also, if such work was carried on by contract labour before 1956. In all other cases, contract labour must be abolished.

Satish Loomba, Secretary, represented the AITUC, with Sadhan Mukherjee as adviser.

For staff drawing salary of Rs.150 and above; Index

Nos. between 395-404 - 95% ~~Salary~~ (maximum D.A. - Rs.190);
405-414 - 100% (max.D.A.Rs.200); 415-424 - 105% (max.D.A.Rs.210);
425-434 - 110% (max.D.A. Rs.220); 435-444 - 115% (max.D.A.
Rs.230); 445-454 - 120% (max.D.A. ~~Rs.230~~ Rs.240); 455-465 - 125%
(max.D.A. Rs.250).

BONUS

Bonus is linked with dividend in the following manner:

(i) one-twentieth of salary plus D.A. earned if dividend is declared upto 50 nP per share (or at $2\frac{1}{2}\%$); (ii) three-fortieth of salary plus D.A. earned if dividend declared is 75 nP per share (or at $3\frac{3}{4}\%$); (iii) one-tenth of salary plus D.A. earned if dividend declared is Re.1 per share (or at 5%); (iv) one-thirtieth of salary plus D.A. earned for every additional dividend of 25 nP per share (or at $1\frac{1}{3}\%$).

In addition to wages, special allowances for cash handling would be paid for clerks and peons of Rs.15 and Rs.7.50 respectively. The Comptists and punching machine operators as well as franking machine assistants would be getting extra allowance of Rs.20 per month.

There would be a special Tiffin Allowance for Calcutta staff at the rate of 62 nP per day.

The above rates are applicable for ~~Calcutta~~ employees in Calcutta and Bombay. Scales are a bit less for employees in minor ports.

SOLIDARITY WITH SOUTH AFRICA

The International Trade Union Committee for Solidarity with ~~the~~ South Africa met in ~~the~~ Accra, Ghana, from July 24 to 26,

The Committee is composed of representatives of the WFTU, Ghana TUC, South African Congress of Trade Unions, the AUCCTU, ~~AGITUN~~ of USSR, All-China Federation of Trade Unions, French CGT, ~~Trade Union of South Africa~~ FDGB (German Democratic Republic); Guinea TUC Federation, Mali Trade Union Federation, Nigerian Trade Union Congress, TUC (Nigeria), TU Federation of Madagascar, Confederation of Cuban ~~Trade Union~~ Workers, the Brazilian TUC and the Australian Council of Trade Unions.

Ratan Roy, General Secretary, Bihar Committee of the AITUC, participated in the meeting on behalf of the All-India Trade Union Congress.

STRIKE IN DEHRA DUN PLANTATIONS

Plantation workers in the district of Dehra Dun (U.P.) struck work in complete unity ^{from July 14,} in all estates which had refused to implement the minimum wage of Rs.1.44 per day as fixed by the U.P. Government and concede other connected demands of the workers.

Six gardens conceded the demands of the workers before the strike commenced; two gardens did so within three days of the strike and five others agreed for a settlement after eight days of the strike.

~~Ex~~ Three big tea gardens have however refused to come to a settlement and the workers continued the strike.

(July 26)

Delhi

EMPLOYERS FIRES ON DELHI CHEMICAL WORKERS

According to a representation made by the Chemical and Allied Workers Union, Delhi, the owner of G.B. Chemical Works and Mehendra Salt Refinery fired on the striking workers on July 25. Many workers were also assaulted by hirelings of the management.

The union has stated that when the firing was reported to the police station, ~~no report was taken~~ but the workers who ^{went} ~~wanted~~ to report were arrested.

The workers of the factory are on strike since May 13, 1961, protesting ~~and~~ against ~~the~~ lay-off and retrenchment.

TRADE UNION SCHOOL

HELD IN POONA

The Maharashtra State Committee of the AITUC organised a Trade Union School in Poona from June 29 to July 3, which was attended by 230 ~~the~~ TU activists from all over Maharashtra, coming from different industrial centres.

Ten lectures were delivered, ~~in~~ covering the subjects like Laws of Social Development, Theories of Wages, Price and Profit, History of TU Movement, Outline and Class Basis of TU Law, Rationalisation, Modernisation, Automation, Speed-up, etc., Trade Union Practice and Tactics.

The classes were conducted by S.A. Dange, S.K. Limaye, B.S. Dhume and R.S. Kulkarni. Special discussions were arranged to facilitate understanding of the subjects.

The MRTUC had brought out on this occasion, the Marathi version of "Syllabus for TU Schools" published by the AITUC.

CENTRAL COMMITTEE ON LABOUR RESEARCH

The Central Committee on Labour Research had its first meeting in Delhi on July 13, under the presidency of G.L.Nanda, Minister for Labour and Employment.

The functions of the Committee as laid down by the Conference on Labour Research held in 1960 were "to make a survey of the existing agencies in the field and their resources, identify the gaps, determine priorities, allocate research schemes to the various agencies in order to avoid overlapping, stimulate research work in the labour field and recommend means of utilisation of the results of such research."

The Committee decided to set up an Institute of Labour Research to be located in Bombay. The Institute will have a Board of Directors with three representatives each from employers and trade unions, three from government (including State Governments), three from educational and research institutions and a chairman to be nominated by the Government of India.

Till the next meeting of the Committee, particulars will be collected from existing agencies which are conducting research in labour matters which include universities, research institutions, Labour Bureau of the Government of India, etc., in order to ascertain the field of research they have so far covered and also the programme or projects they have in hand. By studying all these particulars, the Committee will be in a position to ascertain the gaps in research and particular subjects it would decide upon for carrying out research.

It has also been suggested in the meeting that particulars of like research institutions or research works in labour matters should also be collected and

placed at the disposal of this Committee.

~~At the meeting, it was suggested that the management should consider the possibility of forming a joint union of AITUC, INTUC and HMS workers.~~

The meeting was attended among others by representatives of AITUC, INTUC and HMS and also some prominent economists.

The AITUC was represented by T.N. Siddhant, Secretary, W. Bengal Committee of the AITUC.

Bermo
AITUC ~~WAM~~ UNION MEMBERS

WIN ELECTIONS TO WORKS COMMITTEES

In the elections to Works Committees in the collieries of the National Coal Development Corporation (NCDC) at Bermo, representatives of AITUC-affiliated Coal Workers Union won six out of nine seats contested. The union did not contest the 10th seat meant for clerical staff.

The INTUC obtained four seats. All candidates of the HMS union were defeated. It may be recalled that the NCDC management recognises only the INTUC and HMS unions and has refused to recognise the AITUC union.

Similarly, in Jarangdih Colliery, though the AITUC union won all the ~~ix~~ five seats on the Works Committee uncontested, the management refused to constitute the Works Committee after the election results.

STRIKE IN BENIADIH WORKSHOP

Skilled mechanics and fitters of Beniadih workshop of the NCDC struck work on June 16, protesting against deduction in wages, as per the scale re-fixed. The management agreed to defer deductions till after two months. Meanwhile, negotiations are going on with the NCDC and the Government of India on this issue.

On June 15, there was a demonstration of about 700 in-place coalminers at Serampore Colliery where they were stopped from working and in the end, the management agreed to allow them work as usual.

ALUMINIUM COMPANY WORKERS FORM FEDERATION

The delegates conference of unions of Indian Aluminium Company employees in Alupuram, Belur, Hirakud and Muri held recently at Alwaye decided to form the "Aluminium Company Employees' Federation".

The conference elected D.C.Mohanty (Hirakud) as President of the Federation; C.N.Rakhit (Belur) and S.Sahu (Muri) as Vice Presidents; M.N.K.Nair (Alupuram) as General Secretary and A.K.Sinha (Belur) as Secretary. Besides, 12 others were elected to form a Central Executive Committee.

The conference reviewed the ~~various factors which have led to the~~ developments and noted that ~~while the Aluminium Company~~ while the company has made great progress in production and profits, the conditions of workers have shown no improvement at all.

The profit earned in the last year, a sum of Rs.1.2 crores, was the highest in the 23-year history of the company. And during this short period, the company has realised a net profit of Rs.4.5 crores, while the subscribed capital is only Rs.4 crores.

However, in spite of such prosperity, the company has refused to pay fair wages and the present wage scales fall far short of the ~~minimum~~ norms laid down by the 15th Indian Labour Conference.

The conference demanded that the new Federation should be recognised by the management.

ENGINEERING WORKER WINS "BHARAT SREE" TITLE

Satyen Das, member of the Jay Engineering Workers' Union (AITUC), Calcutta, won the title of "Bharat Sree" (Mr.India) in a recent All-India Physical Culture Competition held at Ernakulam. ~~This competition is held~~

Satyen Das is a capstan-operator in the Jay Engineering Works, Calcutta.

CENTRAL WORKERS EDUCATION BODY MEETS.

The annual meeting of the Central Board for Workers' Education was held in Delhi on September 25 in New Delhi. =
R.L. Mehta, Chairman of the Board presided over it.

G.L. Nanda, Union Minister for Labour and Employment informed the board that about three lakh industrial workers would be trained during the next five years. For this a sum of Rs.2 crores has been provided in the Third Plan period.

While giving an outline of the work done by the Board the Labour Minister said that about 11,000 workers were trained so far and 7,500 were under training. Moreover, he reported, the 12 regional centres set up by the Central Board had trained 1,250 worker teachers besides 256 were under training. He laid special stress on the need for improving the quality of education imparted to the workers.

The Board approved opening of four more regional centres and 200 additional primary centres during the ensuing year. It approved budget estimate of about 32 lakhs for 1962-63 against 18.74 lakhs for the year 1961-62.

V. Choudhari represented AITUC in the meeting.

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LEGAL NOTES:

The academics of individual dispute and industrial dispute have been discussed time and again in various adjudication proceedings under the Industrial Disputes Act. Some of the aspects of these questions have been answered by the Supreme Court and we discussed them in an article. (TUR Vol. XVII No. 15 June 5, 1961)

Another important aspect of this issue was raised in another article (TUR Vol. XVII No. 19 August 5, 1961.) The issue that was raised in this article was whether the case of a dismissed workman of a particular establishment if taken up by a union having members in that particular industry but not in that specific establishment, will amount to an industrial dispute. Although the issue was raised, no definite answer was available on that point.

Recently, the Supreme Court while deciding a case -Bombay Union of Journalists and others vs The Hindu, Bombay and another (Labour Law Journal, II 1961 P. 436) has held that such a dispute will not amount to an industrial dispute within the meaning of Industrial Disputes Act.

In this case, the issue of certain ^{claims} ~~reliefs~~ of an ex-employee of the HINDU, Bombay was espoused by the Bombay Union of Journalists of which one of the journalist employees of the HINDU was a member. The union had other journalists working in different establishments as its members. The dispute was referred by the Government of Bombay to adjudication but the validity of this reference was challenged by the ~~the HINDU~~ management of the HINDU on the ground that there was only an individual dispute which was not supported by an appreciable number of employees

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of the HINDU, Bombay. The Industrial Tribunal upheld the contention of the management and against this decision the union preferred an appeal before the Supreme Court.

The Supreme Court dismissed the appeal of the Bombay Union of Journalists and held: " The applicability of the Industrial Disputes Act to an individual dispute as distinguished from a dispute involving a group of workmen is excluded, unless the workmen as a body or a considerable section of them make a common cause with the individual workman."

The Supreme Court further held: " The dispute in the instant case was in respect of an alleged wrongful termination of employment of the concerned workman. It could acquire the character of an industrial dispute only if it was proved that it was, before it was referred, supported by the union of the employees of the 'HINDU', Bombay or by an appreciable number of its employees. The principle that the persons who seek to support the cause of a workman must themselves be directly and substantially interested in the dispute applies to ~~this class~~ such class of cases also. Persons who are not employees of the same employer cannot be regarded as so interested, that by their support they may convert an individual dispute into an industrial dispute. The mere support to the cause of the concerned workman by the Bombay Union of Journalists cannot therefore convert the individual dispute of one of its members into an industrial dispute."

It was also held by the Supreme Court: "In each case in ascertaining whether an individual dispute has acquired

the character of an industrial dispute, the test is whether at the date of the reference the dispute was taken up as supported by the union of the workmen of the employer against whom the dispute is raised by an individual workman or by an appreciable number of workmen."

It is therefore clear from the decision of the Supreme Court that a dispute espoused by a union in an industry or a region will not automatically transform into an industrial dispute unless the workmen of the particular establishment which is concerned in the dispute also support it.

This decision of the Supreme Court will act as a deterrent towards the formation of industrial unions or regional unions. The interpretation now given by the Supreme Court makes it compulsory on the part of the workmen that in order to transform an individual dispute into an industrial dispute, they must have ~~an~~ a union of their own or have no union and support the cause as a body of workmen.

It is surprising that the Supreme Court adopted the narrow interpretation of the words 'industrial dispute' and did not take into account the material conditions of the country and social consequences. It may be noted that as and when trade union movement attains higher levels of functioning the formation of industrial unions and regional unions are encouraged in all countries. In fact, small unions limited to particular establishments are impediments for achieving the broader unity of the working class and as a result thereof the workers do not take to trade union movement as a class or on the basis of an industry as a whole.

According to this decision, an individual dispute

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taken up by say, General Engineering Workers Union, Bombay or Kapra Mazdoor Ekta Union, Punjab, will not amount to an industrial dispute if the cause of the concerned workman is not espoused by the workmen of the establishment concerned, despite the fact that these two unions represent the overwhelming majority of workmen in the engineering ~~industry~~ and textile industry in Bombay and Punjab respectively. This is really a most astounding situation and hits at the root of the concept of collective bargaining.

Similarly in an establishment, say iron ore mining or coal mining or some such units where the workers are not yet organised and where the will of the managements still decides the rule of the day, there can be no industrial dispute as such because the workers are afraid openly to support a cause and they do not have a union. Naturally a dispute espoused by a Federation of Mining workers having thousands of members in the industry cannot ~~make~~ make it an industrial dispute. And ~~if~~ if the workers come forward openly for a cause they are victimised. A queer situation indeed.

The Government of India, in view of the judgement of the Supreme Court should suitably amend the Industrial Disputes Act so as to remove the lacuna which has today taken such a big shape out of the Supreme Court judgement.

PROCEDURE OF DISMISSAL OR DISCHARGE

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In our country, there are various definite terms governing the various forms of severance of a worker or workers from the undertaking at the initiative of the employers. The relationship between the worker and the employer is controlled by Industrial Disputes Act, 1947 and Industrial Employment (Standing Orders) Act, 1946. No longer, the employment is determined by the obsolete theory of "hire and fire" that was prevalent in the era of laissez-faire when no body could interfere in the private rights of master and servant. The Supreme Court upheld this position in a case, J.K. Iron & Steel Co v Iron and Steel Mazdoor Union and others, [1956 (i) LLJ 227], following ^{the} decision of the Federal Court in Western India Automobile Association v. Industrial Tribunal [1949 LLJ 245]; and ruled that ~~industrial~~ "adjudication does not mean adjudication according to strict law of master and servant" and that "an adjudicator has jurisdiction to investigate disputes about discharge and dismissal and, where necessary, to direct reinstatement." (see also 1956 (ii) LJ 444, and 1959 (ii) LJ 544, and also been held that certified standing orders are Statutory Contracts of Service - 1959 (ii) LJ 536).

The words, dismissal, discharge, termination and retrenchment are now clear in their meaning through various decision of courts and today, a definite procedure has been established that governs all such severance of workers from their undertaking.

* (A)
In the Industrial Disputes Act, itself, no definition has been given for dismissal, discharge or termination but retrenchment has been defined [Sec.2(oo)] as "the termination

by the employer of the service of a workman for any reason whatsoever, otherwise than as a punishment inflicted by way of disciplinary action, but does not include, (a) voluntary retirement of the workmen; or (b) retirement of the workman on reaching the age of superannuation if the contract of employment between the employer and the workman contains a stipulation in that behalf; or ~~(c)~~ (c) termination of service on the ground of continued ill-health. *Retrenchment presupposes Redundancy of Labour.*

Such retrenchments are governed by Sec.25F of the Industrial Disputes Act, which enjoins that no workman employed in any industry who has been in continuous service for not less than one year under an employer shall be retrenched by that employer until the workman has been given one month's notice or the workman has been paid in lieu of such notice, wages for the period of the notice. But such notice is not necessary if the retrenchment is under an agreement specifying a date for the termination of service.

Besides that the workman has to be paid, at the time of retrenchment, compensation amounting to fifteen days' average pay for every completed year of service or any part thereof exceeding six months; and notice of such retrenchment is served in the prescribed manner on the appropriate Government.

The term "one year of continuous service" referred to earlier has been defined in Sec.25B as actual work for not less than 240 days during a period of 12 calendar months. The failure of an employer to comply with the provisions of this section will render the order of retrenchment invalid and inoperative. [State of Bombay and others v. Hospital Mazdoor Sabha and others - 1960(i) LLJ 251_7

If the workmen are retrenched owing to closure of the undertaking for unavoidable reasons, not merely of financial difficulties, then the total compensation of a worker for such retrenchment shall not exceed his average pay for three months.

In all cases of retrenchment, where any workman in an industrial establishment who is a citizen of India is to be retrenched and he belongs to a particular category of workers, the employer is bound to follow the rule: "last come, first go".

TERMINATION

Other forms of termination of service, i.e., dispensing with the services of the workman in accordance with the provisions of the Standing Orders with proper notice etc, are allowed and the employer is free to dispense with the services of any workman. But here also the workers are fully entitled to raise industrial dispute and an industrial tribunal on reference is competent to enquire whether the ~~dismissal~~ impugned discharge has been effected in the bona fide exercise of the power conferred by the contract. If the discharge has been ordered by the bona fide exercise of ~~the~~ his power, then the industrial tribunal may not interfere with it; but the words used in the order of discharge and the form it may have taken are conclusive in the matter and the industrial tribunal would be entitled to go behind the words and the form and decide whether the discharge is a discharge simpliciter or not. In this connection it is important to remember that just as the employer's right to exercise his option in terms of the contract has to be recognised, so is the employee's right to expect security of tenure to be taken into account. Assam Oil Co., v. Its workmen 1960(i)LLJ 587.

See also Indian Iron Case - 1950(i)LLJ 260 regarding discharge in absence.

DISMISSAL

Dismissal means the severance of workmen from the undertaking on account of misconduct. ^{It is a punishment.} What is a misconduct is usually listed in the Standing Order of the establishment. The employer is entitled to take appropriate action in case the workman has committed a misconduct. But before taking any action, the employer has to follow the procedure laid down in the Standing Orders or in the absence thereof the procedure established by the courts in this regard.

First of all, if a misconduct is alleged against ~~an~~ a worker, the employer has to issue a charge sheet to the workman asking him to explain why disciplinary action should not be taken against him.

The charge sheet should not be vague. It must contain specific instances of alleged misconduct and in clear terms so that the worker can understand what he is being charged of.
 [See Marwari Relief Society case 1954 (i) LLJ 140 and Firestone case 1954 (i) LLJ 2857. It is not open to the employer to add any further charges against the employee and the case should be considered on the original charge-sheet as framed.
 [see Lakshmi Devi Sugar Mills case 1957(i)LLJ 17 and Punjab National Bank case 1959 (ii) LLJ 6667. ~~The enquiry is of~~

If the reply given by the workman is not satisfactory to the employer, he shall hold an enquiry into the charges where the workman shall be given all opportunity to defend himself. This follows from the principle of natural justice. The fact that the workman has committed misconduct must be proved.
 (See 1957 (i) LLJ 603; ~~and~~ 1958(i)LLJ 797 and 1960(i)llj 514). The enquiry is of a quasi-judicial nature; it must be fair and not perfunctory in nature. ^{(1955(i)llj 151)} The enquiry must be in recorded form. 1956(1)LLJ 49;

In departmental enquiries, the workman charged of misconduct cannot demand to be represented by a representative of his union; though, of course, an employer in his discretion can and may allow his employee to avail himself of such assistance. (1960 (ii) LLJ 228.)

Ordinarily Tribunals do not interfere with the order of dismissal passed by the management. ^{A tribunal is not entitled to take evidence for itself and decide whether the provisions of question marked dismissed.} It would interfere when there is want of good faith, when there is victimisation or unfair labour practice, when the management has been guilty of a basic error or violation of the principles of natural justice or when on the materials, the findings of the management is completely baseless or perverse. (See Indian

^{State} Iron case 1958(i) LLJ 260, G. McKenzie & Co., 1959(i) LLJ 285

^{and Express News papers 1959(ii) LLJ 793}

The tribunal is not entitled to substitute its own judgement for the judgement of the management in the matter of punishment to be meted out. (1961 (1) LLJ 511). If the workman refuses to participate in an enquiry on the ground that the proceedings dealt with the very same matter which was the subject matter of trial in Criminal Court and the employer proceeded with the enquiry ex parte and ordered dismissal, there was no violation of principles of natural justice. ~~1960(i) LLJ 520.~~

The employer is not bound to await the decision of a Criminal Court before taking any action against an employee charged with criminal offence. But if the case is of a grave nature or involves questions of fact or law which are not sure, it would be advisable for the employer to await the decision of the trial court so that the defence of the employee in the criminal case may not be prejudiced. ~~K~~ Delhi Cloth mills; 1960(i) LLJ 520.

But if no enquiry has in fact been held by the employer prior to dismissing an employee, the issue ~~of~~ about the merits

of the impugned order of dismissal is at large before the tribunal, and on the evidence adduced before it, the tribunal has to decide for itself whether the misconduct alleged is proved, and if yes, what would be the proper order to make in such a case. (Punjab National Bank ~~1959~~ 1959 (ii) LLJ 666.)

If mala fides are alleged, it is for the party alleging mala fides to lead reliable evidence in support of it. (1960 (ii) LLJ 91.)

An order of discharge or dismissal cannot be made with retrospective effect. (61 Calcutta Weekly Notes 880, 63 CWN 250 and 62 CWN 690)

Dismissal order must be served on each worker independently. A general order printed on the notice board is not valid. (1955(ii) LLJ 395). Recently in a case, the Patna High Court has held that when the order of discharge is final and conclusive, it is not necessary that in order to be valid the order of discharge must be communicated to the concerned workman. An order of discharge is complete on the date when it is finally made and not when it is communicated to the concerned workman. (1960 (i) LLJ 637.)

While dealing with all such cases of severance of workmen from the undertaking, our trade union functionaries would do well if they remember the forgoing legal positions and prepare their cases accordingly.

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"MAY" DAY REPORTS.

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BOMBAY:

"The fact that in our country the state power vests with the capitalist class, deprives the working class and the common people the benefits of the achievement of the international working class movement," with these words S.A. Dange, General Secretary, AITUC, characterised the present-day situation in the country while speaking in a May Day rally held at Kamgar Maidan under the auspices of Maharashtra Rajya Trade Union Committee of AITUC and Samyukta Maharashtra Samiti.

Dange recalled the stupendous progress made by the Soviet Union and other Socialist States in the field of Science and Culture, and above all in the field of production of material wealth. These achievements, he continued, further strengthened the struggles for liberation of the African and other colonial countries. "Capital is forced to play a defensive role and is struggling for survival," he said.

Referring to economic development in India, he elaborated that during the last two plan periods industry had progressed and the country had become richer, but the paradox of the situation was that "the rich have become richer and the poor ~~the~~ poorer." This was so because the class in power have so distributed the national wealth that gains had gone to the captains of industry. Under these circumstances the workers had to close their ranks and unitedly fight their exploiters.

Dange made a pointed reference to the menace of ^{malism}communism and called upon the workers to fight it to the bitter end and thus consolidate the national unity. Acharya Atre and B.S. Dume also addressed the meeting.

Earlier two processions starting from Bori Bunder and Worli joined the rally after parading the important thoroughfares of the city.

In the morning, flag salutation ceremonies were organised in different parts of the city.

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The ~~MRTUC~~ decided to observe a week from April 24 as a "T.U. Rights Week" by holding meeting in various parts of the city. During this period, more than 20,000 May Day Bages were sold.

GIRIDIH:

Coal workers Union and Bihar Mica Mazdoor Sanghatan ^{organised parade of} squads of uniformed volunteers ^{paraded} the workers' bustees ⁱⁿ along with flags and festoons, in the morning of May Day. ^{Giridih}

In the evening a mass rally ^{adopted} resolution demanding T.U. and democratic rights. The meeting was addressed by M. Bharati, S.K. Roy, Chaturanan Mishra and others.

TINSUKIA (ASSAM).

Workers of Veneer Mills held a meeting at Gandhi Park which was addressed by Dr. Binesh Bal, Barun Ghose and Barin Chowdhury. Another meeting of motor workers and employees of the National Saw & Plywood Works was addressed by J. Chakroborty, R. Sarma, H. Borthakur and Barin Choudhury.

In both the meetings resolutions were passed condemning discriminatory policy of the Government towards AITUC unions and demanding proper safeguards for genuine T.U. and democratic rights of the workers.

MAKUM (ASSAM).

The workers of the Assam Forest Products came out of the Factory two hours earlier and paraded the streets shouting May Day slogans. They were later on joined by the workers of Bharat ^{Engineering} Works ^{and} Assam Veneer ^{and} Saw Mills. The procession ended in a meeting addressed, among others, by Kalyan Bhattacharjee and Dular Dey.

About 20,000 industrial workers and commercial employees in Madras participated in half a dozen rallies held throughout the city on May Day. AITUC, HMS and INTUC organised rallies independently./

Under the auspices of the Madras District Council of the AITUC, a mass rally was held at Jesudasan Ground which was addressed among others by Mohan Kumar Mangalam, A.S.K. Iyengar and ^{S.} Krishnamurthy. Earlier, there was a ^{lively} procession, full of festivity. *marked by its festivity*

Dravida Munnetra Kazhagam also held a rally to observe May Day which was addressed by V.R. Nedunchezhan.

DELHI.

A five-thousand strong colourful procession was taken out through the main streets of Delhi ^{on May Day,} which ended in a Public meeting at Gandhi Grounds.

A guest speaker from Indonesia, Iskandar Kaman, member of the Provisional People's Assembly and a leader of the Indonesian Peace Movement who along with three other delegates ^{were} was going to Moscow, addressed the gathering.

The Meeting passed eleven resolutions including those on 'Declaration of Solidarity with Cuba', 'WFTU manifesto' and 'Support to the struggle for Peace, disarmament and ending colonialism'. Resolutions paying homage to martyrs, on victimisation of Central Government Employees, Trade Unions and Democratic rights and ^{condemning} 'Communalism' were adopted. By another resolution, the meeting demanded Wage Boards in Transport, Engineering and Newspaper industries. Yuri Gagarin, the First Soviet Cosmonot was invited to visit India by a special letter adopted by the meeting.

R.C. Sharma, B.D. Joshi, Y.D. Sharma, Romesh Chandra, P.S. Gupta and K.L. Kapur spoke on various resolutions.

H.M.S. and UTUC organised another meeting in Dargal grounds to observe the May Day.

JAY ENGINEERING WORKERS UNION,
CALCUTTA.

In response to the appeal made by Utkal State Committee of AITUC, Jay Engineering Workers Union, Calcutta donated Rs.500/- as a token help to meet the legal defence expenditure of T.U. leaders imprisoned on charge of murder in Barbil.

BIKANER.

All the major Trade Unions in Bikaner celebrated May Day jointly. A procession of about 3000 workers marched the thoroughfares of the city which ended in a rally at Ratanbehari Park. The rally was addressed by Roshan Lal (AITUC), Murlidhar Vyas (HMS) Srikishan and Bharat Bhushan.

Resolutions on Cuba, ^{steep rise in prices, and} ~~Rice~~ Line, Labour Policy ^{of the} ~~in~~ Rajasthan ^{Government were} ~~was~~ passed in the meeting. ^{The meeting} It expressed sympathy with the striking workers of P.W.D. and water-works of Kotah.

BHOPAL.

A procession paraded main streets of the city in the morning. A public meeting was held in Itwara Chowk presided ~~over~~ ^{over} by G.P. Sriwastava and addressed by ^{Jagjit} Jagat Singh Lyalpur, S.V. Parulekar and Shakir Ali.

RAIPUR (M.P.)

^{trade union} Eleven T.U.s in the city formed a joint committee to observe ~~the~~ May Day. Three thousand workers participated in the demonstration which culminated in a mass rally. Sudhir Mukherjee, Phadke, Vyas and Sharma addressed the meeting.

BARODA.

All AITUC Unions jointly celebrated May Day by organising meetings in different parts of the city. The main rally held in Jubilee Bag, was addressed by Vasant Mehendale, Bhalchandra Trivedi and Maganbhai Desai.

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jointly organised by various trade unions. A largely attended public meeting was held in the evening under joint auspices of District T.U. Congress and the Joint May Day Committee which was addressed by Pritam, Angresh, Verma, Kalu Ram, Darshan Lal and others.

May day reports
Kerala

TRIVANDRUM

May Day was celebrated in Kerala, in the background of growing united actions and struggles the working class in the State was waging to improve their working conditions.

The central rally at Trivandrum was addressed ~~XXXXX~~ by S.S.Mirajkar, President, AITUC.

The AITUC President said that May Day was first observed in India in 1926. Since then the trade union movement in India has grown in sweep and strength and a force to be reckoned with.

In the continents of Asia and Africa, several oppressed nations have liberated themselves. A third of humanity is now under socialism. The crushing of the imperialist intervention in Cuba and the solidarity expressed by the workers the world over are significant events.

Referring to the economic development, the AITUC President demanded that planning should devote attention to development of backward regions particularly. ~~The case for~~ in this light, ~~the Kerala~~ the demand that there should be no discrimination against Kerala is justified, he said.

ALLEPPEY

The workers of Alleppey, the first to get themselves organised in trade unions in Kerala, celebrated May Day in a grand manner. The rally held in the evening was addressed among others by E.M.S.Namboodiripad, former Chief Minister of Kerala. He said that the trade unions should lay special stress in developing national unity.

ERNAKULAM

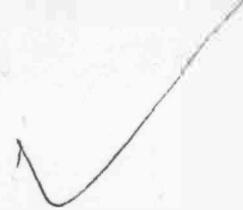
Demand for public inquiry into the police firing in Otayam (Kerala) was made at may day rallies held in different centres in Ernakulam district, in Kerala State.

The Cochin Port workers held a mass rally to celebrate May Day. 13 unions in Mattancherry jointly celebrated May Day.

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KOZHIKODE

May Day rallies in Kozhikode district in Kerala expressed solidarity with the striking workers in Commonwealth Trust and several other factories. The strikes have been continuing for over 100 days.

The workers went in a procession in Kozhikode Town with folk dancers and musicians leading.

Speakers at mass rally pointed out that in Kerala State alone, new taxation to the tune of Rs.158 lakhs has been imposed on the working people. With the steep rise in taxation, the conditions of the workers were becoming intolerable and hence the workers have been forced into action.

CANNANORE

The workers in Cannanore took out a cycle procession on the morning on May Day and in the evening there was a demonstration by uniformed volunteers.

Mass meetings held in different centres in the district adopted resolutions on pressing problems of workers and the struggle for peace.

MAY DAY IN MANGALORE.

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~~THE MAY DAY~~ was celebrated in Mangalore under the auspices of ~~S.K.T.U.C.~~ ^{The South Kanara Trade Union Council} and other Unions in a grand manner. Though it is not a paid holiday as in Kerala, the workers took leave at 3 P.M. and started in processions from all the Industrial Centres in and around Mangalore. ~~The processionists shouted slogans and carried placards of their Demands. It was a militant procession.~~ Nearly 10,000 workers joined the Rally that took place at the Central Maidan in the evening. Comrade C. Achutha Menon, ^{former Finance} M.L.A., ^{Government} a Minister in the Kerala Communist Ministry addressed the Rally and exhorted the workers to organise and fight for their demands and for real socialism. He explained the policy of the A.I.T.U.C. regarding the Plan and with regard to political issues. The meeting was presided over by Comrade A. Shantharam Pai, President of the S.K.T.U.C. Comrade K. Monappa Shetty, ~~read the report and welcomed the~~ ^{spoke at the meeting.} ~~guest and the thousands of the workers present.~~ Comrades Vamana Kodialbail, Shivananda Kamath, B. Narayana, Ramesh, Vasanth Shetty and others representing ~~several Trade Unions~~ also spoke.

Nearly 15,000 May Day Badges were sold and 10,000 handbills were distributed explaining the May Day Manifesto and the resolution of the A.I.T.U.C. regarding MAY DAY.

At the end of the meeting there was a Cultural Programme with a Field Drama etc., which lasted till early morning of 2nd May.

Resolutions on Cuba, Congo, on T.U. Demands and Democratic rights were passed.

K. Monappa Shetty

Secretary

The South Kanara Trade Union Council,
Office :- Maidan Road, Mangalore, S. K.

TAGORE --A POET OF THE EXPLOITED

The Tagore Centenary Peace Festival held in Calcutta from November 3 to 11, was a unique festival from many sides. The festival turned out to be a platform of universal brotherhood wedded to the cause of peace in the world. Many delegates coming from various countries participated in the festival and made effective contributions for ^{its} ~~the~~ success.

One of the important items in this festival was the study of Tagore in relation to the toiling class. S.A.Dange, General Secretary of the All-India Trade Union Congress who attended the festival in Calcutta, presented a well-thought assessment of Tagore and his creation in relation to the toiling class.

Speaking on the subject, S.A.Dange said: "Although the subject of my talk is 'Tagore and the Toilers', I do not wish to restrict Rabindranath with that narrow title. May be that the sympathy of the Poet towards the toilers will be the basis of my talks. Nevertheless, I do not wish to consider Tagore within a restricted field."

Dange said: "Every body wants to appropriate Rabindranath and it is therefore necessary to understand what Rabindranath really was. There are certain matters which Rabindranath supported but at the same time he was opposed to many things. So in order to appreciate Tagore properly, we have to distinguish between these two aspects."

Dange giving the Marathi viewpoints regarding Tagore said: "The Maharashtrians love Rabindranath. They ^{harbour} ~~harbour~~ an element of jealousy about the Bengalees because Rabindranath was a Bengalee. But again this Bengalee Rabindranath was a national as well as an international being."

Tagore..2

Dange said that Tagore cannot be understood through translations and it was one of the reasons why he started learning Bengali. He said that while in jail in 1924, he came in contact with Tagore's works and after reading those could realise the anti-imperialist role of Rabindranath and it was that feature of Tagore's creation which attracted him the most.

Dange said that after Rabindranath became the recipient of the Nobel Prize, an unhealthy atmosphere pervaded the country and Maharashtra was no exception to that. It was thought, he said, that if Marathi poems could be translated into English, they could also catch up with Rabindranath. But when the foolishness of youthful exuberance vanished, it was realised that it could not have been so. There could be no question of competing with Tagore.

Describing the Tagore Peace Festival in picturesque terms, Dange said: "A surprising state of being is prevailing here. In this park of Calcutta, the whole of India has come together. They have come together to pay homage and respect to such a person, who despite being a Bengali belonged to the entire country and to the entire world. In fact, Tagore was the poet of real national integration. It is because of that millions of people salute him."

But, Dange said, Tagore cannot belong to all. For example, he said, if America published a few books and propaganda pamphlets about Tagore, that would not amount to Tagore as being a person in the camp of American exploiters.

Dange said: "So the question arises - to whom Rabindranath belonged? Obviously those who are exploited and oppressed, Tagore was with them. But from that only, it could not be said that Tagore was Socialist."

Tagore...3

Referring to the various facets of Rabindranath's works, Dange said: "The keynote of Tagore's feelings cannot be had from his essays and articles. Rabindranath was mainly a poet. His feelings and thoughts were blended with emotion and reasons. It is this combination that has made his poems his best creation. This creation of Tagore crosses the barriers of life and class and reaches the realm of a bigger wider and fuller world where greatness is not circumscribed by petty things. Rabindranath has to be recognised through this mirror."

Dange said: "It is often seen that many writers who create something at the moment of their inspiration and imagination, later resile from that creation in the face of attacks and criticisms. But this does not apply in the case of Rabindranath. He never resiled from any of his creations."

Dange added: "Although Tagore has written prefaces to some of his dramas, he cannot be understood from these prefaces. It may be said that Bernard Shaw was at his best in the prefaces of his dramas. But that comparison will not hold good here because the characters of the two creators were different and not strictly comparable."

Discussing the novels of Tagore, Dange said: " These were failures. They do not reflect the real life. But at the same time, it is to be noted that Tagore's works are not devoid of realism. He has expressed the dialectics of social conflicts in the form of art. This dialectics can be seen in his poems and dramas. But still, even after bringing in the dialectics of social conflicts, Tagore did not point out the solutions of these conflicts. Probably that was not his task. But he has described the conflicts of society which ~~ix~~ based

Tagore...4

on exploitation with all his emotions and imaginations."

Dange continued: " This is his criticism. But what is the philosophy of his criticism ? Rabindranath has never supported the philosophy of exploitation throughout his life. That exploitation which causes life to be mutilated and ~~stagnant~~ deformed has been condemned by Tagore time and again. And his deep sympathy consistently emanated from his writings for the exploited and the toiling people."

Dange analysed: " Tagore has called for uprooting the old and for building the new. Rabindranath had no sympathy for the exploiters like Sharatchandra's 'Bipradas' who dwell on the high pedestal of the society. Tagore's criticism of Society was therefore full of deep humanism. He saw beauty embodied in the struggles amidst the conflict-ridden society. Struggle was beautiful to Tagore. Another type of beauty which Tagore saw was the beauty which beyond the arena of conflicts. The expression of such beauty could be seen in his poem "Urbashi"."

Dange said: "Rabindranath's humanism was not impartial - it strongly stood out on a definite side very clearly and sharply. He had no support or sympathy for the killers of humanity. It was because of this deep conviction such an immortal poem like Africa could be created. But it is matter of great regret that the writer who claim the honour of being the heirs of Tagore, among them, there are very few persons who have followed the trail balzed by 'Africa'. Where is that condemnation of Tagore ? Where is that aggrieved accusation ? In this context, I remember Mark Twain. The art of Poet Tagore differs from Mark Twain too. But in the matter of hitting at imperialism, the dexterity of both the composers was extraordinary. The humanism of Mark Twain and Poet Tagore was not socialism but it is this humanism which finally matures into

Tagore...5

socialism. It is this Tagore of humanism whom I love."

Describing another aspect of Tagore's works, Dange referred to one of Tagore's poems - 'Jete Nahi Diba' and said that the character of nature which has been expressed in his poems was not of a dormant kind. The nature that has been described in his poems was full of struggles. From the viewpoints of these struggles therefore Rabindranath has got to be understood. The aim of these struggles was the transformation."

Dange said: "It is therefore correct to say that in outlook Rabindranath was revolutionary. The outcome of these struggles mentioned in his poems and other writings was the beauty of a developed society. From that angle of analysis therefore Tagore was the forerunner of democratic consciousness and liberty."

Discussing the various aspects of revolutionary Tagore, Dange showed that Tagore always stood for peace. But his desire for peace was not a message for weak submission. That message was the message of struggle and struggle for the cause of peace."

Dange said: "We wish to establish this peace throughout the world. This peace - will envelop the entire world with its strength. The ideal of Tagore's peace is the ideal of the Tagore peace festival."

Tagore... 6

Dange particularly discussed two Tagore dramas - Raktakarabi and Achalayatan - in his talk. He said that the theme which has taken form in these two dramas, if that theme was not the theme of revolution, then what could be the theme of revolution ? He asked - the hidden strength of the king behind the exploitation of gold and the revolt of the toiling people against that exploitation; the victory-march of the exploited breaking the 'achalayatan' on the way of creating a new world - what do they signify ?

Dange finally added: "A person whose creation is so great, if the toiling people do not worship him, then whom else they should worship? We want that millions of people should worship this Tagore and be engrossed in festivities in the name of that great creator."

(Translated from Swadhinata - November 8, 1961)

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The concept of 'human relations in industry' is not entirely new to the Indian working class. Even before independence, this concept was advocated by the bourgeois liberals, especially by those who maintained contact with the labour movement. According to them, "capital and labour should supplement each other; they should be a great family living in unity and harmony, the capitalists being trustees for the welfare of the workers."

The formation of the Textile Labour Association of Ahmedabad was mainly based on this very ideology. These bourgeois liberals, even though they criticised the capitalists for their "ill treatment" of the workers, shunned at the idea of class struggle on the plea that it was harmful for both the classes.

However, the workers in India fought mighty battles as a class and won a number of victories and repelled attacks of the bourgeoisie on their living standards. The idea of trusteeship did not cut through much ice among the Indian workers who learnt from their grim struggles that their salvation lies in ending the ruthless exploitation of capital. Since all classes were engaged in a nationwide struggle against imperialism, this ideology did not come to the forefront. The main task before all was to drive out foreign power from our motherland.

With the advent of independence, conditions changed and the liberal bourgeoisie again got remarkable opportunity to implement their ideology in practice. However, diehard bourgeois elements who cared not to consider anything except profit opposed even this concept of trusteeship. They refused to consider workers as co-partners even

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nominally. But the bourgeoisie had to adjust to the new changing conditions. At the Indian Labour Conference in 1953, the then Union Minister for Labour, V.V.Giri stated:

"The old days, whether good or bad, are not going to return. Labour will no longer accept the conditions which they accepted five or ten years ago. Prudence, therefore, demand that we adjust ourselves to the changing conditions of the world rather than wait and wait for the world to adjust itself to our ways and moods. If the employers realise this, they will see a ray of hope on the horizon."

This was mainly addressed to the Indian bourgeoisie who were not ready to adjust according to the changed circumstances.

What were the changed circumstances? With the growth of industry after independence, the numerical strength of the working class grew considerably. The trade union movement had become a force even though divided in different national centres. Unless the discontent among the working class ~~was~~ was kept down, they may demand the end of the rule of capital and wage slavery. This could be avoided only if the bourgeoisie changed their attitude and create an illusion among the working class that they were also partners in the industrial undertaking.

Thus the concept of 'human relations in industry' was brought to the forefront. Both the trade unions and employers were supposed to take the responsibility in making it a success. Recently, L.N.Mishra, Deputy Labour Minister of the Government of India, gave an advice to both of them:

"Employers must appreciate one point that discontented labour force is always a source of trouble and a potential factor in the way of increasing production. It is, therefore, of paramount importance that the employers and

the employees re-orientate their outlook in their mutual dealings, and they must realise that they are co-partners in a joint enterprise. The trade unions in India have to play a more and more significant role. They have to act as bulwark of industrial democracy contributing their best to the development of smooth relations in the industry." (Indian Labour Journal, June 1961, p.466)

The loud cry for human relations in industry is indirectly an admission that up till now the relations in industry were not human. But will the relations in industry change by merely giving a slogan which sounds well in words only? The bourgeoisie uses such fine and profound words only when the workers demand some minor concessions here and there. But when the workers demand higher wages or D.A., all the cloak of humanity falls down and the same bourgeoisie gives a call for military to drown the workers' struggle as happened in the case of Jamshedpur. The same bourgeoisie who refused to hold an enquiry ~~at~~ into the police firing on peaceful workers has the audacity to speak about human relations in industry.

Take the example of the Code of Discipline. ~~Many~~ ~~singh's~~ ~~and~~ ~~affiliated~~ Trade unions are not recognised by the employers, despite the Code. Employers, State Government as well as the Union Ministries are not prepared to honour the Code.

The bourgeoisie who use ~~such~~ dilatory tactics in construction of hospitals for the workers, who swindle workers' provident fund contributions, can no more claim to be human in industrial relations!

The practice during the last 14 years has proved beyond doubt the fallacy of this slogan. This has been admitted even by those in the TU movement who have faith in this doctrine.

While dealing with the achievement of the labour policy and programmes during the ^{last} ten years in a report submitted before the 12th Session of the INTUC at Yamunanagar in April this year, S.R.Vasavada, General Secretary, INTUC, made the following remarks:

"But looking to the record of the country's achievements and fulfilment of these policies and programmes during the two plan periods, it is found that there remains a lot more ground to be covered. Nothing has been done to certify the employers' associations throughout the country as legally accredited bargaining agents for their respective areas in the industry. Voluntary arbitration does appear to have been accepted by employers in practice as a matter of principle. Most of the State Governments have not prepared the list they were expected to get ready under the plan, for facilitating voluntary arbitration. The Industries (Development & Regulation) Act was never utilised to take over control of the administration where the employer failed to implement the awards and decisions of tribunals. No enforcing tribunals have been set up. There has been no standing joint consultative machinery set up either at the State level or at the unit level. Labour's participation in management remains a theory not seriously taken to by the Government. The public sector continues to be not an ideal employer and the observations in the Second Plan have had no effect so far on that sector. The recommendation of tripartite wage boards and those of even the Pay Commission appear to be losing their sanctity before the Government. The agreements reached in tripartite bodies are still to be accepted as binding directives on Tribunals. The abolition of contract labour is not yet complete. The workers' right to a fair wage still remains unfulfilled."(pp.20-21

We have given this extract at length because it is stated by a TU leader who has faith in the concept of 'human relations in industry'. The whole extract goes on to prove

that the whole approach could not give any benefits to the working class. If anyone was benefitted, it was the bourgeoisie.

Whatever achievements or gains the working class acquired during the years after independence were as a result of their long-drawn struggles. The bourgeoisie gave concessions only when they were forced to give and no other alternative was left before them. They made all efforts to withdraw even those concessions whenever they found the vigilance of the workers on the decline.

This has been the experience not only of the working class in our country but all over the world. In advanced capitalist countries like USA and UK, large schemes are being introduced which may find their way in our country sooner or later.

We are publishing the article on this burning topic by the well-known Soviet writer, S. Epstein, who has presented before us, a well-documented analysis of the various schemes implemented and contemplated in advanced bourgeois countries. He has categorically pointed out:

"Each serious class conflict between the workers and the capitalists strike a blow at the 'human relations' theory, reveals its bankruptcy. Life exposes the reactionary Utopia of creating class harmony between labour and capital."

The trade union movement in India has to explode the myth of this theory and show its futility to the working class. It is necessary to do this not only in the interest of the struggle for better working and living conditions but also in the interest of trade union unity.

MAJOR DISPUTES IN
JANUARY-APRIL 1961

The following details of important disputes involving 1,000 or more workers, during the period January to April, 1961, are compiled from the Indian Labour Journal, published by the Government of India.

On January 3, 1961, 2,000 workers of Britania Engineering Co. Ltd., Titaghar, struck work in protest against the recovery of Pujah advance in January 1961. The strike was called off on ~~the~~ January 29, 1961, on the intervention of the Labour Commissioner.

On January 7, 1961, two thousand workers of Ashok Construction (P) Ltd., Poona, struck work demanding re-instatement of certain workmen and increase in wages. The strike terminated on January 17.

On January 9, 1961, 1,658 workers of C.M.I. Domchanchi, Hazaribagh, struck work "in a bid to capture power". "The strike terminated on the same day but the result was not known", states the Indian Labour Journal. (Editor's Note: In the TUR dated May 5, 1961, we had requested the Union Labour Ministry to explain what was this "bid to capture power". No clarification has, however, as yet been received.)

Twelve hundred workers of Scindia Steam Navigation Co., Ltd., Bombay, struck work on January 10, demanding revision of their pay scales. The strike terminated on January 20, 1961, through direct negotiation.

On January 12, 1961, 2,500 workers of Bombay Hack Victoria Owners' and Drivers Union, Bombay, struck work in protest against the owners' for charging them more and not signing the agreement. The strike terminated on January 13, through direct negotiation.

On January 16, four thousand workers of Agarpara Jute Mill, Agarpara, struck work in protest against retirement of some workers. The management declared a lock-out which was lifted on January 29.

On January 19, 2,073 workers of Nellimarla Jute Mills, Nellimarla (Andhra Pradesh) struck work in protest against the charge-shooting of a worker who is reported to have assaulted the Daffadar. The strike ended on January 21, through mediation by the Labour Officer.

~~By 670 workers~~ In Saharanpur, U.P., 1,670 workers of L.K. Textile Mills, struck work demanding leave with wages for the period of absence on account of death of an employee. the strike terminated on January 31.

On January 31, three thousand workers of Union North Jute Mill, Calcutta, stayed in strike, ~~protesting against the~~ due to assault of a supervisor. The management declared a lock-out which was lifted only on February 22.

The strike in Arati Cotton Mills, Dasnagar, W. Bengal, which started on October 8, 1960 came to an end on February 13, 1961. The strike lasted 110 days.

Five hundred workers of Alliance Jute Mills, Jagatdal, struck work on February 8, demanding employment of 20 badli workers, who were thrown out of employment due to reduction in working hours. On February 10, the management declared a lock-out which affected 3,500 more workers. The lock-out was lifted on February 22, on the intervention of the Labour Commissioner.

On February 12, 3,665 ~~workers~~ ^{toddy-tappers} in Trichur district, Kerala, struck work over the demand regarding preparation fee, bonus, wages, etc. It ended on February 13, through mediation.

On February 14, 1961, 2,525 workers of Sri Chatrapali Sahakari Sakar Karkhana, Sansar, Poona, struck work over the demand for increase in wages. It ended on February 17.

On February 21, 2,274 workers of Digwadih Colliery, Jealgora, Dhanbad, struck work protesting against insufficient supply of tubs. The workers returned to work on February 23.

In Western India Match Co., Madras, 1776 workers

struck work on February 21 protesting

the suspension of six workers. The strike lasted till March 6, 1961.

On February 24, 1,318 workers of Royal Western India Turf Club Ltd., Bombay, struck work demanding "statistical data on the employment situation." It terminated on the same day through direct negotiation.

Twelve hundred workers of J & P Coates (India) Private Ltd., Koratty, Kerala, struck work over non-implementation of the demands raised by the Union. The strike terminated on February 3, through mediation.

On March 1, 1961, 1078 workers of Binny's Engineering Works, Ltd., Meenambakam, went on strike. The strike was called off on the same day.

On March 6, two thousand workers of Bidi Tambaku Vypari Sangh, Bombay, struck work demanding increase in piece rates. The strike was called off on April 11, following a settlement.

On March 15, 2,048 workers of Shivrajpur Syndicate (P) Ltd., Shivrajpur, went on strike over certain demands. As a result of direct negotiations, the strike was called off on March 22.

On March 15, 1,200 workers of four sub-contractors under Cementation Patel, ~~Roor~~ Durgapur Steel Project, went on strike as a protest against non-payment of retrenchment compensation. As a result of direct negotiations, it was called off on March 21.

On March 16, 1,552 workers of New Standard Engineering Co., Ltd., Bombay, struck work demanding increase in wages and D.A. The strike was called off on March 20.

On March 24, 2,500 workers of Howrah Municipality went on strike over a charter of demands. The strike was called off on March 29, due to intervention of the Labour Commissioner.

On March 28, 1,379 workers of Kesar Sugar Works Ltd., Baheri (U.P.), struck work over disbursement of bonus and other demands. The strike was called off on March 31.

On March 29, twelve hundred workers of the Sholapur Spinning and Weaving Co., Ltd., Sholapur, went on strike demanding change in the time of the second shift. The workers resumed work on the next day.

The lockout declared by the management of Victoria Jute Mills, Telinipara, W.Bengal, following workers' strike ~~xxxx~~ against change in working hours, was lifted on March 12. The work stoppage involved 7,000 workers and the dispute resulted in a time loss of 57,400 workers.

On April 8, 1961, 1,151 workers of J.K.Rayon Factory, Kanpur, struck work in protest against victimisation of workers, etc. The strike was called off on April 25, following a settlement.

On April 11, 1,600 workers of Nagri Mining Co., Ltd., Dandeli, struck work over dismissal of a worker. The strike terminated on April 25, as a result of conciliation.

On April 11, 1,412 workers of East India Commercial Co., Eluru, went on strike over payment of bonus for 1960 and interim relief as recommended by the Wage Board for Jute Industry. The strike terminated the same day.

The management of C.M.I.Ltd., Domchanchi, Hazaribagh, declared a lock-out on April 11, following strike by the workers over non-payment of wages for March 21 and 22, 1961. The work stoppage involved 1,393 workers. The lock-out was lifted on April 17, following a settlement.

On April 12, two thousand workers of 35 rice mills in Tollygunj, Calcutta, struck work over fulfilment of the charter of demands.

On April 16, seven thousand workers of Anglo-India Jute Mills, Jagatdal, W.Bengal, did not turn up for work on Sunday as desired by the management on account of shortage of electricity. The workers resumed duty unconditionally the next day.

On April 17, 3,714 workers of Hindustan Shipyard Ltd., Vishakhapatnam, struck work in protest against the

management's refusal to declare April 17 as a holiday and for obtaining work from them on 16th of that month which was a Sunday. The strike terminated on April 17 itself.

On April 17, 1,152 workers of Reliance Firebricks and Pottery Co., Ltd., Dhanbad, struck work in protest against the charge-sheeting and suspension orders against nine workers for indiscipline. The strike was continuing at the end of April.

On April 24, two thousand workers of Hindustan Aluminium Corporation, Tura (U.P.) struck work over demand for increase in wage rates, free quarters, etc. The strike was called off on April 28, through mediation.

On April 25, 2,353 workers of 18 tea estates of Dehra Dun struck work over several demands, main among them being ~~30% increase in wages~~ increase in wages, provision of maternity benefit and grant of amenities, etc.

also took the form of limited organisational unity, was the Joint Council of Action formed by the different unions and federations of Central Government employees at the time of their historic strike in July 1960. This strike was supported also by the AITUC, HMS and UTUC and only one national centre - INTUC - opposed it. Unfortunately, afterwards the JCA became more and more inactive and petered out due to the anti-unity stand of some leaders.

Other notable examples of unity in action are the plantation and cashew workers struggles in Kerala in which AITUC, INTUC, HMS and UTUCx unions made common cause, the struggle of the jute and plantation workers in Bengal in which affiliates of all national centres and independent unions united on demands and in action.

In some other places, on local or unit level, unity of action has been forged.

But generally, after the immediate united action is over, unity is again disturbed. What is required therefore is more persistent efforts to keep alive the unity achieved in action.

Unfortunately, the INTUC and the HMS - both affiliated to the ICFIU - have resolved that no union of theirs can be permitted to have even unity on common demands with the AITUC. However, the issues which face the workers are such and the common experience of the workers do succeed in many places in overcoming these directives.

III

TRADE UNION AND DEMOCRATIC RIGHTS

Trade unions in India, specially those affiliated to the AITUC, are functioning in a set-up in which trade union and democratic rights are denied to big sections of the working class. It is not merely a question of anti-labour laws or of misapplication of the restrictive and coercive provisions of bourgeois law. It is in many places, specially in the coalmining areas, a question of utter lawlessness

The coalmines are scattered over a large area and are mostly situated in the more backward regions. Till recently, like tea plantations, they were the close preserves of the employers who ruled supreme. The worker was backward, unorganised and therefore demoralised. Now trade unionism is not only penetrating but is making rapid headway. And this the managerial lords cannot tolerate. The result is that the growth of organised consciousness among the workers is sought to be suppressed by a reign of terror.

In Madhya Pradesh, a most obnoxious act has been passed by which access to and redressal of grievances through the Government machinery of conciliation is denied to all workers who are not members of the union recognised by the Government. Thus workers have the choice to suffer without having any legal course open to them or to join a union which is not of their choice but is of the Government's choice.

The hated Bombay Industrial Relations Act continues to play havoc with democratic trade unionism in Maharashtra and Gujerat.

In all States, the Labour Department and the Government machinery is used openly to curb the AITUC and to foster the INTUC, through discrimination in representation to various bodies, obstacles to registration of unions, partisanship in making references of disputes to various courts and tribunals and in other ways.

Restrictions are imposed on processions and meetings through widespread use of Sec.144. In the Capital City of Delhi itself, for years, this ban has operated in certain areas.

Trade unions are valiantly fighting against such misuse of law and against goondaism. Recently, for example, a united demonstration was taken out by the Delhi trade unions.

The fight is on. In this fight, the trade unions have to move not only the workers but also other democratic sections of the people. Specially in the Public Sector, this is important. The Public Sector is under constant fire from

the reactionaries and if elementary rights of organisation are denied to the workers, fulfilment of Plan targets and efficient working will be impossible.

In the Public Sector, it is the bureaucrats who rule. In Hindustan Machine Tools, Bangalore, for example, the management and the INTUC used all sorts of methods to oust and smash the genuine trade union.

A big victory recently won is the restoration of recognition to unions of Central Government employees. These unions were de-recognised following the strike last year. But constant pressure exerted by a vast section of democratic opinion, spearheaded by the trade unions, succeeded in bringing back recognition.

The right of recognition of unions is at the basis of all collective bargaining and it is ~~this~~ this right which is being denied. The Code of Discipline laid down conditions for recognition. But it is the common experience of most trade unionists that although the Code is used as a weapon against the working class, only a handful of unions have managed to gain recognition.

In this connection, the battle begins around the democratic proposal put forward by the MITUC and now supported by the IMS and the UTUC - recognition by ballot. But understandably enough, the INTUC, the employers and the Government do not agree to this.

The right to strike is a basic right. This is also under attack. Various legislations like the Industrial Disputes Act defined what is a legal strike and what is illegal. Courts made a further distinction in case of legal strikes - "justified" and ~~for~~ "unjustified" strikes. The Code of Discipline places a moral restriction. The point is that of the trend. Now efforts are being made to outlaw strikes by Central Government employees. Similarly, in the Bill to enforce certain sections of the Textile

Wage Board report, strikes ~~which are sought~~ to be illegalised on the basic question of wages.

Hence the trade unions must continue and intensify this struggle for defence of TU and democratic rights.

IV

WAGES

It is an established fact that though nominal wages have advanced in organised industry, real wages have shown a decline. This is due to the constant rise in price level. Till 1956, due to some fall in prices, accompanied by rise in nominal wages, the real wage went up. But after 1956, there has been a sharp rise in prices which not only wiped out the limited gains in real wages but further depressed it.

~~The following table indicates the sharp rise in prices~~

The consumer price index (1949 = 100) rose to 124 in 1960. The wholesale price index (1952-3 = 100) rose to 124.8 in 1960-61. (Source: Reserve Bank of India Bulletin)

As regards real wages, the following figures are—

eloquent:

	(1939 = 100)
1955 ...	113.5
1956 ...	105.4
1957 ...	104.7
1958 ...	103.9

(Source: Indian Labour Statistics, 1961)

The bourgeoisie has come forward with the slogan of linking wages with productivity. *However, figures during the period 1953-58 reveal that even though productivity rose by 32.7 percent the real wages went up only by 2.6 per cent.* Figures reveal however that in the past productivity has risen twice as much as wages even in organised industry.

D.N. Datar, Director, Labour & Employment, Planning Commission, has computed a table (See TUR, September 5, 1961). His figures show a slight rise in real wages in 1958 because he has accepted the low price year of 1953 as the base.

But the money wages have gone up only by 1 - percent since 1953 between 1953-58 period.

- 6 -

Year	Index of Productivity	Index of Real Earnings
1948	86.6	80.5
1953	100.0	100.0
1958	132.7	102.6
Percentage Increase in 1958 over 1953	53	27

The working class has opposed the bourgeois slogan of linking wages with productivity with its slogan of linking wages with cost of living.

Wage is composed of one, two or three components. There is the basic wage; secondly, Dearness Allowance (D.A.), ~~bonus~~ and, lastly, Bonus (profit-sharing, incentive, efficiency, etc.). In huge belts of industry, there is as yet no D.A., and in big areas, the D.A. is at a flat rate which does not offset the constantly rising price levels. In such places where variable D.A. exists, neutralisation is inadequate and it is in comparatively small sections that enough D.A. is given. As regards bonus, it depends not only on yearly disputes in each unit and hence on the degree and sweep of TU organisation but also on intricate and adverse findings of various courts.

The Bonus Commission will now go into the question of Bonus. But with the experience of the various Wage Boards, yet fresh in our mind, too much hope cannot be put on it. The Wage Boards after long years of waiting produced entirely inadequate increases and many employers have yet to implement even these. On top of it, in the name of these increases, wage freeze has been imposed for the next five years.

Hence the battle of wages is on around the questions of a minimum basic, D.A. linked with cost of living indices, with adequate neutralisation, and equitable system of bonus.

V

SOCIAL SECURITY

Though some slight advantages have been secured through operation of the clause regarding extension of medical benefits

to the families of the insured under the Employees' State Insurance Scheme, the raising of Provident Fund contributions to 8½ per cent from 6½ per cent in a few industries and extension of the E.P.F. Act to cover factories employing 20 or more workmen, the basic features of the contributory social security schemes in India continue.

The workers have long been pressing for removal of the fundamental defects but the position continues. The Government of India appointed a Committee - the Mudaliar Committee - to examine the working of the E.S.I. Scheme and to suggest suitable measures for its improvement. However, though the Report has long been published, no concrete steps have been taken to implement the suggestions. Many of the suggestions advanced were entirely acceptable to the trade union movement and would have removed at least some of the genuine grievances. For example, the proposals like construction of hospitals, provision of polyclinics combining the best features of the Service and Panel Systems, preventive measures like ^{securing}adequate housing before permissions are given to start new factories, etc., - all of these are salutary suggestions. But these have yet to be translated into actuality.

What is needed is a sufficiently powerful and coordinated campaign to press these demands. And it ^{is} precisely this which is lacking.

With regard to Provident Funds also, the provision that 8½ per cent cut can be accepted voluntarily and will operate only regarding workers' contribution is useless. We must press forward with the demand that this rate must be compulsorily universalised.

VI

A CLASS APPROACH - A NATIONAL APPROACH

The AITUC, the militant class organisation of the Indian working class, has formulated a policy and an approach which while safeguarding and furthering the class interests

also carries forward the true national interests. This is the basis and content of its "Two Pillar Policy". In all its thinking and action, it is guided by this policy.

Our attitude to the Five Year Plans has been determined on the basis of this policy. The AITUC supports industrialisation, it wants to strengthen the Public Sector. Though the Plan is a capitalist Plan, yet industrialisation and in particular, the growth of the Public Sector is in the interest of the nation. Industrial development, specially of heavy and basic industries, strengthens our position vis-a-vis imperialism. It is essential for preservation of national sovereignty and the defence and strengthening of our newly-won independence. The working class therefore supports it. But while lending this support, the interests of the working class must be safeguarded.

The demands raised by the AITUC and the problems briefly posed above - the problems of unity, of trade union and democratic rights, of wages and of social security - all these have this two-fold aspect.

In the recent years, workers have played their full role in enhancing production and increasing productivity. The gains however have been largely ~~gone~~ garnered by a few industrialists, monopolists and landlords. The working class has to secure an equitable distribution of their produce. And we cannot lose sight of this larger aspect when we fight even the smallest battles on the question of wages, ~~xxxx~~ social security, bonus and other demands.

Above all, the battle for TU rights and democratic liberties is intimately and inevitably tied up with the question of safeguarding democracy in our country. There are enough elements in our country, (foreign imperialist machinations are also not lacking) which want to demolish the structure of even bourgeois democracy. The essential rights and liberties of the working class are an inseparable part of the democratic set-up and have been won by it through prolonged

and bitter struggle. The fight to safeguard and extend them is part of the fight to safeguard democracy.

VII

INTERNATIONAL SOLIDARITY

Though on the general issues of peace and disarmament, and on particular questions like Congo and Algeria, the murder of Patrice Lumumba, the trade unions have been active and have raised their powerful voice, yet it must be frankly admitted that by and large, we have not been able to do as much work as is required.

In the Report presented to the General Council of the AITUC at its last meeting, it has been pointed out that one of the major campaigns towards which our energies have to be directed is the question of Berlin. The WFTU and the FDGB convened a world conference of trade unions on this issue, and it is indeed one of the major tasks which faces all peace-loving people. A democratic solution has to be found.

In the past, our activities on such questions have suffered from a sort of fitfulness. The issues are sometimes taken up and then shelved and only by some unions. But urgent questions affecting the entire mankind require a more consistent and wider work.

Let us resolve that we shall remove this shortcoming in our work.

VIII

These are some of the problems facing the trade union movement in our country. And we look forward to the Fifth World Trade Union Congress to give guidance in the light of experience all over the world.

The WFTU, uniting as it does, workers of socialist countries, capitalist countries and less-developed countries is the fittest forum to give this guidance.

In our preparations for the forthcoming World Congress, let us thoroughly discuss all these problems and equip our delegates with the benefit of our discussions, so that they can speak on the basis of our collective experience.

(September 28, 1961)

FIFTH WORLD TU CONGRESS

On December 4, the Fifth World Trade Union Congress will open in Moscow.

The First World Trade Union Congress was held in Paris in 1945. It represented 66 million workers of 56 countries of the world. At Milan, the Second Congress spoke for 72 million workers from 63 countries. Delegates of 88.6 million workers from 79 countries gathered in Vienna at the Third World Congress. At the Fourth World Trade Union Congress held in Leipzig, delegates from 81 countries represented 106 million workers.

According to information received at the WFTU headquarters, the Fifth Congress to be held in Moscow from December 4 to 16 would have an even more representative character.

It is learnt that 40 of the African and W.Asian countries would be sending delegates to the World Congress.

The All-African Trade Union Federation, a continental organisation which represents the great majority of the African working class, is sending a delegation. So are the trade unions of Algeria and Angola, representing workers struggling against the most vicious colonialist powers.

The Mali Federation of Workers stated: "Considering the vital part played by the WFTU in the anti-imperialist and anti-colonialist struggle, in the fight for the liberation of the colonial peoples; considering the untiring effort of the WFTU for the unity and solidarity of the workers of the world, it shall be a genuine pleasure for us to take part in the Fifth Congress."

In India, besides the AITUC which is sending a representative delegation, independent unions and trade federations are also trying to send observers to participate in the Fifth Congress. The AITUC delegation would include representatives of trade unions from major industrial centres in all States of India.

The WFTU Charter on Social Security and the Draft Programme for Trade Union Action - the two Congress documents, have been widely circulated and discussed in India. ~~These documents~~ The trade unions sending delegates are organising mass collection of funds from among the workers to provide for travel expenses of the delegation.

~~These documents are widely circulated and discussed in India.~~

THE CHALLENGE.

By deciding to stage a mock regroupment of ICFTU ~~and~~ and the Christian International African Affiliated Union in Dakar from the 30th July to 6th August, 1961, Western Imperialism has decided to show its naked form to the African Workers.

No African worker, worth his self-respect can now fail to see the role assigned to the ICFTU in this era of neo-colonialism.

A few months ago a mysterious document came into our hands which was stoutly denied by its authors but everyday the truth and facts of this document stares the African worker nakedly in the eye, and I quote:-

"The gradual abdication of direct British ~~and~~ and other European rule in Africa in favour of measures to establish local independence makes it all the more necessary to maintain our African connections by the development of non-political means. In these conditions the role of trade-unionism and therefore the role of ICFTU have acquired a new and vital importance for us. This had been only partially foreseen as regards Africa when ICFTU was founded. Recent developments there have greatly increased the importance of the unions as an alternative instrument of Western influence and especially as a brake on unchecked political and national movements. Since it is difficult to accuse trade unions of serving colonial needs, with their aid it should be possible to establish harmonious relations with the new social and political institutions in Africa now being created and with the administration of industrial and agricultural interests which we hope to maintain after any political changes. Trade Union help will be needed to check irresponsible nationalisation and to maintain control in the key

Who can now challenge the fact that the ICFTU is not playing precisely this role ?

IMPERIALIST LACKEYS.

Before the bar of African opinion, the so-called Monrovia Conference today stands discredited and now they want to stage another Monrovia in Dkar. But the spirit of Casablanca lives on, and the African working class will achieve their unity without the colonial puppets.

After the successful launching of the All-African Trade Union Federation, the imperialist lackeys in Africa and those with wooden conscience are throwing money about in order to weaken the faith of the workers in the AATUF and to divert them from the cause of total liberation and unity.

This brings into focus before world opinion the ferocious nature of Western imperialism, the sworn enemy of peace and of the toiling masses of Africa. It radiates the hallowed dictum that whilst the forces of imperialism, colonialism and reaction grow from position of strength to weakness, the forces of progress and African Unity will grow from the position of weakness to strength.

Shivering with hopeless desperation and excruciating pains against their total collapse and complete elimination from Africa with the sanguine birth of the All-African Trade Union Federation, the world imperialists have taken to diabolical and vicious means to disorganise the united front of working people of our continent.

* African workers have spoken. The moving spirit of Casablanca Conference lives on. History is on our side. Whatever the pretext hypocritically used by the Western agents, its attack on AATUF, only exposes all the more clearly, the traitorous character of the ICFTU agents and their lamentable display of mental bankruptcy which must arouse the resentment of the people of Africa.

TRATOROUS INTRUGES.

Dismayed by the genuine efforts of broad-minded Africans for laying the unshakable foundation of AATUF, some ICFTU agents have accepted the unholy task of imperialist instruments and poisonous nonentities to undermine the unity and solidarity of the working people of Africa.

The ICFTU and their backwagons have miserably failed to realise that a violent wind is sweeping all over Africa, removing all obstacles and reducing every resistance. We are fully aware, that the ICFTU is not alone in this continent-selling, treacherous acts which will eventually leave another stigma in ~~which~~ the history of our continent. We know the interests they are serving and the Ghana TUC can promise them another battle.

We are on a mission. No amount of treachery and Western propaganda will deter the African workers from their genuine and avowed cause. The achievements of the Casablanca Conference are a rousing example and endanger the monopolists profits and sordid interests in Africa.

In face of the mounting desire of Africans against their oppressors, little did we forget that after the historic Casablanca Conference, the ICFTU and its colonial accomplices who are not yet ashamed of their crushing defeat suffered from the true African nationalists, will work hand in glove to sabotage the hallowed cause taken by the dedicated and patriotic African Trade Union Movements of the AATUF.

The bubble is burst! the machinations of imperialism by setting brother against brother is now seen in its nakedness. The Western Labour organisations, under the sign-board of ICFTU have planned another Conference ridiculously and spuriously styled "Conference of the Authentic Labour Union's to be held in Dakar from 30th July---6th August, 1961. Why Dakar ? Who are the brains behind the Dakar Conference ? Who are financing that Conference? And who are the so-called "Authentic Labour Unions?"

THE CHALLENGE.

Firmly convinced that the struggle against imperialist agents, led by ICFTU and its flunkeys and for defending the unity and solidarity of African workers, will certainly be crowned with final victory, the Ghana TUC resolutely calls upon all nationalist and patriotic worker's organisations to close their ranks and avoid infiltration of Western Imperialism and colonialism under the guise of "Free Labour Unions!"

It is now an incontestable fact that the reins of power having shifted from the colonialists into the hands of nationalists Western powers have resorted to all sorts of flattery and cajolery, by sinking uncountable and colossal amount of dollar into semi-illiterate organisations inspired by them, to revert the cause of history.

We challenge most vehemently the composition of the so-called 'authentic labour unions with their diabolical puppet leaders ~~and their diabolical puppet leaders~~ tied to the apron-strings of ICFTU, who have lamentably failed under the grinding axe of international capitalism, to come out boldly with their cards face upwards.

The cause of AATUF is clear. The AATUF, ~~is~~ confident in the victory of the noble and just cause of the peoples and Trade Unions of Africa, to brighten and train working people in solidarity with the brave African people together with them, declares that Africa must be able to live in peace, to be free and independent, halt aggression and sabotage against the working peoples' movement of Africa.

That is why the Ghana TUC will have nothing to do with the so-called Dakar Conference. We have faith and confidence in AATUF and shall carry on the struggle for African Unity and Independence under the Banner of the All-African Trade Union Federation.

Forward with AATUF.

Long live African Unity and Independence.

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SERVICE SYSTEM IN THE ESI SCHEME
IN VIDARBHA.

The workers covered by the ESI Scheme in the Vidarbha Region have been agitating for the introduction Panel System of Doctors in place of the existing Service System.

The reasons for the abolition of the system are many. To mention only a few:

(1) Except in Nagpur, no-where in Vidarbha region has the scheme built its independent hospital. Even in Nagpur the hospital has limited accommodation with ~~no~~ no specialists attached to it.

Speaking for Akola which is the second industrial city of the region, there are 2 dispensaries. For more than 5 years there was only one dispensary with 2 doctors and only recently (a few months ago) another dispensary has been added after the medical benefits was extended to the family members.

What is the conditions of the dispensaries ? They are in rented houses meant for Shops with no ventilation or proper arrangement for seating of patients. The patients invariably are required to stand in the open road waiting for their call in hot sun and also inclement weather. In rainy season the approach to the dispensary from the metalled road is through thick mud. To speak in short, the whole situation of the dispensaries is most unhygienic and dirty. A number of times suggestion was made by the Girni Kamgar Union (Lal Baota), Registered No.2461 to remove the dispensary to hygienic atmosphere by building ventilated sheds on Government owned Nazul Plots, but the suggestions were turned down on the ~~the~~ plea that good houses were not available.

~~Again~~ The insured workers were required to come from long distances and still required to wait in the sun and the rain for the medicines.

The Doctors' Behaviour generally was most arrogant and unsympathetic to the patients. It may be recalled that a big demonstration of workers surrounded the house of Dr. Sardekar

(Doctor-In-Charge of ESI dispensary at Akola in 1960) and agitate for his transfer.

The workers have generally a grievance about the medical treatment meted out to them by the doctors. In our representation to the Director General we had enumerated the grievances of the workers. There is generally no proper examination and diagnosis of the disease. Generally the doctors would administer medicines on the oral report of the patients and not take the trouble of examine the patients. If the insured worker was a little insistent, he would be sent to the Main Hospital (Govt.run) which in fact meant loss of earnings to the patients who would not like to take leave and in Main Hospital, the treatment is no better. A worker is admitted in the general ward and given inadequate diet meant for free patients.

There have been not a few cases in which the Insured Workers were required to go to Doctors of their own choice privately and spend money for their cure.

In the main hospital, if the worker is admitted, the treatment is no better. Apart from the bad and inadequate food, the patients in the past were required to supplement their food and also bring costly medicine at their own expenses. After much agitation, the situation has improved but yet it cannot be said to be satisfactory.

For specialized treatment the Insured patients are sent to Medical College Nagpur. But their travelling expenses are not paid in the first and the patients are to bear the expenses, which in many cases they are unable to do and the G.K.U. has to advance money. There also, the treatment is no better. It is supposed, probably, that they are free patients to be treated at the mercy of doctors. To cite an example one Trirubakaver of Sanatram Ramprasad Mill Co. Ltd., Akola died of cancer without proper care in the Medical College, Nagpur. Similarly one Mohadeo Harbaji was required to bring Mosambi, Milk and medicines at his own cost on being admitted in the Main Hospital, Akola and he also died of appendicitis.

Apart from these grievances of laconic treatment by Doctors in charge of dispensaries there are other grievances about granting leave to deserving sick workers. There is a general circular to the doctors that percentage of sick leave should not go up and hence the doctors generally refuse to grant leave to the needy or grant leave for 2 days, for which there is no cash benefit, at a time.

We are herewith giving some glaring cases of callousness on the part of doctors.

(1) On 7.10.1959, Doctor mercilessly gave injected to Insured No. 23-174604 (Dwarka Kalu) which started bleeding and in swelling of the arm.

(2) One Namdeo Pundlik Ins. No.23-175370 was discharged from Main Hospital but was immediately made fit, when he was in a weak condition. This grievance is very common.

(3) Many times even after no relief from prolonged treatment in the Dispensary, the Doctor would refuse to recommend admission in the Main Hospital or for specialised treatment. The case of Govind Akaram Ins. No.23-174800 is pertinent.

(4) ~~There~~ There are cases also when ESI dispensary doctor refer cases regarding fitness or unfitness for duty. But if the Insured person is recommended extension of leave by the Main Hospital, such recommendation is thrown overload and the patient is made to join duty. The case of Manik Vithal Ins.No.23-180443 speaks of the above for which G.K.U. had to make a complaint on 7.1.1960. The above named was made ~~to~~ to join duty despite operation injury unhealed.

(5) One Chandrasing Ins.No.23-180297 was made fit even though his injured fingers were not properly healed.

There are some of the grievances about the behaviour and treatment by ESI Dispensary apart from the general grievances about arrangements for hospitalization, specialized treatment and T.B. sanatorium.

The service system has alienated the workers from the Scheme and therefore it is very necessary that Panel System of

Doctors be introduced to ~~xxxxxxxxxx~~ restore the faith of the Insured in the Scheme.

We are also enclosing copies of some representation made by us in the past.

B.N. Mukherjee
President, Girni Kamgar Union,
Lal Badla.
Regd.No.2461.

Akola,
23.9.1961.

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BIRLA'S STATE WITHIN STATE AT NAGDA

- Diwakar, Secretary, MPTUC

Gwalior Rayons and Bharat Commerce (at present staple fibre spinning mills) concerns of Birla Brothers at Nagda (M.P.) ~~are~~ comprise a real "State within State" in the Indian Union.

Here the Birlas had enjoyed tax holidays for 12 years in respect of Income and Super-Tax (according to an agreement with the then Gwalior Government) upto 1960.

Here Birlas have maintained a palatial building worth more than Rs.10 lakhs, as a "guest house" at the expense of the Company.

Here Birlas have occupied a land, ~~which was~~ five miles across, for only two concerns and they claim this as 'private' land and deny access to trade unionists to enter even the workers' colony.

Here Birlas maintain an 'Air Strip', of course, a 'private one' and maintain an Aircraft, Gagan Vihari, at the expense of Bharat Commerce concern.

Here Birlas employ sons and relatives of M.P. ministers, with evident advantage for the concerns here and in other places of Madhya Pradesh

Here Birlas get taxes levied by Panchayats cancelled, using their top connections at the highest level.

Here Birlas intrigue against the democratic aspirations of the people and workers of Nagda (with the help of some Congressmen and Congress Committees) to form two municipalities, one for Nagda and other for Birlagram (Factory area) as their own preserve in a townlet of 20,000 or more population.

And here Birlas pay astonishingly low wages (consolidated one, without any basis, rhyme or reason, and thus add to their fabulous

profits.

Here Birlas refuse to implement recommendations of Government of India's survey on Carbon Disulphide and other gaseous poisoning in Viscose Rayon factories - the fumes have a serious and harmful effect on the health of workers, rendering them useless to enjoy even family life.

Here Birlas keep the strings of their purse loose and 'Donate' to Congress Committees/and their Congressite Trade Unions for obvious reasons - to use them against the militant trade union activities of the workers. Balance-sheets of the concerns provide ample testimony for these corrupting "donations."

~~XXXXXXXXXXXXXXXXXXXX~~

WORKERS FIGHT BACK AND WIN

Against these odds, the workers of Nagda have forged their militant unity and by united actions could wring concessions in increasing the bonus quantum to 3 months and 24 days in 1959. The management was also forced to commit that the issue of wage increase and fixation of new grades will be settled within three months. This was achieved in spite of the fact that the trojan horse of INTUC stood in between the workers and management.

At the conferences of the Grassim and Bharat Commerce Mazdoor Unions held recently, the workers are now pressing for the following demands: (1) Adequate D.A., (2) Increase in basic wage and fixation of new grades into four instead of six at present; (3) Increased quantum of bonus related to rising profits; (4) Single municipality for Nagda and Birlagram (5) Recognition of union through ballot; and (6) Implementation of Government report's recommendations on hazards in viscose rayon industry.

S.S.Mirajkar, President, AITUC, who was in Nagda to attend the conference, ridiculed the consolidated minimum wage given by Birlas at Nagda. The minimum wage (consolidated) given by Birlas is Rs.77.50 and Rs.65 in the two concerns. The D.A. alone given in nearby centres as Ujjain and Ratlam is Rs.64. Thus, Birlas pay a basic wage of Rs.13.50 and Re.1 - if the consolidated wage at Nagda is calculated in that manner!

Mirajkar told the citizens of Nagda and workers of Birla concerns to stand and act unitedly for the demand of a single municipality. "Birlas are prepared to pay Rs.50,000 annually to Nagda, if separate municipalities are constituted. This is a sheer fraud to lave lakhs of rupees in municipal taxes, which would otherwise go to improve the growing city of Nagda and Birlagram."

The financial prosperity of Birla concerns at Nagda is enviable for any concern in this field of industry. Since production started in 1954 in Grassim (Gwalior Rayons), the company earned a profit of more than ^{Rs.}seven crores on a subscribed capital of little over Rs.four crores. The gross block stood at Rs.6.96 crores, while the depreciation amount stood at Rs.4.12 crores. Dividend paid to shareholders since 1955-56 to 1959-60 stood at Rs.1.2 crores.

In the case of Bharat Commerce Industries, ^{about} which the Birlas were thinking ~~of~~ in terms of liquidation in 1954, the situation has undergone a complete change, during the last seven years. Now the company has built up a reserve of Rs.4.70 lakhs, having paid of all dividend liabilities on preference shares. The

gross block which stood at Rs.59.03 lakhs with depreciation reserve at Rs.18.63 lakhs was added by ^{Rs.}23.52 lakhs in 1960 alone.

The indication of prosperity of these Birla concerns can be gauged by the price of equity share. In the case of Bharat Commerce, it was below Rs.2 in 1954 and now it stands at Rs.20 in 1960. In the case of Grasim, it stood at Rs.48.50 for a ten rupee share throughout.

These two Birla concerns are at the same time purchasing or establishing other concerns in Mysore, Rajasthan or Kerala, on the basis of fabulous profits earned at Nagda.

But with such high profits, Birlas pay the lowest wages. The minimum, as we ~~have~~ stated earlier, is Rs.77.50 in Grasim and Rs.65.00 in Bharat Commerce, whereas textile mills in neighbouring Ratlam and Ujjain pay a sum of Rs.98 as minimum wages.

~~Maximum profit is made by the Birla group of concerns, particularly in the case of Bharat Commerce and Grasim, which are the main concerns of the Birla group. The Birla group is the main concern of the Birla group. The Birla group is the main concern of the Birla group.~~

Far worse is the anarchy in categorisation. The wage structure and division into six categories of grades is depriving workers of their legitimate share in the rising production and increasing profits.

ARCHAIC RESTRICTIONS

Prem Bhatia of the Times of India, writes/as follows:

~~max/india/025~~

"With the next General Election only six months away, an interesting official reminder to Government employees in this country about the current restrictions on their rights as citizens has come from the Central Home Ministry. They have been inform@d that they are forbidden to attend election meetings. To most Government employees, the Home Ministry's verdict is news; to many it is the first authoritative pronouncement on the subject from official quarters.

Apparently, because there were doubts in the matter, the Ministry of Works, Housing and Supply asked for a clear statement of policy. Having obtained a decision, the Ministry then issued a circular on July 7 to its employees. The circular reads:

"A clarification was sought from the Ministry of Home Affairs whether Government servants can attend election meetings. The Ministry of Home Affairs have advised that Government servants should not attend election meetings organised by any political party except to the extent necessary for maintaining law and order and affording normal protection to Ministers."

It has been ascertained that the Home Ministry's directive applies equally to Government servants under the control of State administrations.

While the restrictions contained in the policy directive are not new, the bulk of some six million Government employees in the country were probably unaware of them. Many in the junior ranks have been attending election meetings organised by political parties, though a few may have done so with the knowledge that this was not permitted under their service rules.

Election meetings organised in the various Government housing colonies in the two halves of Delhi, for instance, are meant specifically for a certain audience, and they are usually well-attended. During the latest by-election to the ~~constitu~~ ~~constituent~~ Lok Sabha from ~~the~~ a New Delhi constituency, the most homogeneous audiences at campaign meetings were represented by employees of the Central Secretariat. In the light of the Home Ministry's directive, these people were guilty of an offence under the Central Civil Service (Conduct) Rules, 1955. A similar offence may have been committed by thousands of State Government employees on other occasions because the rules apply to them as well as to their colleagues at the Centre.

What makes the restrictions particularly perplexing is the absence of any clear mention of this ban in the Central Civil Service (Conduct) Rules. The closest reference by implication is contained in Rule 4. Clause I of this Rule says:

"No Government servant shall be a member of, or be otherwise associated with any political party or any organisation which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any other manner, any political movement or activity."

Clause 4 of the same Rule adds:

"No Government servant shall use his influence in connection with, or take part in, an election to any legislature or local authority, provided that a Government servant qualified to vote at such election may exercise his right to vote but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted."

My inquiries show that the ban on the attendance by Government servants of election meetings is an implied extension of these two clauses of Rule 4. Irrespective of whether the ban is a fair legal interpretation of the Rule concerned, the prevention of Government servants from attending

election meetings seems to be an extraordinary compliance with what is essentially an archaic bureaucratic tradition. What it amounts to is that Government servants can vote for a candidate of any political party, but they must not have the opportunity of assessing for themselves what the candidate has to say for himself or for the political organisation he represents. They must, therefore, exercise their franchise only through intuition or by hearsay evidence of the candidate's suitability.

There is no dearth of official arguments in support of the ban on attending election meetings. It is explained, for example that Government employees must maintain a public show of neutrality in politics - a good enough ideal in itself but hardly fit to be placed in a strait-jacket. In any case, why should it be assumed that a Government servant would confine his presence to only one election meeting? Active participation by a Government servant in election campaigns would be justifiably regarded as improper, but his mere presence at such meetings would amount to no more than the exercise by him of his minimum rights as a free citizen.

Another explanation offered to me was that it would be undesirable for a district official to attend an election meeting as his very presence might amount to influencing the voters. There may be some truth in this suggestion in the less politically advanced areas of the country, but again there is nothing to stop a district official from making a calculated effort to demonstrate his neutrality by extending his patronage to more than one election meeting. In any case, it is odd that millions of Government employees should be prevented from acquainting themselves with the worth of an election candidate merely because it would be undesirable for certain high officials to indicate their preference by simply attending a campaign meeting. The restrictions would seem to be particularly unfair when it

is remembered that the public sector is expanding daily and that the restrictions cover an increasingly large sector of the voting population.

(Times of India, July 25, 1961)

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(At the time of the July 1960 General Strike of the Central Government employees, the Times of India was, of course, not so vocal in championing the interests of the employees - Editor, TUR.)

With the liberation of Fushun Province of China in October, 1948, revolutionary changes took place. The former lords and overlords were no more. The miners emerged from virtual slavery to become the true masters of the colliery and the country. Working with enormous enthusiasm and with a new sense of dignity and responsibility they swiftly restored the plundered mines to life and, with the growth of production, steadily improved their own livelihood. It was a herculean task to put out the fires that had been raging in many pits for years and drain others of water. But this, the miners, led and encouraged by the Party, accomplished in a few short years. They extinguished some 500 fires liable to cause explosions, pumped out all the 1.65 million cubic metres of water and piped out over 300,000 cubic metres of gas, greatly reducing the underground gas content. ~~But~~ By cutting a special tunnel for underground gas to concentrate in and then piping it out of the pits for civilian use, the worst enemy of the miners has been harnessed to serve the people, cooking their meals, running their motor vehicles and manufacturing carbon black.

To ensure safety, all smaller machines and electrical equipment underground are made air-tight and explosion proof. Powder and detonators for blasting are kept in safety containers. Dust-catching devices have been introduced and the "wet method" of drilling is used in tunnelling; this keeps dust under control with vapour sprayers and water sprinklers. Timely goaf stowing (packing dirt in space left by extraction of a coal seam) and the use of prefabricated support prevent cave-ins. Improved ventilation

equipment has been installed. Every year, large sums of money are spent on labour protection and safety devices.

A special factory has been set up to produce safety appliances. The Fushun Coal Institute which was founded after liberation has done research on some 200 safety problems and made valuable contributions to safety in the mines.

In addition to setting up a rescue squad and underground first-aid stations, the mining administration and Communist Party organizations carry on a constant campaign to educate the miners in safety precautions and mobilize mass efforts to keep production going in safety. Labour protection inspectors elected by the miners from among themselves are doing a splendid job. Thanks to all this, the miners have rid themselves of the fatalism born of frequent accidents in the past and become increasingly safety conscious. The number of accidents has been drastically reduced. Many mining teams maintain good safety records. That led by Kung Hsiang-ju, for example, has not had a single mishap since liberation; the one led by Cheng Huai-san has held a clean record for nine years.

The introduction of modern mining equipment and techniques has greatly reduced labour intensity. The miners themselves have made no small contribution in this respect. In the technical innovation movement designed to "get rid of the shovel," they devised ways that considerably lightened the work of coal-loading. Other technical improvements such as, in particular, the introduction of modern hydraulic mining in some mines together with better labour organization and reduction of the working day have all helped to increase efficiency and lighten the work of the colliers.

AIRF ON PROPOSED BILL ON INDUSTRIAL RELATIONS
IN GOVT SERVICES

The following resolution was adopted by the General Council of the All-India Railwaymen's Federation (AIRF) which met at Trivandrum on June 23, 1961:

Having heard the report of Shri Peter Alvares, General Secretary, AIRF, of his personal conversation with the Labour Minister on the proposed Labour Relations Bill, and having considered the various provisions of the said bill as could be gathered from such conversations, the General Council of the AIRF is of the opinion that the provisions sought to be made in the bill are highly retrograde and anti-democratic, set back labour management relations in the Public Sector by several decades, negatives the achievement of the trade union movement won through many decades of struggles under the leadership of great national personalities, and as such these proposals are unacceptable to the AIRF as also to all freedom-loving people.

In the opinion of this Council, such proposals seek to take away even the limited and meagre rights of the workers provided under the existing labour laws without making provision for an alternative and effective solution of industrial disputes, much less providing for an improvement in the existing machinery.

The proposals curtailing the right of trade unions to select its own office-bearers are not only undemocratic but amount to unreasonable restriction of the fundamental rights of the trade union.

The proposals specified for the setting up of a machinery for the settlement of disputes are regrograde, unsatisfactory and ineffective. They do not provide for the compulsory reference of all disputes to arbitration but reserves to the management (Government) the right to withhold reference to arbitration and also to limit the subjects for arbitration. Further, they do not provide for the automatic acceptance

There is also the unhealthy provision of the right of the management to select the arbitrator. In the opinion of the AIRF and this General Council, no proposal for arbitration can be effective unless all unsettled differences in industrial disputes at the union and Federation levels are made compulsorily referable to arbitration either by an arbitrator appointed by the judiciary, or to a Board of Arbitrators consisting of a representative, both of the management (Government) and the workers with an umpire appointed by the Judicial Head of the State or Union Judiciary as the case may be, and the award is binding on both parties.

In the opinion of this Council, the provision for banning strikes is also highly retrograde and a negation of the achievements of years of struggle. Instead of making strikes superfluous, by introducing effective provisions for the settlement of disputes, the bill seeks to introduce parliamentary legislation to curtail the rights of the union in case of failure to resolve the differences by negotiation. The bill ignores the specific recommendation of the Second Pay Commission which express itself against the desirability or necessity of banning strikes by legislation.

The proposal to recognise unions with a member of only 15% is also retrograde in as much as, instead of consolidating the trade union movement on the basis of one union in industry, the proposal seeks to disintegrate the trade union movement by providing for recognition of at least six unions in one industry.

These proposals, therefore, are not an improvement on the existing labour legislation and are comparatively more ineffective and unsatisfactory. As such, they are bound to create greater bitterness between management and labour in the Public Sector.

It is the opinion of this Council that with the growing expansion of the Public Sector, the cause of the trade union movement can only be served by following the same policy of labour management relations in the Public Sector as in

the Private Sector. In the proposals, no satisfactory reasons have been given for the wide divergence in policy and discriminatory legislation between these two sectors.

This General Council therefore demands that the proposed bill be dropped. The Council further feels that the proposed objectives of Government can be more effectively achieved by properly working the existing machinery and accepting the recommendations of the Pay Commission in this regard, and by an exhortation to the officers of the government, to perform their duties in the spirit of these proposals.

This Council calls upon all affiliated unions of the AIRF to observe July 12, 1961, as "All-India Labour Rights Day" to record our protest against the proposed Labour Relations Bill and to create enlightened public opinion against it.

ALL-INDIA CONSULTATIVE CONFERENCE
OF YOUNG WORKERS

The Consultative Conference of Young Workers convened jointly by the AITUC and AIYF would meet in Bombay on December 25 and 26, 1961.

The conference which was to be held in New Delhi on November 19 and 20 was postponed by the organisers at the request of some centres, to provide for greater time for preparatory work. The venue has been shifted to Bombay because it would be very cold in Delhi by December end.

Enthusiastic reports have been received from different centres about the preparations for the conference. A large delegation is expected from Punjab, W. Bengal, Madras, Kerala, Andhra Pradesh, and Maharashtra. Centres in Madhya Pradesh, Rajasthan, U.P., Bihar and other States ~~xxxxxxx~~ are also making preparations to send representative delegations.

Preparations are being made in Bombay to welcome the delegates and to hold a successful conference. Leaders of the AITUC and AIYF are visiting different industrial centres to help in preparatory work.

The conference, the first of its kind organised in our country, would discuss the problems affecting the young workers and help set up organisational forms which would help trade unions to carry forward activity for more intensified work among young workers.

HIMACHAL PRADESH TRADE UNION CONFERENCE

The First Conference of the Himachal Pradesh unit of the AITUC was held in Simla on October 23 and 29. The conference was inaugurated by S.S.Mirajkar, President, AITUC.

Seventyfive delegates from all over ~~the~~ Himachal Pradesh attended the conference. A notable feature was the presence of observers from INTUC affiliates as well as from ~~State~~ government employees' associations.

S.S.Mirajkar, in his inaugural address, explained the role of the AITUC in fostering working class unity as well as in contributing for national advance. He laid special emphasis on the need for industrialisation in Himachal Pradesh and asked the delegates to organise a powerful movement for the restoration of democratic set up in this Centrally-administered Union Territory, merging with it the hilly enclaves now in Punjab.

The conference adopted resolutions demanding immediate general increases in wages and salaries ~~in~~ and for linking D.A. with the cost of living index.

The conference criticised the discriminatory practices in the payment of Hill Compensatory Allowances and demanded that this allowance should also be applicable in the case of work-charged labour as well.

Minimum wages and pay-scales should be revised and these should not be lower than rates prevailing in Punjab. The services of large number of temporary employees ~~in~~ under the Himachal Pradesh administration should be confirmed.

The conference noted that the absence of a proper ~~industrial relations machinery~~ industrial relations machinery, the lack of proper staff and the policies pursued by the Transport and ~~and~~ Public Works Departments ^{has} resulted in non-observance of labour laws both in the private and public sector.

It was demanded that adequate machinery should be set up to enforce labour enactments.

The conference elected the Himachal Committee of the AITUC with Kameshwar Pandit as President and Parkash Kapatia as General Secretary.

MAHINDRA & MAHINDRA WORKERS UNION, BOMBAY

The Annual General Meeting of Mahindra & Mahindra Workers' Union, Bombay, was held on October 15.

The meeting elected Joe M.D'Souza as President and G.Sundaram as General Secretary.

ALL-INDIA MEDICAL & HEALTH EMPLOYEES CONFERENCE
POSTPONED TO NOVEMBER 18 & 19.

All-India
The First Conference of the Medical and Health Employees which was scheduled to be held at Calcutta on October 10 and 11, 1961, has been postponed.

The Conference would now be held at Calcutta on November 18 and 19, 1961, according to an announcement by the Preparatory Committee.

2½ LAKH WORKERS GO ON STRIKE IN GENERAL MOTORS

The General Motors empire in the U.S.A. was paralysed by the biggest strike in its history, which began on September 11. ~~which began on September 11.~~ Work stopped at almost a hundred of the 129 plants of this industrial octopus which has established itself in 79 cities. Production of passenger cars and trucks ~~has~~ ceased completely.

Over a quarter million men belonging to the Auto Workers Union, downed tools on September 11, demanding an improvement in their working conditions. The strike began when it became clear in the course of negotiations on a new collective agreement that the management was not prepared to make even the slightest improvement in the conditions of the workers, especially on the assembly lines.

Work on these modern "sweat squeezers" is so organised that a worker, to quote the Chairman of the United Automobile and Aircraft Workers Union, is chained to the conveyer throughout the entire shift, except at dinner break. In their quest for profits, the management reduced to the ~~next~~ utmost the number of substitute workers on assembly lines.

But this is only one burning issue on which the auto workers are challenging the company. The union also demands better safety arrangements and discontinuation of racial discrimination. This last demand, the management refuses emphatically to include in the collective agreement.

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The call for a speedy settlement of the German problem by signing a Peace Treaty, given by the Soviet Union, was at first replied by the Governments of USA, Great Britain, France and West Germany by threats of war.

The Bonn Government of West Germany, dominated by the militarists of the Hitler regime and the big monopolists prepared for a provocation in East Berlin. The network of spies and provocateurs built up in West Berlin got busy to push into East Berlin and occupy it. That would have been the beginning of a Third World War.

The Governments of the socialist countries immediately took the decision to ask the Government of the German Democratic Republic to close the border of East Berlin with West Berlin, which was done on August 13, 1961.

This swift move foiled the plans of the German revenge-seekers, who want to recapture Czechoslovakia, Poland, East Prussia, Ukraine and so on. A mad adventure but they are at it seriously.

To rouse the workers of the world to fight this menace to peace and to bring about a German Peace Treaty, the WFTU called an International Trade Union Conference in Berlin on September 22 to 24.

Delegates from all continents attended. The conference adopted three documents. One was an Appeal to the Workers of the World; The second, an address to the workers of West Germany, who still have some illusions about their bourgeoisie and the right-wing leadership of the Social-Democrats. The third is an address to the Governments of USA, Britain, France, West Germany and East Germany and the Soviet Union.

We are giving below the Appeal to the Workers of the World. - S.A.DANGE

International Trade Union Conference for
a German Peace Treaty, a Peaceful Settlement of the
West Berlin Problem and against War Provocations.
(Berlin, September 22-24, 1961)

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APPEAL TO THE WORKERS IN ALL COUNTRIES

Workers of all countries, we, delegates and observers
from 47 countries in all continents and of various trade
union affiliations,

Gathered in Berlin from September 22 to 24, 1961, on
the initiative of the WFTU,

Speaking for more than 114 million workers,

Aware of the perilous danger of atomic war,

Issue an urgent appeal to the working class of the
world to be vigilant and united, and to act for the preser-
vation of peace.

As long as imperialism exists, there will always be
a danger of war.

We are unanimous in our conviction that the greatest
threat today emanates from West Germany and that the most
dangerous provocations can at any moment arise from the
abnormal situation in West Berlin.

The early conclusion of a German peace treaty is
vital and urgently necessary for world peace.

How did this situation arise?

The imperialist powers, and, in the first place
the United States of America, violating the Potsdam Agree-
ment, have encouraged the revival of the political, economic
and military forces which were basically responsible for
setting up the nazi regime. These forces are today shaping
the policy of the German Federal Republic, which they have
made into a militaristic and revenge-seeking state.

Their aims are the integration of the G.D.R. with
West Germany even at the cost of an atomic war, and thereby:

- liquidation of the political, economic and social achievements of the German working class and the expansion of the military power of NATO;

- Annexation of vast regions belonging to Czechoslovakia, Poland, the Soviet Union, France and other countries,

- aggression against the USSR and all socialist countries.

Sixteen years after the Hitler army was routed, the German Federal Republic, taking advantage of the absence of a peace treaty, has become one of the major military powers in Western Europe. Under the command of nazi officers, its army, disposing of the most up-to-date conventional weapons and equipped to receive the most destructive nuclear arms, has become the spearhead of NATO. In its belligerent folly, the Bonn Government openly claims that henceforth it has the right to possess atomic weapons.

Simultaneously the conditioning of the public is being carried on. The press, radio, television and cinema are poisoning public opinion by a systematic campaign distorting facts and creating war hysteria, which is growing also in a number of other capitalist countries.

This campaign reached its climax when the legitimate measures of protection and security recently taken by the USSR, the GDR and the other socialist countries, were described as acts of aggression. The mere prospect of a German peace treaty is presented as an act ~~of~~ creating tension. The leading groups of the ICFTU and the IFCTU have taken their stand with those who are spreading these slanders among certain sections of the workers. But it keeps a prudent silence about the atomic armament of the Bundeswehr.

Even the West German trade union organisation, the DGB, dragged along by certain leaders, also supports this policy, which clashes with the interests of the workers and helps to confuse them. Its present attitude inevitably recalls the failure of the German trade union leaders when they gave way before the Hitler Labour Front in 1933. Severe repression

is meted out to all progressive forces and active members of the peace movement.

It was from West Berlin, situated in the heart of the GDR and transformed, with the complicity of the western powers, into a centre of espionage and provocation, that the aggressors intended to carry out their plans. An attack was to have been organised against the GDR in the autumn of 1961. That was to be the starting point of a Third World War.

It is our opinion that the workers in the GDR acted correctly in foiling these plans by firmly applying the protective measures on their frontier with West Germany and West Berlin, decided by their Government. The immediate conclusion of a German peace treaty is today more essential than ever. The indefinite postponement of this problem is no longer possible. On the contrary, it would be dangerous. The hot-bed of war which has smouldered for a long time in the heart of Europe, must be extinguished.

The conclusion of a German peace treaty is today a very important condition for peace. This treaty must be drawn up through firm negotiations, taking into account the existence of the two German States and respecting the frontiers as established at Potsdam in 1945, including the Oder-Neisse frontier and the frontier with Czechoslovakia. The question of West Berlin must also be settled together with the German peace treaty, by recognising it as a free city, determining its own internal system and also free to determine its external communications, but demilitarised and neutral. In this way a serious setback can be delivered to the revenge-seeking and aggressive expansionist aims of German militarism. In this way a contribution can be made towards opening up a broad and firm perspective for peace. In this way the essential conditions can be created for a future of social progress for all peoples.

The negotiation of a German peace treaty has been proposed for a long time and on many occasions by the Soviet Union and the GDR. The need to sign a peace treaty and to

settle the question of West Berlin by negotiations which will put an end to the pan-Germanic ventures of the leading circles in Bonn, is today recognised and endorsed not only by all the socialist States but also by other States with different political systems, as well as many political and social groups having the most varied ideological outlooks. This means that the threat to the world of a revived German militarism is being more and more clearly understood.

Up till now the Western governments have turned a deaf ear to all the most reasonable proposals put forward and have gone ahead with their war preparations.

It is high time for the international working class to take the matter firmly in hand and to organise powerful mass campaigns.

Workers,

Remember the Second World War!

Remember the 58 million victims, men, women and children, the thousands of towns and villages ruined by bombing, the freedoms destroyed, the millions of innocent people burnt in furnaces, and the part of humanity reduced to slavery. Remember the tremendous wealth which had been produced by the labour and toil of man that was reduced to ashes. That is the price paid for war. The consequences of the war which the imperialists are ready to unleash would be even worse. Unite your efforts in vigorous action to prevent such a catastrophe.

You can and must do this.

War is not inevitable. During the past few years, the balance of forces in the world has changed radically in favour of peace. Alongside the socialist camp, which from now on will determine the course of history, a deep will for peace inspires the widest sections of the workers in the young independent States and neutral countries. In the capitalist countries, large-scale struggles for peace are rapidly developing and are weakening the war camp.

That is the road we must take, united, redoubling

The early signature of a German peace treaty is at the present time at the heart of the problem of peace. It would open the way to universal and complete disarmament and to the future of peaceful co-existence which you desire so ardently. Your action to achieve this aim is inseparable from your struggle against all imperialist aggression. The enormous sums now swallowed up every year by the arms drive must be used to expand peaceful production and to meet the needs of the peoples.

WORKERS OF ALL COUNTRIES,

Regardless of your views and trade union affiliations, your international unity of action is the primary condition for the achievement of your common demands:

- The preservation of peace which is in danger,
- Universal and complete disarmament, the only way to remove the atomic danger and end nuclear tests,
- Peaceful co-existence between States with different social systems.

Let us demand in united action the early signature of a German peace treaty and a negotiated settlement of the West Berlin problem.

Berlin, 2
September 24, 1961

TOKEN STRIKE OF TRAMWAYMEN

Ten thousand workers of the Calcutta Tramway Company went on a token strike on October 5 in protest against the refusal of the management of this British-owned company to pay one month's basic wage as additional puja bonus.

The call for strike was given by the joint committee of the workers' unions.

The company has paid a month's wage as puja bonus. But the employees demand is based on the fact that the company has made a huge amount of extra profits after the increase in tram fares in November, 1959. In the course of the last eight months alone, the company raked in additional profits of Rs.43 lakhs.

W.BENGAL TRANSPORT WORKERS FORM FEDERATION

A state-wide Road Transport Workers' Federation was formed at a conference held in Calcutta on September 23, 24 and 25. The conference was held under the auspices of the Preparatory Committee set up by the Calcutta Tramway Workers' Union, State Transport Employees, the West Bengal Motor Transport Workers' Union and the Bus Workers Union.

Over 290 delegates and 150 visitors, representing more than three lakh road transport workers in W.Bengal took part in the conference. Delegates came from almost all the 16 districts of the State.

The Charter of Demands adopted by the conference covered nationalisation of foreign oil monopolies, rapid expansion of our oil industry and measures to increase oil imports from the USSR and other countries where the rates are much cheaper. Modification and enforcement of existing laws relating to road transport workers; effective measures to ensure adequate living standards; guarantees regarding security of service. trade union

and provision for social security; fixation of the responsibility of the owners for police cases, implementation of the workers' demands, etc; stoppage of all types of zoolum, harassment, etc., by the police and other officials, ~~etc.~~ were among the other demands.

The conference set up the West Bengal Road Transport Workers' Federation with an Executive Committee of 61 members including 19 office-bearers. Md. Ismail was elected President of the Federation.

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UPTUC CONFERENCE HELD AT FERROZABAD.

Wx10
11/11

The Conference of the U.P. State Committee of the All India Trade Union Congress was held at Ferozabad on May 5, 6 and 7, 1961. The Conference which was held after 1957 was attended by 38 delegates representing over 50 unions covering sugar, leather, glass, chemical, plantation, engineering, textile and other industries.

8x9
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The Conference was held in Chhadamilal Park's Library Hall and was inaugurated by ~~Gen.~~ K.G. Srivastava, Secretary, ^{AITUC} ~~AITUC~~ ^{AITUC} India Trade Union Congress. ~~Com.~~ ^{He} Srivastava explained to the delegates and others who were present in large number at the inaugural Session, the policy of the AITUC as elaborated at its Coimbatore Conference. Pointing out to the anti-labour character of the Government policy, ~~Com. K.G.~~ ^{he} in detail ^{in detail} narrated the experiences of the government employees and what they had to face during the ¹⁹⁶⁰ July General Strike. He also ^{referred to} ~~pointed out towards~~ the U.P. Government's policies ^{which} ~~that~~ were hindering rapid industrialisation of the State. ^{K.G. Srivastava drew the attention of delegates to} ~~In his address he also pointed out towards~~ the growing menace of communalism in the country and said that every trade unionist had to fight against the same as the consequences of this menace were too apparent from the experiences of Ferozabad and Jubbulpore. ^{concluding, he} ~~At the end, Com. Srivastava~~ called upon the delegates to strengthen the AITUC in U.P.

^{consistently} of
The Conference was presided over by a presidium ~~of~~ Comrades A.H. Ansari, Babu Khan, R.N. Upadhyaya, Nizamuddin and K.N. Bhatta.

On May 6, ~~Com.~~ Ram Asrey introduced the report of the General Secretary as also organisational report prepared by ~~Com. A.~~ Anand Agnihotri. Having mentioned some of the significant developments in the international and national fields, the Report discussed the question of industrialisation of Uttar Pradesh. ^{From the material collected in} the Report, ~~it was~~ pointed out that though some industries have grown in U. P. in the last decade, yet the State ^{has lagged} ~~compared to~~ ^{behind in comparison with other states} the industrial development that has been taking place in other States U.P. remains significantly backward in matter of industrialisation.

tion. The Report blamed the U.P. Government for this state of affairs and called upon the trade unions to take up the matter of industrialisation along with other sections of the people. ~~The Report then~~ ^{discusses} ^{the} ^{struggles} ^{of} ^{the} ^{working} ^{class} ^{of} ^{this} ^{period}, ^{and} ^{the} ^{Report} pointed out that these struggles have in many cases been fought on the question of wages and for the protection of service conditions. For the future development of the movement in the State, the Report suggests ^{ed} that the Unions must take up the question of minimum wage in trades and industries that are covered by the Minimum Wages Act.

The Report has further pointed out that the question of dearness allowance in textile, leather and other industries is very important and our unions must take up the matter in all earnestness. The Report then catalogued 10 points under the head 'anti-labour pro-employer' policy of the U.P. Government. The Report also discussed in detail the question of trade union unity in the special circumstance obtaining in U.P. The Report came to the conclusion that though the INTUC was the biggest central trade union organisation in U.P., yet there were large number of unorganised workers whose organisation was bound to play an important role in building trade union unity.

The Report said that today in U.P., specially in Kanpur textiles, leather and Rayon and in the huge sugar belt, big things were happening and these mass actions of the workers are largely led by united trade unions and federations. The Report laid down ^{the basic} that while doing everything possible to strengthen the AITUC unions in UP, ^{attempts should be made} we have to unite big chunks of workers in mass actions through Suti Mill Mazdoor Sabha, United Chini Mill Mazdoor Federation and U.P. Bank Employees' Union ^{the} big united trade unions of our State. But that would not be enough. Approach towards ^{INTUC following} and bringing them into united actions is an equally important task for our trade unions.

Over 30 delegates participated in the discussions ^{on the Report} and while supporting its direction, made valuable suggestions to include the questions that prompted glorious united action of the Government employees in July 1960 and the growing menace of communalism ⁱⁿ trade unions. The Report was unanimously adopted after the said amendments were incorporated ^{in the Report}.

Com. S.A. Dange, General Secretary, of the AITUC, who attended the Conference, addressed the delegates' Session. In his address he pointed out that the Report suffered from certain weaknesses. He told the delegates that the Report has not made any study of the 'new worker' who has joined the ranks of the working-class in ^{the} last several years with the growth of industries. He advised that this 'new worker' should be understood concretely in each industry in the context of Freedom as well as industrialisation. ^{S.A.} Com. Dange told the delegates: "though in the Report priorities of work in Sugar, Textile, Transport and Electricity undertakings have been worked out correctly, yet no concrete slogans of action have been worked out and the task of trade union leadership in UP is to work out concrete slogans of action for each industry so that the movement goes forward and unites the class." He pointed out that the so-called "legalism" among the workers arises not only from the legal machinery that has been provided by the present-day government, but also from the class position of our worker who has joined the ranks of working-class from the peasantry and it is through experience that the worker slowly takes up the positions of struggles. He also called upon the delegates to fight determinedly against the rise of communal forces in the country and unite the working-class in this task.

On May 7, a huge procession of workers marched through the streets of Ferozabad and ended at Gandhi Park where a Rally of nearly 5000 workers was held under the presidentship of Com. A.H. Ansari.

On behalf of Mazdoor Sabha, a purse of Rs. 501.00 was presented to ^{S.A.} Com. Dange for the AITUC Building Fund. ^{S.A. Dange} Com. Dange addressing the Rally for nearly 2 hours, analysed the developments in the national and international fields and said that the rapid industrialisation of the country and of building of steel plants in state sector as well as exploration of oil have helped the country to strengthen its independence against imperialist ^a mechanisms and these developments brought about with the aid of socialist countries are not only in favour of the entire country but also of the working class. He attacked the policies of the Government that were helping the rich to become ^{or} more rich and attacking the poor. "It was against these policies that"

growing and taking the all-India shape" said Com. Dange, ^{He} and asked the workers to unite more closely for the realisation of their demands and for building a prosperous New India. He castigated Jan Sangh and Swatantra elements that were trying to take the country backwards by spreading ^{the} poison of communal and caste ideas and called upon the workers and citizens of Ferozabad to eradicate popular life ~~from~~ such elements, ^{from the political life.}

Com. Ram Asrey placed a report of the decisions of the Conference, ⁵ ~~that had adopted~~ resolutions on Labour Policy of the UP Government, Against Communalism, For Nationalisation of Banks and Against Section 34 A of the Banking Act, Demanding Enquiry into the Conditions of Workers engaged in Glass Industry of Ferozabad, Greetings to Maj Gagarin, Soviet Spaceman, On Central Government Employees Struggle, Against Lock-out of Kanpur Swadeshi Cotton Mill workers etc., ^{were adopted by the Conference.}

The Conference elected a General Council of 65 members and a Working Committee of 41 with ~~Com.~~ S.S. Yusuf as President, ~~Com.~~ Ram Asrey as General Secretary and ~~Com.~~ S.K. Dhar as Treasurer. ~~Comrades~~ A.H. Ansari, R.N. Upadhyaya, Sheo Sharma, Ambika Bajpai and Harsahai Singh have been elected as Vice-Presidents and ~~Comrades~~ Ghanshyam Saran Sinha, Harish Tewary, Anand Agnihotri, Ram Chandra Rai, Ravi Sinha and K.N. Bhatta as secretaries.

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Ram Asrey.

WEST BENGAL

The annual conference of the Bengal Chatkal Mazdoor Union was held in Muslim Institute hall, Calcutta on June 11.

According to the report placed by the General Secretary, it was seen that during the last one year the membership of the union has increased perceptibly and is now 26,295. The union elected Bankim Mukherjee, MLA as President, Indrajit Gupta, MP as Working President, Bhowani Roy Chowdhury as General Secretary and Ksrihnapada Karmakar as Treasurer.

ANDHRA PRADESH

In accordance with the call given by the Singareni Collieries Workers Union, Kothagodium, about 4,000 workers from Rudrampur and Kothagodium areas marched to the office of the General Manager of the Collieries on June 28.

The processionists submitted a memorandum containing several demands, which, among others, included, 1) Arbitrator's award be implemented in the Singareni Coal fields with effect from June 1, 1960; 2) Conveyance allowance be paid to workers who live far away; 3) Seniority and efficiency be considered as basis for promotion of monthly-paid staff, and 4) revision of grades of underground monthly-paid staff.

The management of the collieries refused to agree to these demands and conciliation proceeding earlier had failed to bring forth any result. The union therefore

decided to call a pay strike for four days and accordingly
90% of the workers observed pay strike ~~on~~ from June 30
to Julyx3, 1961.

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SECOND CONFERENCE OF MAHAGUJERAT STUC

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The second conference of the Mahagujerat State Trade Union Congress (AITUC) held in Jamnagar on June 17 and 18 was attended by 100 delegates and 73 observers representing 33 unions covering textile, chemical, engineering, mining, transport, port and dock, oil and other industries.

S.Y.Kolhatkar inaugurated the conference, which was also greeted by Liladhar Patel, President, Jamnagar Municipality.

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Bhalchandra Trivedi, General Secretary, Mahagujerat STUC traced the development in Gujerat since the First Conference held at Surendranagar three years back.

He pointed out the recent growth of various ~~growth~~ industries in Gujerat State like cement, engineering, chemicals, etc., and possibilities of tremendous progress in petroleum industry. He especially emphasised the need for a strong TU movement in Gujerat under the leadership of the AITUC.

He noted the struggles waged during the last three years by AITUC unions in Gujerat State and the improvement shown in the functioning of unions.

He sharply criticised the State Government's policy as anti-labour and appealed for TU unity to defeat this policy.

Fifteen comrades participated in the discussions and narrated their experiences at local level. ^{The report} ~~It~~ was adopted unanimously, after incorporating some of the suggestions of the delegates.

The conference then discussed a ~~r~~ report on problems and tasks before the working class, submitted by Shantilal Vasa, Secretary, MGSTUC. This report was also adopted unanimously, after discussion.

The conference by a resolution decided to fight for revision of minimum fixed under Minimum Wages Act and linking of D.A. with cost of living index in organised industries and for D.A. on the basis of textile workers of Ahmedabad.

The conference demanded development of oil industry in the Public Sector. It supported the liberation struggle of the people of Diu, Daman and Goa from the yoke of Portuguese imperialists.

The conference elected the new General Council and Working Committee. Vajubhai Shukla was re-elected President and Bhalchandra Trivedi, Secretary.

A colourful procession with a large number of working women paraded the main streets of Jamnagar on June 18 and ended in a public meeting. Among others who addressed the meeting were S.Y.Kolhatkar, Bhalchandra Trivedi and Hanuman Singh.

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THIRD CONFERENCE OF TRANSPORT TUI

by N.D.Sundriyal

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The Third International Conference of Transport, Port and Fishery Workers held in Budapest from May 9 to 13, signified to a large extent, as Louis Saillant, WFTU General Secretary pointed out, "what the real international unity of action of workers can be."

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As Louis Saillant referred in his speech, greeting the conference on behalf of the WFTU, there were very interesting reports on the situation of the position of transport workers' unions of the Soviet Union, China and other socialist states - "we have been very pleased with the progress, reported here, in the organisation of transportation, considered to be one of the essential bases in the development of socialist society and economy.

The Japanese comrades told how great mass struggles are being waged by the railway workers. The delegate from Mali (Africa) told the conference with great confidence, although he represents a trade union not affiliated with the WFTU, what problems this newly independent country faces, what the specific problems of railway workers' trade union in Mali Republic are.

The French delegates gave their experiences. The French railway workers, during the past 24 years, ~~of~~ since nationalisation of railways, have ~~more~~ had rich experiences and have faced great difficulties consequent on the change of political power in France and the use of nationalisation for the benefit of monopolies.

Louis Saillant also referred to the report from "our comrade from the port of Bombay" who told "how deeply rooted the revolutionary traditions of the Indian proletariat are in this big Indian city, and how class struggles are organised in this big centre."

There were other inspiring reports by Italian delegates and the Cuban delegates

Over 175 delegates from affiliated and non-affiliated organisations of transport workers from 45 countries, representing a membership of 134 lakh workers participated in the Budapest conference.

There were delegates from all continents, - representing countries from Cuba to Korea.

There were four delegates from India - S.Guruswamy, President, AIRF; G.H.Kale, President, All-India Port and Dock Workers' Federation; N.D.Sundriyal, General Secretary, National Federation of Indian Road Transport Workers and Mansoor Jilani, General Secretary, Bengal Mariners' Union.

The Hungarian Transport Workers' Organisation and the Central Council of Hungarian Trade Unions played host to the conference.

After the presidential address by Drover, reports on behalf of the TUI were presented by Umberto Degl' Innocenti (Italy) and Satish Chatterjee (India).

Umberto Degl' Innocenti, Secretary of the TUI, in his report detailed the role of the TUI in promoting unity of action and solidarity among transport, port and fishery workers to (i) increase their wages and improve their living and working conditions; (ii) fight the disastrous consequences of capitalist concentration and rationalisation; (iii) reduce hours of work without loss of pay; (iv) guarantee effective recognition for, and the defence and widening of trade union rights, the social role played by the trade unions and working class, and democratic freedoms; (v) plan transport policy to conform with the interest of the mass of the people; (vi) resist the power of the monopolies in the transport industries actively and continuously; (vii) safeguard peace and impose disarmament and peaceful co-existence against the policy of war and aggression of the Imperialists with the USA at their head and against aggressive military pacts and American military bases abroad.

The report noted that the balance of class forces continues to change more markedly in favour of socialism and working class of the world.

The world capitalist system is disintegrating and decaying. There is an army of unemployed persons in capitalist countries. The report stated that monopoly concentration is increasing in transport industries and the mad lust of the monopolists for profits has resulted in falling living standards of the workers.

The report reviewed the heroic actions the transport workers fought to defend their interests as well as for peace and democratic rights. The strike of French railway workers ~~against~~ in solidarity with Algerian independence and Japanese workers' struggle against militarism were significant. The Brazilian dockers refused to load sugar to USA in token of solidarity with Cuba; the Japanese workers refused to unload missiles; the Chilean workers refused to unload American arms.

Satish Chatterjee in his report on the second point on the agenda, said that "The working class is the implacable enemy of imperialism. In fighting against all forms of governmental tyranny and for the respect and extension of democratic and trade union rights, our trade unions are therefore defending not only the workers' class interests but also the interests of the entire nation." He laid special emphasis on the question of trade union rights.

Referring to Cuba, the report said that "racial discrimination in employment and a whole series of vices and privileges which existed in important industries have disappeared. The law forbids employers to dismiss a worker or to reduce his wages on his own accord."

Satish Chatterjee said that the TUI has made a positive contribution to the growth of international solidarity in the struggle against colonialism and for peace. ~~He~~ He referred to solidarity campaigns in aid of Cuba, Algeria and Congo. The TUI expressed solidarity with struggles of

Argentina, Mexico, ~~and others~~ etc.

The report condemned the role of the ICFTU and the ITF which has not only been anti-unity but as was seen in the case of Cuba, nakedly pro-imperialist.

The conference discussed problems of railwaymen, seamen, air transport and road transport workers in separate commissions and demands were formulated.

The general demands formulated were: TU rights, constant adjustment of wages in relation to cost of living index, right to strike, banning of dismissals for political, religious or racial reasons, 40-hour week, introduction of pension system, guaranteed employment for workers, ~~and~~ unemployment benefits, social insurance, equal rights for women workers, etc.

The conference elected a 21-member Administrative Committee with Drover (France) as President and Satish Chatterjee as General Secretary.

The TUI proposed united action for (i) banning of nuclear weapons and end to arms race; (ii) evacuation of imperialist military bases throughout the world; (iii) universal and complete disarmament and peaceful co-existence; (iv) complete liquidation of colonialism; (v) transformation of West Berlin into a free and de-militarized city; (vi) abrogation of Japan-U.S. Security Treaty which creates tension in the Far East.

The Preparatory Committee for the Conference of Medical and Health Workers of India has announced the decision to hold the conference on October 10 and 11, 1961 at Calcutta.

At This will be the foundation conference of the proposed All-India Medical and Health Employees' Federation.

In an appeal, the Preparatory Committee has invited all employees ~~and members~~ of medical and health institutions to elect delegates to the conference. The conference is open to all the hospital and health services employees, irrespective of politics or trade union affiliation.

The appeal stated: "As is well-known, the present-day accepted principle is that health is not the private affair of the individual but an affair of the state. This principle has largely been realised in other countries. It is needless to reiterate that hospital employees will support and cooperate with all measures which the Government may adopt in the interest of improving and enlarging health services of the country."

The problem of improving the working and living conditions of those who man the health and medical services in this country has not, however, received proper attention of the planners and the Government.

It was therefore necessary for the hospital employees' unions to strengthen their unity, win public support and realise their demands of improvement in working and living conditions.

INTERNATIONAL CONFERENCE OF WORKERS
IN PRINTING AND ALLIED TRADES

An International Consultative Conference of Trade Unions and Workers in Printing and Allied Trades has been convened at Leipzig, on November 25 to 28, 1961.

The conference has been called by the Organising Commission of the Conference on the initiative of the WFTU and several national industrial unions.

The conference will have a broad, united and democratic character and will be open to all g workers in printing and allied trades from all over the world, regardless of their political system and national and international trade union affiliation.

The conference would discuss all printing workers' problems - on new production techniques, workers' security, social insurance and occupational diseases and general living standards.

The appeal issued by the Organising Committee stated that the conference would be a prelude to stronger unity of action and cooperation between printing workers' trade unions as well as a practical affirmation of international solidarity among all workers.

M.P. BEEDEI WORKERS' CONFERENCE

The third conference of Madhya Pradesh Biri Workers' Federation was held at Rajnandgaon on June 17-18, 1961. About 200 delegates from all important centres in the State attended. Diwakar, Secretary, MPTUC, presided.

In the General Secretary's Report ^{was} presented by Prakash Roy, and subsequent discussions, the following ~~points~~ ~~were~~ demands were formulated:-

1) Minimum rate of wages ^{should} to be Rs. 2.25 for making 1000 biris. Resolutions on other demands were also passed, including the demand for all India inquiry by the Government of India and framing of uniform legislation to govern working conditions of biris workers.

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PARLIAMENT.

MOTION RE: 17TH AND 18TH SESSIONS OF
INDIAN LABOUR CONFERENCE.

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S.M. Banerjee, M.P., while initiating a discussion on May 2 on a motion regarding Seventeenth and Eighteenth Sessions of the Indian Labour Conference strongly opposed the bill to ban the strike and criticised the failure of the Government in introducing grievance procedure and providing machinery for joint consultation. He also drew attention of the Labour Minister on the victimisation of the 640 Central ^{Government} Govt. employees in spite of earlier promises of ^e leniency towards them. He suggested constitution of a tribunal to go into the cases of victimisation.

He requested the Labour Minister to reconsider the question of restoration of recognition to the unions.

Referring to the lockout of Swadeshi Cotton Mills, Kanpur, he sharply criticised the Government's machinery which failed to come to the rescue of the suffering workers and demanded efforts from the Central Government to end this dispute amicably as early as possible.

~~He then dealt with the Whitley Councils and pointed out that they would not function correctly unless some protection is given to the Central Government employees. "In the command workshop at Kirkee" he gave an instance, "Seven people have been dismissed from service after the strike; four of them are on the Works Committee was formed they raised this question and they took protection under the rule of the Labour Ministry that for one year the Labour representative should be the Chairman of the Committee.... Those people who raised this issue were also unfortunately involved in the strike and have been removed".~~

Naushir Bharucha resolutely opposed the move to

ban the strike as it was "thoroughly incompatible with the principles of arbitration".

"In disputes between Government and Government Servants, Government is a party to the dispute. Therefore, a party to the dispute cannot pronounce judgement on the strike, saying that it is illegal " he said. He called on the Government to understand the implications of why a strike was resorted to.

He appealed to the Government to reconsider their policy towards recognition of unions. "Are you going to hang a union indefinitely" he asked, "Surely, there must be some method and sense of proportion even in victimisation or giving out punishment!"

Dr. Melkote while discussing the question of victimisation suggested ^{ed} that government should take things in a lenient manner and view them more sympathetically.

T.C.N.
~~M.K.~~ Menon criticised the delay in implementing the decisions of the tripartite conferences.

Nath Pai once again refuted the claim that the strike of the Central ^{Government} Govt. employees was a political one. With regard to the question of recognition he said:)

"This is chocking, this throttling, this is the cruelest thing in democracy, to deny the right of defending themselves, of ventilating their grievances."

G.L. Nanda, Union Minister for Labour ^{and} Employment, agreed that he could not identify a definite political intention behind the Central Government Employees' Strike. "There was a certain ~~intense~~ unrest" he said, "and there was a certain discontent which had to express itself".

However, according to him the strike could have been avoided and he blamed the labour leaders for their failure to stop the strike from commencing. "I think it was failure of the leadership at that juncture and the working class

no incident

suffered," (~~he claimed~~)

He informed the house that the machinery on the basis of Whitley Councils, their scope, etc., were being defined and a very big new element in the situation was arbitration. "You cannot have both arbitration and strike" he said.

G.L.Nanda

With regard to recognition ~~he~~ stated that the withdrawal of the rights of recognition cannot be permanent, he had been asking the Ministries about it and had been getting reports from time to time about the progress of action regarding various cases, etc. "The Labour Minister cannot be a dictator in the Government", he went on, "He is, along with others, trying to work and to function in the best manner possible."

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TWELFTH SESSION OF I.N.T.U.C.

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The Twelfth Session of the I.N.T.U.C. held in Yamunanagar on April 16 and 17 expressed its considered opinion that "immediate and effective steps should be taken by the Government to arrest any further rise in prices of essential commodities and stabilise them at a reasonable level." The resolution on prices mentioned failure of the governments both in the states and in the centre to reduce the prices in spite of repeated protests by the working class. It also admitted that the continuous rise in prices and essential commodities had led to a progressive fall in real wages and had made increases in wages illusory.

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In a resolution on Wage Boards, the Conference expressed its regrets over non-implementation of even the unanimous recommendations of wage boards by certain employers and urged the Government to expedite the legislation to get the recommendations implemented.

"While the tempo of economic development is being speeded up" ^{the} conference declared in another resolution on labour and plans, "the social objectives of planning have not in the opinion of the INTUC advanced in the course of these years to any appreciable extent."

The Conference expressed its sense of disappointment at the rather slow pace of extending ^{ed} medical benefits under the E.S.I. Scheme to the families of insurance workers and urged upon the Government to expedite extension ~~to~~ the families of all insured persons. It further strongly urged upon the Government to undertake legislation providing for ~~granting~~ gratuity in industries where no such provision existed and for standardising all existing schemes.

The Conference adopted resolutions on workers' participation in management, Bonus commission, Arbitration, Industrial accidents, security of service and on conditions of employees in states and Local bodies employees.

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The Conference was inaugurated by Indra Gandhi. It was attended by Labour Ministers of Maharashtra, M.P., Assam and the Union Labour Minister and Deputy Labour Minister.

Michael John in his presidential address described the recent Central Government employees' strike as "ill-concieved, unwarranted and anti-national".

The Conference re-elected Michael John as President and S.R. Vasavada as General Secretary.

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In the General Secretary's Report presented by Prakash Roy and subsequent discussions, the following ~~points~~ ~~were~~ demands were formulated:

- 1) Minimum rate of wages to be Rs.2.25 for making 1000 biris.

S.A.Dange, General Secretary of the All-India Trade Union Congress, while addressing the inaugural session on June 24, of the Mines Workers' Conference at Robertsonpet, severely criticised Government for not having so far finalising the rate and structure of wages in State-owned concerns, particularly in Durgapur, Bhilai and Rourkela.

He said that the workers, in both public and private sector undertakings are forced to resort to strike because they are continuously deprived from the minimum guarantee of bare livelihood.

S.A.Dange said that it of great regret that in important industrial undertakings run by Government there is no permanent grades and wage-structure. He remarked that when the workers employed directly under Government have to resort to strike to ventilate their grievances, it ~~is~~ ^{was} not surprising that Government would show more callous attitude towards the workers of other industries.

S.A.Dange said that the AITUC would continue to follow the policy of demanding the nationalisation of ~~xxxx~~ basic and strategic industries. The AITUC shall pursue this policy because this was the only way to get the country rid of ~~foreign~~ the exploitation of the foreign capitalists.

But, he warned, the problems of the workers would not be solved merely by nationalisation of industries; in order to improve their working and living conditions, the workers ~~will~~ ^{would} have to ~~xxxx~~ continue their struggles.

In November 1960, prior to a meeting of the AATUF preparatory secretariat in Accra, the ICFTU quickly convened another regional conference, this time at Tunis.

Last year, the ICFTU pumped 432,000 dollars into Africa.

But these attempts to frustrate African trade union unity failed. Large sums of money might have corrupted some African trade union leaders, but the masses of African workers demanded the formation of an All-African federation.

As a result, number~~s~~ of delegates at the ICFTU Tunic conference went straight to Accra and affirmed their support for the formation of AATUF.

At Casablanca, the new ICFTU supporters did their utmost to prevent the establishment of a strong African federation; Tom Mboya (Kenya Federation of Labour) and others called for a loose federation with the strongest possible local autonomy and the continued affiliation of national centres to other internationals - principally the ICFTU.

The vast majority of the delegates, however, including many ICFTU affiliates, were opposed to this, and on the final day of the conference the Charter of the All-African Trade Union Federation was unanimously adopted amidst tremendous applause and AATUF came into being.

Mahjoub ben Seddik of Morocco was elected President, John Tettegah of Ghana was elected General Secretary, and the Secretariat consists of trade unionists from Guinea, Morocco, Algeria, Mali, the United Arab Republic and Kenya (Tom Mboya).

The headquarters is to be at Casablanca.

National trade union centres affiliated to AATUF have been given ten months within which to break their affiliations to other internationals - mainly ICFTU.

Amidst shouts of approval, the Zanzibar and Pemba Federation of Labour declared their immediate disaffiliation from that body.

The Charter adopted at Casablanca is of enormous importance and deserves the closest study by British trade unionists also engaged in the battle to end imperialism.

It states quite clearly the context in which African trade unions will concentrate their efforts to win a better life for African workers.

The opening paragraph says:

"The workers of Africa, workmen and peasants, are engaged in an implacable struggle against Colonialism, Neo-Colonialism, Imperialism, Feudalism and Reaction.

"They are fighting alongside all workers of the world in their common struggle against all forms of human exploitation."

(Courtesy: DAILY WORKER, London)

CONFEDERATION OF FRE (?) TRADE UNIONS

According to a report received from Patna, it is learnt that in ^a ~~an~~ conference of 75 trade unionists held on August 12, it has been decided to form a confederation of free trade unions.

The ~~aim~~ object of this Confederation is to keep the trade union movement free from politics and to provide a platform to those trade unions which are not affiliated to any Central trade union organisation.

The Conference was presided over by T. Parmanand, Vice President of the UTUC. The Executive Committee of this newly formed Confederation ~~includes~~ consists of T. Parmanand - as President, Rajani Mukherjee as General Secretary, Biswanath Dubey as Working President and Ajit Roy as Organising Secretary, among others.

TOKEN STRIKE

The workers of Dhakeswari Cotton Mills, near Asansol, observed a day of token strike on August 11, on the demand of immediate introduction of extra dearness allowance of Rs. 8 as per Wage Board recommendations with retrospective effect. The strike was complete and peaceful despite a number of attempts made by the henchmen of the management to attack the meeting of the workers that was in progress during the strike near the gate of the mill.

WORKERS LAID OFF FOR SHORTAGE OF STEEL

The management of Shyamnagar (West Bengal)

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MINERS' CONFERENCE

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Six hundred delegates participated in the Miners' Conference held in Kolar Gold Fields on June 23/24 to 25. M.C.Narasimhan, MLA, General Secretary, Karnatak Committee of the AITUC, presided. The Conference was inaugurated by Parvathi Krishnan, M.P., Vice President, AITUC.

S.A.Dange, General Secretary, AITUC, who addressed the conference, criticised Government for not having so far finalised the rate and structure of wages in State-owned concerns.

Dange said that the AITUC would continue to follow the policy of demanding nationalisation of basic and strategic industries. This was the only way to get the country rid of exploitation of foreign capitalists.

But, he warned that the problems of workers would not be solved merely by nationalisation of industries; in order to improve their working and living conditions, the workers would have to continue their struggles.

S.S.Mirajkar, President, AITUC, addressing the delegates, exhorted the workers to close their ~~rank~~ ranks against communalism and casteism and disruption of all sorts.

The delegates sessions on June 24 and 25 were presided over by V.M.Govindan and B.R.Gambeeram.

The conference adopted resolutions demanding better conditions of life and work and recognition of unions, in Hutti gold mines and manganese mines in Mysore State. It was demanded that ~~the~~ D.A. scheme should be revised to compensate adequately the abnormal rise in cost of living. The conference urged immediate release of political prisoners and those imprisoned for TU activities, better housing facilities, etc.

Modinagar

STRUGGLE FOR IMPLEMENTATION
OF TEXTILE WAGE BOARD REPORT

The workers of Modinagar, U.P., are now agitating for implementation of the Textile Wage Board recommendations.

Ida Mohammed, leader of the Kapra Mill Mazdoor Sabha, went on hunger strike on May 23. Two other leaders joined him on hunger strike on June 5.

The workers are also demanding abolition of the conciliation agreement with the INTUC which the management has ~~entered~~ entered into, and sanctified ~~with~~ by the State Government, debarring the workers from approaching the State industrial relations machinery.

PAY RISE FOR PRIMARY TEACHERS IN WEST BENGAL

About 70,000 primary school teachers were awarded an increase in salaries of Rs.8 per month, with effect from April 1.

A decision to this effect was taken by the State Government on June 3.

BARAUNI CONSTRUCTION WORKERS ON STRIKE

Over 400 workers of engaged in construction work in Barauni, Bihar, went on strike on June 6 demanding higher wages.

LOCK-OUT IN SAHARANPUR TEXTILES

The management of the textile mills in Saharanpur ~~lock~~ declared lock-out on June 3, following a strike by the workers demanding release of Pritam, trade union leader, who was on hunger strike and was arrested on June 1.

The hunger-strike was launched to press the demand for implementation of the Textile Wage Board's recommendations.

See TUR, June 5, 1961

PHALTAN SUGAR WORKERS' STRUGGLE

ENDS IN VICTORY - BHISE ENDS HUNGER STRIKE

Four thousand workers of Phaltan ~~sugar factory~~ demonstrated in front of the sugar factory on May 29 protesting against the management's refusal to implement the recommendations of the Sugar Wage Board.

On the same day, Madhukar Bhise, General Secretary, Phaltan Taluka Sakhar Kamgar Union and Secretary, Maharashtra Committee of the AITUC, launched a hunger-strike to press for the workers' demands for enforcement of Wage Board decisions.

The hunger-strike by their leader created a wave of enthusiasm among the workers and they held meetings and demonstrations every day demanding immediate implementation of the Wage Board report.

Hundreds of workers also resorted to one-day hunger strike every day and the total number of workers thus participating was more than ~~XXXXXXXXXX~~ 3,000.

The struggle continued for ten days. On June 3, eight thousand workers and peasants demonstrated in the town which culminated in a mass meeting. The meeting was addressed by S.G.Patkar, MLA, Secretary, Mumbai Girani Kamgar Union, who conveyed the solidarity and support of Bombay textile workers. Trade union leaders from Poona and Sholapur also spoke at the meeting.

On June 7, following talks with Nana Patil, M.P., leader of the Samyukta Maharashtra Samiti the management finally agreed to implement the Wage Board recommendations. The jubilant workers celebrated their victory by holding a ~~XXXXXXXXXX~~ mass demonstration and in a mass meeting, Madhukar Bhise ended his hunger-strike.

AITUC STATEMENT

In a statement issued on June 3, the Secretariat of the AITUC said : "The AITUC takes a very serious view of the fact that recommendations of Wage Boards made after years of delay are further subjected to a protracted period of non-implementation by the employers."

"It is most tragic that the Government sits with folded hands till the workers, out of sheer desperation, are forced into taking direct action. It may be recalled that only after the hunger strike of trade union leaders in April this year did the U.P. State Government and the Central Government take some initiative and the Indian Sugar Mills Association agreed to implement the Wage Board's recommendations in U.P."

The AITUC also pointed out that sugar mills in Maharashtra are far more prosperous than the mills in U.P. and the refusal of the employers to pay the wage increases awarded by the Wage Board cannot be anything but sheer provocation.

The Maharashtra Government had refused to intervene in the dispute. When a delegation of the Maharashtra Committee of the AITUC met Shantilal Shah, the State Labour Minister, on June 1, they were told that the State Government had no intention to intervene.

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S.A. Dange, General Secretary of the All-India Trade Union Congress, while addressing the inaugural session on June 24, of the Mines Workers' Conference at Robertsonpet, severely criticised Government for not having so far finalising the rate and structure of wages in State-owned concerns, particularly in Durgapur, Bhilai and Rourkela.

He said that the workers, in both public and private sector undertakings are forced to resort to strike because they are ^{continuously} deprived from the minimum guarantee of bare livelihood.

S.A. Dange said that it of great regret that in important industrial undertakings run by Government there is no permanent grades and wage-structure. He remarked that when the workers employed directly under Government have to resort to strike to ventilate their grievances, it ~~is~~ ^{was} not surprising that Government would show more callous attitude towards the workers of other industries.

S.A. Dange said that the AITUC would continue to follow the policy of demanding the nationalisation of ~~main~~ basic and strategic industries. The AITUC shall pursue this policy because this was the only way to get the country rid of ~~foreign~~ the exploitation of the foreign capitalists.

But, he warned, the problems of the workers would not be solved merely by nationalisation of industries; in order to improve their working and living conditions, the workers ~~will~~ ^{would} have to ~~wage~~ continue their struggles.

From Janayugom Daily, Quilon, July 7, 1961

STAGE FOR RE-STARTING LIBERATION STRUGGLE OVERDUE

- NO GAINS FROM COALITION MINISTRY RULE
- FATHER VADAKKAN SAYS STRUGGLE TO CHANGE COMMUNIST RULE WAS GROSS TREACHERY

From Our Correspondent

Alleppey, July 5

Time to re-start the liberation struggle is overdue - said the notorious Anti-Communist leader and 'General' of the Liberation Struggle, Father Vadakkan, here yesterday.

He was presiding over the public meeting held here under the auspices of the newly-formed "Committee for Democratic Unity".

Father Vadakkan even asked the question: ~~What has been achieved~~ Has anything been achieved after the present Ministry took over? The unemployment in the country as well as the poverty and misery continue in a more rabid form. The United Front and its constituent parties of those days are there even now. And the young men and women who came out at the call of those parties are there even now. And there is ~~no~~ not any less rains or floods. But one thing has been lost. All those young men and women have become passive and dejected.

Two years ago, we conducted the liberation struggle. For this, thousands of young men and women came forward in this State, greatly inspired. They came from the Congress, PSP, League and from all castes. And that was in the month of July. As a result of that struggle, the Communist rule ended and the Coalition Ministry was formed. Father Vadakkan said with great remorse: ~~that~~ "After that the feeling is that all job has been done."

When we look back after one-and-a-half years' of Coalition country full of the Ministry rule, we see the unemployed young men and women; houses overflowing with children hungry stomachs and parties

If we get into a Congress office which has only two rooms, we could find that the gentlemen sitting in one room is in one group and are against the group sitting in the other room. If the head and the heart are not filled with elevating thoughts and ideals, it is natural that devilish thoughts seep in. It is necessary that new ideals have to be formulated in order to eradicate the poverty and misery of the common people.

The call given by the leaders here to unseat the Communist ~~Ministry~~ Ministry was treacherous. The rich men who financed the liberation struggle did so for their selfish interests. ~~The~~ It was the poor people who faced the repression in the liberation struggle. But to solve their problems, even now, the Ministers and leaders ~~are~~ have no time.

Father Vadakkan cited as an illustration the eviction of peasants of Udumbancholai (Amaravathi). Though the eviction began on May 2, ~~xxx~~ it took as late as June 15, for the Congress President to go there and see the misery of the peasants. And the Ministers do not know that it was for the sake of a project which would take four or five years to build that within a few days or weeks the peasants were driven out from there, and their crops set fire to. And most of the local leaders of the parties who are to keep the Ministers informed of the developments cannot be relied upon.

Is it for the sake of evicting peasants that we desired end of Communist rule? Is it for the sake of giving freedom to managements to garner pugree money ~~xxxxxx~~ for appointing teachers and enrolling students, that we demanded amendment of the Education Act?

Father Vadakkan ended his speech with the question why the present leaders who exhibited great eagerness to ~~xxxx~~ approach the Centre to dismiss the Communist Ministry, cannot show the same fervour in seeking Central intervention to end the unemployment, poverty and misery in this State?



(NEWSPAPER'S COMMENT) - However, the first speech of Father Vadakkan, after those ~~was~~ heard at the time of the liberation struggle, was most amusing to the audience.

Ek

Echos of Amaravathi

DISILLUSIONED "LIBERATION STRUGGLE" SUPPORTERS

The 12-day fast by A.K.Gopalan, M.P., President, All-India Kisan Sabha, to focus public attention on the cruel eviction of peasants of Amaravathi, Kerala, had its reverberations in most unexpected circles.

One of the most striking developments was the change in the attitude of the Catholic church-inspired "Anti-Communist Front" leadership. This was seen in the pronouncements of the priest-politician leader of the Front, Father Vadakkan.

The Catholic Church and Father Vadakkan's Anti-Communist Front had taken a prominent part in organising the so-called "liberation struggle" to get the Communist-led Ministry in Kerala dismissed by the Central Government in 1959.

Father Vadakkan however told an Alleppey audience on July 5, 1961, that developments of last two years have belied popular expectations. There was disillusionment among the people who were experiencing greater poverty and misery, after the leaders of the "liberation struggle" assumed power in Kerala. We are publishing below, a summary of Father Vadakkan's speech.

Amaravathi was thrown into national limelight by A.K.Gopalan's fast, was thus an eye-opener to the working people - the peasants and workers, particularly those under the influence of the Catholic Church. They could see with their own eyes that while the Church and its politicians deserted them in their hour of crisis, it was the organised movement of the workers and peasants - the trade unions and Kisan Sabha, which stood by them. The disillusionment gradually seeping the Catholic ranks was reflected in Father Vadakkan's bitter accusations against the ruling circles in Kerala - Editor, T.U.R.

ALLEPPEY, July 5

Father Vadakkan, leader of the Anti-Communist Front, said today that "when we look back after one-and-a-half years' of Coalition Ministry rule, we see the country full of the unemployed young men and women, hungry stomachs and parties full of groups."

He said that the call given by the leaders for conducting liberation struggle was treacherous. The rich men who financed the liberation struggle did so for their selfish interests.

Father Vadakkan cited as an illustration, the eviction of peasants of Udumbancholai (Amaravathi). Though the eviction began on May 2, it took as late as June 15, for the ^(Pradesh) Congress President to go there and see the misery of the peasants.

And the Ministers did not know that it was for the sake of a project which would take four or five years to build that within a few days, the peasants were driven out from the area, after setting fire to their crops.

He asked: ~~Is~~ Was it for the sake of evicting peasants that we desired end of Communist rule? Was it for the sake of giving freedom to managements to garner pugree money for appointing teachers and enrolling students, that we demanded amendment to the Education Act?

Father Vadakkan concluded by stating that the leaders who were working with great fervour at the time of the "liberation struggle" to get the Communist-led Ministry dismissed by the Central Government, have not shown any enthusiasm to ask for Central help in eradicating the unemployment and poverty in the State.

Daily,
(Janayugom / Quilon, July 7)

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Kerala

STRUGGLE FOR MINIMUM WAGES IN TILE INDUSTRY

Workers employed in tile factories in the Alwaye region (Kerala) have started a satyagraha struggle from October 10 before the Collectorate at Ernakulam to get the enforcement of the minimum wages fixed by the Government.

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The Kerala Government notified the minimum wages to paid to workers in the tile industry as early as 1958. The tile factories in Always paid these wages for about 10 months. Then, the employers filed a writ petition in the Kerala High Court and obtained a stay of the notification. The writ petition was dismissed in July 1961. Immediately, seven tile factory managements in Always decided to close their factories as a protest against Government's fixation of the minimum wages. The managements claimed that they would not be able to withstand the competition ~~minimum wages~~ if they paid minimum wages.

The seven factories employing about one thousand workers were shut down on July 24. The closure has continued since then.

K.C.Prabhakaran, General Secretary, Tile and Pottery Workers' Union, Alwaye, in a statement on October 10, said the closure by the employers is intended to coerce the workers to accept lesser wages. He said that "it is also an open challenge to the Kerala Government". The Government had not taken any effective steps to enforce the minimum wages fixed by them.

The workers have therefore been forced to resort to satyagraha. ~~tsxxwaktisaxtheixxdefuandxx~~

HINDUSTAN MOTORS WORKERS STRUGGLE

The six thousand workers of Birla's Hindustan Motors factory in Calcutta are conducting a resolute struggle for bonus.

The company which manufactures Hindustan cars and Studebaker trucks made a profit of over Rs.2-1/2 crores during the last year. The workers demanded six months' bonus, which was quite justified in view of the huge profits made by the company.

But the Birlas declared a lock-out of the factory from October 10, ~~anticipating~~ anticipating the declaration of strike by the workers on October 11.

~~The lock-out and the strike by the workers.~~

The factory area of Hindustan Motors is a "protected area" under an ordinance of W.Bengal Government. This has been so for the last ten years. ~~and has been extended~~ ~~time and again.~~

~~The workers of the Hindustan Motors factory.~~

BRITANIA BISCUIT EMPLOYEES' UNIONS TO FORM FEDERATION

Five unions of workers and employees of the factories owned by Britania Biscuit Co., at Calcutta, Bombay and Delhi have decided to form a federation, and to agitate for improved working conditions.

There are two unions at Calcutta (the workers' union affiliated to the AITUC and the employees' union affiliated to the Mercantile Employees' Federation). The two unions in Bombay and one union in Delhi are affiliated with the AITUC.

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SUCCESSFUL STRIKE OF
JAMNAGAR PORT WORKERS

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Eight hundred workers working under stevedore companies of Bedi Port of Jamnagar went on strike for wage increases and other demands from July 3. The strike was complete.

The stevedores tried to enlist black legs. One hundred workers who were brought in from nearby villages returned home when they knew they were brought to break the strike.

On July 6, stevedores agreed to increase in daily wage by 25 nP, with immediate effect, as an interim measure and to refer the issue to arbitration. All workers were taken back without victimisation.

In Jayant Extraction Industries in Jamnagar, a lightning strike of the workers on June 30, was successful in getting retrenchment notices on 60 workers withdrawn. ✓

BANGALORE TRANSPORT WORKERS' STRIKE

Workers employed in city and suburban road transport services in Bangalore went on strike on June 30, to press their demands for improved service conditions, etc.

The strike was unconditionally withdrawn after 36 hours.
Over 4,000 workers participated in the strike.

Kerala

THENMALAI VALLEY PLANTATION

WORKERS' STRIKE ENDS IN VICTORY

The strike of over five thousand workers of plantations in Thenmalai Valley in Kerala which began on June 19, was called off on July 8, following a tripartite settlement on workers' demands.

Unjust deductions from workers' wages would be repaid, 211 workers would be reinstated and several other demands were conceded.

The strike was jointly fought by unions affiliated to AITUC, UTUC, HMS, INTUC and independent unions.

COMMONWEALTH STRIKE CONTINUES

The strike of 1400 workers employed in tile factories of British-controlled Commonwealth Trust Ltd., at Puthiyara, Peroke and Olvaakkot in Kerala, on the demand for bonus, ~~is~~^{is} continuing for over three months.

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"Trade Unions have always been on the forefront in the struggle against war. They had tried their level best to prevent war in the past. They will do so in future also," said S.A. Dange, General Secretary, AITUC in a mass rally held in Bombay to observe Anti War Day.

The rally was organised jointly by Bombay Peace Committee and Maharashtra Rajya T.U.C. K.N. Joglekar, President, Maharashtra T.U.C. was in the Chair.

Dange said, "Socialist countries never start war. The initiative is always taken by the capitalist powers who live on the plunder and loot of labour and wealth of others".

"However we must be ready" warned Dange, "if the mad imperialists dared to unleash a bloody war. Unless there is a power in the earth to check the warmongers' machinations war cannot be prevented."

"When we say that there should be no war that kills millions we do not hesitate to say that Govt. should resort to military action to end Portugese domination of Diu, Daman and Goa."

"Some people accuse us that we are indulging in double talk. But is this accusation correct? Certainly not. We are against atomic and other deadly weapons that lead to aggression and subjugation of other countries. The case of Goa is entirely different.

"Here it is a war to end the cause of war i.e. colonialism. This will be a war of Liberation of our Country," said Dange.

Dange demanded that Govt. of India should take ~~initiative~~ initiative in liberating Goa and other Portugese colonies. This, he said, would be a great contribution to the struggle for Peace.

Earlier a huge procession was taken out shouting Anti-war Slogans.

The meeting was also addressed by B.S. Dhume, General Secretary ~~MRTUC~~ MRTUC, Father Williams President, Bombay Peace

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Council, Y.V. Chavan, Secretary Mumbai Girni Kamgar Union,
K. Abbas and Dajiba Desai M.P. General Secretary, Samyukta
Maharashtra Samiti.

Struggle Diary -

Add to page 33

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On September 5, about 3,000 workers of Bowreah Cotton Mills, Howrah, struck work, ~~announcing~~ protesting against ~~xxxxxxxxxxxx~~ assault on two spinners. The strike was called off on October 5, following conciliation by Labour Commissioner.

Five thousand workers of Garden Reach Workshop, Calcutta, struck work on September 7, demanding puja bonus. The strike was called off on the same day as a result of mediation by the Labour Commissioner.

On September 9, over 1300 workers of Bellarpur Colliery struck work as a protest against the charge-sheeting of a mazdoor. The strike was called off on the next day but the workers had to go on strike again on September 28, protesting against dismissal of six workers.

In Coimbatore, 1,315 workers of Pankaja Mills Ltd., went on strike demanding withdrawal of show-cause notice served on a worker. The workers went on strike again from September 20, demanding implementation of Textile Wage Board's recommendations.

Workers of W.H.Hutton Rope Works, Calcutta and Agarwal Hardware Works, Calcutta, were on strike from September 18, demanding bonus. The strike lasted till early October.

On October 3, about 2,300 workers of Kedar Nath Jute Mills, Titaghur, protesting against charge-sheeting of a worker. The management declared a lockout which lasted 25 days.

In Calcutta, 1,800 workers of Victory Jute Mills, struck work on October 3, demanding alternate holiday for October 2.

About 1,000 baggers and stitchers employed in the Calcutta Port struck work from October 5, demanding daily wages instead of wages at piece-rate and full implementation of the Government of India's Calcutta Unregistered Dock Workers' (Regulation of Employment) Scheme, 1957. The strike continued till October 15.

On October 8, about 1,000 workers of Arati Cotton Mills, Dasnagar, W.Bengal, struck work in protest against dismissal of 22 workers. The strike continued till after December 1960.

On October 13, in Madurai, 15,627 workers of Madurai Mills went on strike protesting against refusal to grant Diwali advance.

Nearly 2,500 out of the 2,700 trainees and workers employed in the Heavy Electrical Project, Bhopal, struck work from October 13 to 15, in protest against the failure of the management to absorb the trainees in the regular cadre of the project even after completion of the stipulated training period, nepotism in promotion, non-payment of production allowances, etc.

On October 16, in Bombay, 1,300 workers of Thakore Lalit & Co., clearing contractors, struck work in protest against an award.

On October 26, the management of Shamnagar Jute Factory, No.III, Bhadreswar, declared a lockout, affecting 3,500 workers, for alleged refusal of workers to work. The lock-out was lifted on October 30.

From November 1 to 17, about 8,000 workers employed in Anglo-India Jute Mills, Calcutta, struck work protesting against

sealing of looms rendering hundreds of workers unemployed. The strike was called off on November 17, following a settlement.

From November 3, workers in U.P. Roadways, Lucknow Division, went on strike protesting against dismissal notices served on 156 temporary employees and reduction in leave facilities. The strike lasted for over a week.

On November 11, over 1,500 workers of Firestone Tyre and Rubber Co., Ltd., Bombay, struck work demanding an immediate increase in piece-work rates. The strike was called off on November 12.

Police fired on workers of the Modern Satgram Colliery, Rajiganj, on November 18. The workers were protesting against arrest of their leaders. Two workers were seriously injured. The management had refused to give work to over 600 miners.

On November 21, in Hind Cycles, Bombay, 1,223 workers struck work demanding immediate reinstatement of 86 workers.

On December 5, about 5,700 workers of Kankinara Jute Mills, Kankinara, struck work on the issue of charge-sheeting some workers. The management declared a lock-out which continued till the end of December.

On November 24, workers engaged in coir factories in Alleppey (Kerala) went on a token strike for half-hour, in protest against the steep rise in prices of essential commodities.

On ~~IX~~ December 12, in Hissar Textile Mills, Hissar, ~~xx~~ 1,700 workers went on strike.

On December ~~xx~~ 18, about 1,500 workers of Motipur

struck work as a protest against discharge of some workers.
The strike was called off on December 22, after conciliation.

On December 22, in Kolar Gold Fields, Mysore State,
~~about~~ ~~in~~ about 8,000 workers in Champion Reef Mines and
Mysore Mines struck work demanding bonus for the year 1960.

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LAUNCH A MIGHTY PROTEST MOVEMENT

S.A. Dange

The Government of India still has not applied its own declared policy correctly to the victimised Government employees. Unions and Federations have been trying, in the absence of recognition, through various other methods of approach to the Ministries concerned to secure restoration of recognition and reinstatement of the victimised. Many unions have patiently waited for a whole year and even gave up doing protests, lest Government may make that as an excuse for further delay. All this has borne no fruit.

So, many trade union leaders came to the conclusion to launch an ~~indefinite~~ ^{hunger strike} fast to draw the attention of the Government and the people to the situation of stalemate and stagnation that has developed. Many of the leaders in the various Federations came to the conclusion that unless they moved this way, the workers would lose faith even in trade unionism and the movement would collapse, perhaps just the thing that Government and all employers desire.

A hunger strike was planned by some P&T and Audit union leaders in February-March 1961. But it had to be postponed due to Pandit Pant's illness.

It is now a year since recognition was withdrawn. Government statements say that they are going to decide this question shortly. Such promises we have been hearing for several months and nobody knows the definition of "shortly" in Government dictionary.

Then it is said that recognition, if and when it comes, will be proposed on certain conditions - namely, the unions must give a binding that they will abjure strikes and

that they will not have ex-employees (that is victimised people) in their union leadership. A union agreeing to these dictated conditions may be given recognition provided, other conditions regarding membership, standing, etc., are also satisfied.

In between, a bill embodying these conditions had been on the anvil and was even discussed in outline with some TU leaders. But it seems the Bill has been shelved. Now its anti-TU features will be put to the unions as pre-conditions of recognition.

What obligations does the Government accept on its part as its duty towards the unions, on the question of price rises, quick settlement of disputes, dearness allowance, wage revision and non-victimisation? Nothing. Government is free of any obligation.

The best thing would have been for Government to restore recognition to all unions and federations without any preconditions. Then they could have called a round table conference of all the unions and discussed as to what obligations each side should accept. Such a voluntary convention would have restored better relations. But Government does not want "better relations", it seems. They want "dictated surrender". That certainly is not the way for better and democratic industrial relations, of which Government speaks so much.

The All-India Defence Employees Federation in its meeting on August 17-18, 1961, in Delhi, therefore, decided to put its leaders on hunger-strike to voice their protest and express their solidarity with the Government employees.

S.M.Joshi, MLA, General Secretary of the Federation, and K.G.Srivastava, Joint Secretary, will resort to indefinite hunger-strike with effect from September 15, 1961.

A number of trade union leaders from various fields

met in Delhi on August 29-30 and unanimously decided to support this action in other fields also.

O.P.Gupta, one of the leaders of the National Federation of P&T Employees, N.N.Manna of the CPWD ~~Employees~~ Workers Union are also joining in the hunger-strike. Gopalan, a leader of the defence workers in Poona is going on hunger-strike along with S.M.Joshi. Some from the railways and other services will also take part in the hunger-strike.

The hunger-strikes are being undertaken by the leadership because it would not be appropriate nor correct to ask the employees, whether victimised or employed, to undertake any protest action at this stage.

It is, therefore, the task of all trade unions, not belonging to the government services, to mobilise their workers in mass meetings ^{and} demonstrations, telegrams to Government, etc., and lend support to the hunger-strikers. All political parties and organisations who supported the cause of the Government employees and their July strike should mobilise massive support behind this all-India wide hunger-strike. That the workers do respond, if we all act, was seen when Com.Ramachandran of the Central Railway went on hunger-strike sometime back for the same cause. This time, the protest is on a far wider scale, involving many veterans of the Government employees' unions.

Make the widest and united mobilisation to support the hunger-strike.

Build unity of all the services for their rights, their living, their organisation.

All Central TU organisations and parties should, at least on this common cause, act on a common platform of united action.

(September 13)

INTERNATIONAL T.U. MEET TO SUPPORT STRUGGLE OF
SOUTH AFRICAN WORKERS AND PEOPLE AGAINST
APARTHEID

- by Ratan Roy †

Accra, the capital of new-born independent State of Ghana, was the venue for the International Trade Union Committee meeting for solidarity with the workers and people of South Africa against the shameless apartheid policy pursued by the Government of South Africa.

The meeting began on July 24 and ended on July 26. Among the participants were sixteen delegates from ten national trade union centres - Ghana, Nigeria, Mali Federation, China, USSR, France, German Democratic Republic, South Africa and India - and from the WFTU.

At the opening session held in the Hall of Trade Unions ~~rooms~~ within the massive building of the Ghana TUC, Dawson of Ghana TUC, welcoming the delegates said:

"...the Ghana TUC has pursued vigorously a policy of non-alignment which has always been the basis of our approach to political, economic and social problems. It is imperative that the traducers of the Ghana TUC will try to raise hairs over the collaboration of Ghana labour with the WFTU in organising this conference and try to accuse us of being inclined to a particular bloc. The Ghana TUC has made it particularly clear that our policy of non-alignment does not imply isolationism and we shall cooperate wherever possible with organisations that are determined to chase imperialism and colonialism and man's inhumanity to man from the continent of Africa."

And truly in this spirit, the conference began its work.

† Ratan Roy, General Secretary, Bihar State TUC, represented the AITUC at the Accra meeting of the International Trade Union Committee for solidarity with the workers

Mabhidu, Vice President of the South African Congress of Trade Unions (SACTU) presented a report describing the horrible conditions of the people under the rule of the White-racialist government. By various laws, the native and coloured people of S.Africa have been reduced to slaves with no right to property, education, work, movement, organisation and family life and subject to open racial discrimination.

Under the Land Act, 87% of the cultivable lands in South Africa has been forcibly taken over and given to White settlers and the rest 13% is controlled by Government and are generally settled with tribal chiefs, the African peasants having no permanent tenure on land.

This has been done to pauperise the African peasants so as to provide cheap farm labour for White settlers and unskilled workers in mines, ports and as industrial labour.

Conditions of farm labourers are worst than those of slaves. They are huddled together in small halls, with no ventilation, and are allowed to go out only for work. They cannot leave the job. There is no regulation of payment or fixing wages. They are allowed to drink water only twice a day and flogging is the order of the day to take as much work from them from 4 A.M. ~~XXXXXXXXXXXX~~ till 6 P.M. In many of the farms, these labourers are chained together at night when they go to bed so that one may not escape from this horrible condition and these labourers die like ~~like~~ flies under such inhuman conditions of work and living. No outsider is allowed to visit these farm labour houses (or prisons) under law so that they may not organise. The White settlers are allowed to maintain private prison-houses apart from these, from which they get virtually slave labour.

The condition of industrial workers is no better. By various laws, the Africans have been prohibited from being recruited to skilled jobs in industry and they are reserved for the Whites.

The definition of an "employee" in the ~~Industrial~~ South African Government's Industrial Conciliation Act makes an interesting reading:

"Employee means any person (other than a native) employed by or working for an employer native means an African."

So the African worker is not an employee and therefore falls out of any purview of the industrial legislations.

The average wage for White workers in the mining industry is £324 while that of Africans, Indians and coloureds get only £55.10s. annually. The benefits of unemployment insurance, provident fund and pensions accrue only to White workers. Non-White workers have no right to strike, because that are not "employees".

To perpetuate these inhuman conditions of life upon the Non-Whites and to carry on the unbridled exploitation of cheap labour, the racialist Government has taken to ~~xxx~~ Draconian measures restricting all movements, organisations and even family life of non-White population.

In accordance with the Pass Laws, Native Administration Act, the Group Areas Act and Suppression of Communism Act, the non-White population are bound hand and foot. Under the Pass Laws, every African above the age of 15 is required to carry a pass. He can stay in a city, if he has a pass to do so. He can go to another place to seek a job, if only he has a pass to that effect. If he is going to see a relative, he must have a pass allowing him to do so. ~~if~~ An African woman can go to meet her husband employed elsewhere if only, she has a certificate of approval from the Native Commissioner. Such is the plight of the African people under this ~~R~~ racialist government. Can barbarity and indecency go further?

Under the Native Administration Act, any mixed gathering of Africans and other sections of people, including church services, sports meeting and trade union and political meetings are prohibited. This is aimed at to thwart any attempt for the joint action of the various sections of the oppressed people,

The Group Areas Act was framed to hit the Indian community in South Africa who had built up for themselves a place in that country through sheer hard work and perseverance. They belong mostly to the small or medium trading group. Under this Act, the Government may declare any area to be a "White" area and remove all those people who are not White. The Minister of Interior of the S.African Government once said that his intention was to thus strangulate the Indians and then ship them back to India.

But all these repressive Acts and barbarous laws in spite of perpetuating the stranglehold of British and American monopolists on the economy of South Africa and the political rule of the White-racialist stooges like Verwoerd, are digging their own grave.

All sections of oppressed people are rising against these inhuman conditions in spite of the above-mentioned severe restrictions and heavy repression. The Pass Laws are being defied more and more and in an organised manner. While in 1942, 2.97 lakh Africans were arrested and convicted for defying this law, in the year 1955, it rose to 11.13 lakhs, and in 1959, in one town of Johannesburg alone, the number arrested was 2.18 lakhs. Defiance of this law is punishable with flogging and in one year, 72,000 strokes were administered to Africans as punishment.

The Indians have been fighting gallantly against the Group Areas Act and have managed to hold the Government at bay.

TAMILNAD TUs AND THE KISAN STRUGGLE

by K.M. Sundaresan

The Madras State ~~Government~~ Government has enacted the Land Ceiling Bill which was adopted by the State Legislature on September 28. The Act provides for retention of 30 standard acres for a family and exempts from the purview of the Act temples, mutts, sugarcane farms, grazing lands, diary farms, fruit farms, etc. By these exemptions, the purpose of the legislation has been largely defeated since not much land will remain in excess of the ceiling ~~been~~ after the exemptions. Moreover, the Act takes effect from April 1961 before which date all landlords have alienated the lands in the name of their wives and kith and kin.

The Tamilnad Kisan Sabha has been carrying on agitation to amend the Bill suitably so as to ~~give~~ afford relief to the landless and to ensure that there is adequate surplus land for distribution. The Kisan Sabha collected sometime back about one lakh signatures. ~~xxxxxxxxxxxxxxxx~~
~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ Two batches consisting of hundreds of peasants marched on foot - one batch from Madurai and the other from Coimbatore - to the State Capital to submit the signatures. The Government was, however, unmoved.

The Kisan Sabha thereupon decided on a peaceful picketing campaign throughout Madras State to impress on the Government to accept the amendments to the land legislation proposed by the Sabha. The amendments were: (1) to reduce the ceiling from 30 acres to 15 acres; (2) to delete all ~~exemption~~ provisions relating to exemptions; (3) to give retrospective effect to the Act as from 1955; (4) not to evict the peasants from land; and (5) to distribute the surplus land to the landless peasants.

Batches of Kisan Sabha activists began picketing at the Collector's offices in the districts, and other ~~equipment~~ ~~at the local levels.~~ Picketing ~~was also~~

done before the Madras State Assembly. ~~There were~~

During the period September 15 to 28, over 15,000 people courted arrest and were jailed. Hundreds of women were among those arrested. Almost all jails in the State were packed to twice or thrice the capacity. The jail authorities were not able to provide accommodation and make ~~minimum~~ arrangements to feed the prisoners. Due to maltreatment and unhygienic conditions inside the jails, three picketers died, one in Trichy central jail, the other in Madurai central jail and yet another, a handloom weaver, in the Ramnad HQ Hospital.

In this struggle of the Kisan Sabha, the ^{trade} unions affiliated to the AITUC played a very prominent part in demonstrating solidarity and rendering support. A large number of workers participated in the processions to the picketing spots and collections were made to provide food and other amenities to the Kisan Sabha volunteers engaged in action.

To state one example, the Banian factory workers in Tiruppur supplied hundred sets of one dhoty and one banian each to the ~~prisoners~~ Kisan Sabha comrades kept in the Coimbatore central jail. In other centres too, the AITUC unions organised supplies of soaps, oil, beedies, etc., to the imprisoned volunteers.

Apart from solidarity actions, many leaders of the trade unions joined the batches of picketers and courted arrests. They were convicted to terms varying from one week to six months. Among those arrested were V.Karmegam, General Secretary, Madurai Textile Workers Union; R.H.Nathan, President, Ramnad District Motor Labour Union; P.Karuppannan, General Secretary of the Madras Corporation Labour Union, K.Murugesan, Vice President, Madras Harbour Workers Union, K.S.Ramasami, General Secretary, Pugalur Sugar Workers Union, R.Karuppia, Chinnasami, Ayyasami and other TU leaders of Trichy Dt., S.Ulaganathan of Ramnad, R.Rengasami, General Secretary, Coimbatore Municipal Workers' Union and other leaders of Coimbatore district.

This was the first time in the annals of the democratic movement in Madras State that worker-peasant solidarity was demonstrated on such a vast scale. The movement did yield some gains although not to the extent demanded. It was agreed by Government to include the provision not to evict the peasants from the land for three more years to come. This was certainly a great victory for the toiling masses of Tamilnad.

NANGAL FERTILIZER FACTORY WORKERS' STRUGGLE

The representatives of the Fertilizer Workers' Committee, Nangal, met the Managing Director of the ~~Mr~~ Hindustan Chemical Fertilizers Ltd. (a Government of India undertaking) on August 22 and a settlement was reached on the workers' demands.

Following this, the hunger~~st~~strike by Ramesh Rattan, General Secretary of the Workers' Committee which began on August 10, was withdrawn. We are giving below a brief resume of the workers' struggle.

The workers of the Nangal Fertilizer Factory had placed a demands notice before the management on May 29, 1961. This notice was signed by 1,530 workers out of the total number of about 2,800.

On June 13, the workers resorted to a token hunger-strike for three days to press their demands. ~~But~~ The Conciliation Officer of the Punjab Government intervened.

However, the representative of the management refused to participate in conciliation proceedings and therefore, ~~no~~ settlement could be arrived at.

In the meantime, in contravention of Sec.33(1)(a) of of the Industrial Disputes Act, the management retrenched about 100 workers. The management also took action against Baldev Ram, President of the Union and Chander Singh.

Since no other course of negotiated settlement was available, Ramesh Rattan, Secretary of the Workers' Committee began a hunger strike from August 10.

The demands of the workers were: (1) Retrenchment be stopped; (2) All those who have been retrenched should be given alternative jobs, fully secured; (3) Daily-rated system be abolished and the monthly-rated system be restored for all workers; (4) Direct recruitment be stopped; (5) Double-posting of one person to two posts be abolished (as Khalasi-

- cum-Peons; (6) The Standing Orders should be framed;
(7) Termination notice of Bhupinder Singh be withdrawn; etc.

Parliament

BILL ON MATERNITY BENEFITS

It was demanded in Lok Sabha when the Maternity Benefit Bill was debated on August 10, that Government should ensure that the passing of the All-India Maternity Benefit Bill will not further result in the lessening of the employment of women.

Mrs Renu Chakravartty, M.P., who spoke on the Bill, said that the benefits under the legislation should be made available to the large number of women employed in commercial establishments, educational institutions and hospitals.

She also demanded that women working in seasonal factories should be covered by the Bill, as in tobacco industry.

Welcoming the ~~present~~ reduction of qualifying period from 240 to 160 days, Mrs Chakravartty pointed out that under the W.Bengal legislation, the qualifying period is only 150 days. "I feel that I should urge upon the Hon.Minister to consider that in industries where women have to work in such inclement weather, for example, in plantations and in mines, it would be a good thing if we reduce the qualifying period for maternity benefit to 100 days so that they actually qualify for full benefits."

She said that the minimum of Re.1 as cash benefit is extremely low and should be raised at least to Rs.1.50. The medical bonus should be increased from Rs.25 to a minimum of Rs.100.

The provisions should be made applicable to casual and temporary workers. A very large number of women work as casual and temporary workers, in the railways, in iron ore mines, in building construction, etc.

MINIMUM WAGES

Earlier, while participating in the debate on Minimum Wages (Amendment) Bill, Md. Elias, M.P., referred to the recent struggle of the cinema workers of W.Bengal to get minimum wages fixed by Government enforced by the employers.

He also referred to other examples.

Tailors in W.Bengal numbering over three lakhs have been agitating for fixation of minimum wages. A petition signed by ten thousand workers was submitted to the Prime Minister in 1958 and later, the W.Bengal Government conducted an enquiry. The enquiry took nearly two years and it was revealed that the condition of the tailors was extremely deplorable. However, till now no tripartite committee has been set up by Government of W.Bengal to fix minimum wages for these workers.

Similar is the condition of more than a million workers in shops and establishments. In their case, there has been some sort of fixation of working hours but they are not getting minimum wages.

MAHARASHTRA

ARBITRARY ACTION OF MAHARASHTRA LABOUR MINISTRY

Bapurao Jagtap, M.L.A., wrote the following letter to G.D.Patil, Deputy Minister for Labour, Maharashtra Government, on August 2:

"An industrial dispute regarding additional bonus for 1958 between East Asiatic Co.(India) Private Ltd., and its workmen was in conciliation. This industrial dispute was not referred to the tribunal vide Under Secretary, Maharashtra Government, letter No.AJE-2259-H dated November 16, 1959 on the grounds that "the Government is satisfied that there is no case for reference of the demand as after providing for prior charges from the profit of the Company, there remains no surplus for which additional bonus can be paid."

The Union (East Asiatic & Dumex Employees Union) thereafter tried many times to persuade the Government. Subsequently,

after meeting the Labour Minister and after writing to the Labour Minister, the undersigned and the Union's two office-bearers met your goodselves. Notwithstanding the circumstances, we received the reply that the Government could not revise its earlier decision.

"In the meantime, the workmen of the East Asiatic Co. (India) Private Ltd., ⁱⁿ Madras had raised a dispute similar to that raised by the Bombay workers (regarding additional bonus for 1958) which, however, was referred to adjudication by the Madras Government on the basis of the same balance-sheet, profit and loss account, etc., which were the subject-matter of the dispute in Bombay. Further, on April 26, 1961, the Award of the Madras Industrial Tribunal was published in Fort St. George Gazette No. 16, awarding half-month's additional basic wages as bonus for the year 1958, which has now been paid to workers of the Bombay establishment also.

"Thus in spite of the efforts put forward by the undersigned, injustice was done to the workmen concerned. I therefore trust that you will favour me with your comments about the basis on which bonus disputes are referred to the tribunal."

CONFERENCE OF TEXTILE MAZDOOR EKTA UNION, AMRITSAR

The Fourth Conference of the Textile Mazdoor Ekta Union, Amritsar, which has a membership of about 5,000, was held at Chhacharta on August 14 and 15. Nearly 200 delegates and fraternal delegates attended the conference.

The conference sharply criticised the labour policy of the Punjab Government, characterising it as anti-working class. It especially criticised the failure of the Government to fix minimum wages under the Minimum Wages Act for different categories of workmen employed in the textile industry, the refusal of the Government to refer dismissal cases for adjudication and to defend the Awards of the Tribunal and the Labour Courts before the Punjab High Court.

Demanding the reversal of this policy, the Conference

urged that the labour portfolio be taken away from the present Labour Minister, Pandit Mohan Lal.

By a resolution, the Conference demanded amendment to the Industrial Disputes Act so that individual disputes are considered as industrial disputes. There should be no condition that support from ~~at least~~ 40 per cent of workmen is necessary to refer a dispute to adjudication.

The conference expressed serious concern at the constantly rising prices and demanded adequate D.A., linked with consumer price indices. Criticising the present taxation policy of the Government, especially the imposition of excise duties, the conference demanded abolition of two District Board taxes - the cycle tax and professional tax on workers.

Relating to industrial problems, the conference demanded ban on forward trading in yarn - both woollen and art silk; and liberalisation of import of wool tops and art silk yarn as well as setting up of a woollen combing plant in Amritsar.

Resolutions were adopted calling for vigilance against ^{and} communalism and casteism, on the struggle for world peace.

The conference was addressed by K.C. Sriwastava, Secretary, AITUC, Kartar Singh, President, and Satish Loomba, General Secretary, of the Punjab TUC, among others.

Munilal Langotiwalla was re-elected President, ~~Amritsar~~ Satyapal Dang as Senior Vice President and Parduman Singh as General Secretary. A 55-member Executive Committee was also elected by the Conference.

A public rally was held on August 15, concluding the conference.

COOCH BEHAR MUNICIPALITY WORKERS UNION
~~XXX~~

The Second Annual Conference of the Cooch Behar Municipality Workers Union elected D.P. Neogi as President and Ramji Tewari as Secretary.

The conference demanded abolition of the system of mass fines on sections of workers, reinstatement of Ramji Tewari who was victimised, weekly rest and improvement in service conditions

EAST ASIATIC COMPANY EMPLOYEES UNION, MADRAS

The Annual General Meeting of the East Asiatic Company Employees Union held on June 5 elected S. Krishnamurthy as President; S. Mohan Kumaramangalam and S.V. Chandran as Vice Presidents and K.S. Janakiraman and P.V. Sreedharan as Joint Secretaries.

S.V. Chandran who was elected Vice President is a dismissed employee. He was dismissed on a charge of instigating the strike on July 14, 1960 which was in sympathy with the all-India general strike of Central Government employees. The dismissal case has been referred to adjudication.

COORDINATION COMMITTEE OF MINERS' UNIONS

A 21-member Coordination Committee was set up by a meeting of representatives of iron ore and manganese miners' trade unions held recently at Barajamda.

About a hundred representatives from the iron ore and manganese mines of Gua, Chiria, Manoharpur, Barajamda, Barbil, Jode, Koira, Kirihuru, Noamundi, etc., in the Bihar-Orissa belt, participated in the meeting held on June 30.

The United Mineral Workers Union, Gua-Chiria-Manoharpur; Koonjhar Mines & Forest Workers Union, Barbil; Jamda Khadan Mazdoor Union and Koira Khadan Mazdoor Union sent representatives to the meeting.

The meeting decided to organise united campaigns for immediate implementation of the Minimum Wages Act, linking of D.A. with consumer price index, stoppage of police zoology and

recognition of unions, etc. The conference demanded abolition of contract system.

Purnendu Mozoomdar was elected Convener of the Coordination Committee.

Calcutta
OIL WORKERS' STRIKE

Workers employed in the oil companies' distribution net-work in Calcutta struck work from July 24 to July 28, demanding assurances relating to their provident funds, and protesting against police excesses.

The Employees' Provident Funds Act was extended to petroleum industry with effect from June 30, 1961. Following this, there was confusion with regard to transfer of the funds by the oil companies to the Government, etc. The strike began on July 24 at the Burmah-Shell installations, where workers wanted firm assurances with regard to the disposal of their provident funds. Five workers were arrested by the police and ~~xxxxxx~~ 18 workers were injured in police attacks on July 26. This led to a general strike on July 27 by all the oil workers in Calcutta.

The strike was called off following Government intervention and assurances by the Ministers that the interests of the workers would be safeguarded in enforcing the Employees' Provident Funds Act.

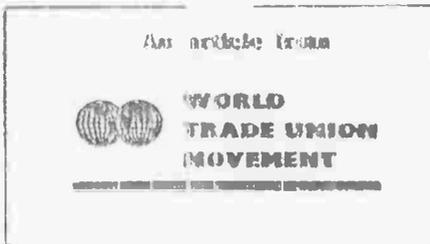
TU RIGHTS AND THE REALITIES OF CLASS STRUGGLE

The following extracts are from a study on
Trade union rights the world over, published in the
WFTU journal, the World Trade Union Movement (December
1960). The lessons drawn from the study are summed
up here.

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Trade Union Rights And The Realities Of The Class Struggle

The W.F.T.U. review "WORLD TRADE UNION MOVEMENT" began an "enquiry into trade union rights" (1) in its December 1960 issue. The following extracts from the introductory article will serve as conclusions for the Notebook we have assembled in this issue.



gles are waged, trade union rights are constantly developing.

For example, the right to join a trade union may prove ineffective (because of changed work conditions, amalgamation of factories, rotation of shifts, the distance between homes and workshop) unless one has also the right to organise and exercise trade union activity in the factory itself. Thus the need for further rights makes itself felt and gives rise to

fresh struggles on the part of the workers. (3)

Nor are the trade union rights sought in a country under colonial domination the same once it has won independence through united national struggle, when the working class supports government action and the government depends for support upon the working class. But should it happen that the bourgeois forces of that country take control of the government and turn it into an instrument of class domination, then the struggle for the conquest and respect of trade union rights will take new forms. (4)

Finally, the conception of trade union rights cannot be the same in a country which is divided into antagonistic social classes as it is in a socialist country where capitalist exploitation has been eradicated. There the trade union becomes one of the most powerful national organisations, and increases its rights and authority in the field of production itself and in the general life of the country. In addition to the right to organise which already exists, further rights are continually being acquired in the economic and social government of the nation. The constant growth of trade union rights in the socialist countries is characteristic of the ceaseless evolution of the conception of trade union rights.

4. International solidarity.

The immensely important role which international solidarity plays in this struggle for trade union rights has been clearly brought out by the World Federation of Trade Unions.

In accordance with the W.F.T.U. Constitution adopted at the World Trade Union Conference, Paris, on October 3, 1946, one of its main tasks is "to organise the common struggle of trade unions of all countries against all encroachments on the economic and social rights of the workers and on democratic liberties".

Fifteen years later, the General Resolution adopted on June 9, 1960, by the General Council of the W.F.T.U., held in Peking, recommended "all workers and trade unions to intensify their action for trade union rights and democratic liberties, and for the liberation of all imprisoned trade unionists. To help bring about on the international level the indispensable common front of workers and trade unions in the face of these attacks, the General Council instructs the W.F.T.U. Secretariat to examine with all organisations concerned the setting-up of an International Trade Union Commission for the defence and safeguarding of victims of repression carried out against the trade unions".

Between those dates, how many campaigns of international solidarity were organised on behalf of trade union victims of oppression, how many approaches were made and complaints lodged with international organisations (U.N., I.L.O.), how many actions undertaken by the W.F.T.U. in loyalty to the principles of working class solidarity upon which it was founded?

One of the most important of these was the publication of a "Charter of Trade Union Rights". This Charter was widely discussed at international level before it was adopted by the General Council of the W.F.T.U. at Warsaw in December, 1959. With this document the W.F.T.U. provided workers with a weapon to oppose reactionary legislation and to obtain progressive legislation.

The new decision to set up an "International Trade Union Commission" is bound to have wide repercussions and will be an invaluable contribution to the struggle which workers are waging in every country for freedom and bread. (6)

Certain lessons are to be drawn from these facts.

1. The conquest of trade union rights is intimately connected with the workers' struggle to improve their living standards.

The workers do not fight for the right to strike, for example, as an abstract principle, but because the reality of the class struggle has taught them that strike action is for them the most effective weapon against their exploiters. They went on strike even before they won the right to strike. And they forced legal recognition of that right in the same way as they forced through other measures to improve their living and working conditions. For them, it was a fight to ensure that they too would have the right to organise their class struggle. The right to organise a trade union was not recognised until unions were actually in existence as the direct result of the working class need to organise itself against its exploiters.

In the colonial countries, where the people are fighting for independence; in countries under fascist dictatorship where the fight is for freedom and democracy, no trade union rights exist. Only repression and arrests; active trade unionists are hunted, tortured, murdered; the struggle for better conditions is drowned in blood. All this is part of a general system of oppression by which the colonial or totalitarian regime strives to maintain itself. The fight for trade union rights is inseparable from the struggle for democracy and national independence. (2)

2. Trade union rights already won are constantly open to attack.

The fact that the conquest of trade union rights is part and parcel of the class struggle means that these rights are consistently attacked by the employers, who are always trying to take back what they were obliged to concede. This is as true of a wage increase as of a trade union right.

Even when certain rights are recognised in principle and sanctioned by law, the practical exercise of these rights comes up against the actions of employers and reactionary governments. Between the brutal suppression of strikes by armed force, and "conciliation" by a government that is supposedly an impartial arbiter between exploiter and exploited, the gamut of methods employed by bourgeois democracy is particularly vast and varied.

Sometimes they dismiss, prosecute, imprison or deport the most active trade unionists on the most fallacious pretext. (3) Sometimes, behind the hypocritical mask of class collaboration, they increase the forms and conditions necessary before strikes can be called in order to weaken the trade unions' fighting ability and to hamstring them with the intricacies of procedure. Sometimes they dissolve the trade unions, purely and simply, and sometimes they just do not recognise their right to represent the workers so that negotiations are conducted with company unions.

The struggle for trade union rights is thus a never-ending one, like the class struggle within which it takes place; and the gains achieved, and the consolidation of these gains, depend in the last resort on the balance of power.

3. Trade union rights are constantly developing and taking new forms.

As trade union liberty is not an abstract idea, but is linked with the conditions in which the workers' strug-

(1) The following articles have already appeared: Introduction, Africa, Spain, Congo (Brazzaville) (December 1960); a study on Spain (January 1961); Southern Rhodesia (February 1961) and Scotland (April 1961).
(2) See above articles on Paraguay and Congo (Leopoldville).
(3) See above articles on Congo (Brazzaville), Brazil and Belgium.

(4) See above articles on France and Australia.
(5) See above articles on Morocco, Iraq and India.
(6) See articles on this question by Louis Saltant and Elena Poodessky in the May 1960 issue of "World Trade Union Movement".

oppression witnessed by thousands of signatories but condoned by the authorities);

closure of trade union premises in flagrant violation of the laws and regulations (e. g. the Petroleum Trade Union branch, the Passenger Transport Workers' and the Dockers' Union in Basra, the Transport Workers' Union in Baghdad, trade union branches in Mosul, Emara, Kul and Karbala etc.).

Our general Federation demands that at least the basic trade union rights be respected. It states that the recent elections which took place against a background of dismissals, arrests, evictions, terrorism and violation of the present Labour Code and the regulations of trade unions, are false elections and have installed executive bodies that do not correspond to the interests and the real wishes of the workers. Therefore, our General Federation demands the annulment of those elections and an investigation into the falsification of results and interference by persons outside the trade union movement. It demands that action be taken against those who violated the law and trade union rights. It demands that new elections be held.

INTERNATIONAL BULLETIN

OF THE TRADE UNION AND WORKING CLASS PRESS

- fortnightly publication of the World Federation of Trade Unions;
- printed in 7 languages: French, Russian, English, Spanish, German, Japanese and Polish;
- reprints articles from the trade union and working class press from all over the world;
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- It can be supplied regularly by air mail to trade union functionaries on request.
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MOROCCO

Attacks On Freedom Of The Press

"L'AVANT GARDE", French-language journal of the Moroccan Labour Union, which is well known to our readers from our frequent quotations, was suspended for 4 weeks in February-March, 1961. This was one of the many anti-trade union measures introduced in Morocco (1).

When the paper was suspended, its Director, Mohamed Tiberi, made the following statement which was published in the February issue of "AL MOUSTAKBAL", organ of the Young Moroccan Workers' Organisation.

Fear of the truth

The Moroccan Government has suspended publication of "L'AVANT GARDE", French-language journal of the Moroccan Labour Union.

This highly serious step is one of a long series of oppressive actions systematically directed against the people's press.

Just when the Government has officially announced its intention of introducing some democracy into Moroccan political life, in actual fact it launches an attack on the very basis of democracy, i. e. on freedom of speech.

Just when the Government has officially proclaimed the need to combat imperialism and colonialism in order to free the peoples of Africa, in fact it attacks the people's organisations, including the Moroccan Labour Union, which alone can carry through this struggle. And at the same time it protects the colonial and reactionary interests which continue the process of plunder and exploitation.

Do the feudal and reactionary forces imagine that by destroying all the rights we have so painfully wrested from the invader they can deceive the people as to their true objectives?

Quite the reverse: such retrograde actions can only arouse the people to greater awareness. By showing its fear of the truth, the Government has shown that, above all, it fears the people.

We shall continue the struggle in other ways until the Moroccan people achieve their desire for justice and liberty.

Strength of the working people

In its first issue after publication was resumed, on March 18, 1961, "L'AVANT GARDE" published the following article:

The suspension of our journal, strongly condemned by all democratic forces in every country, has ended.

This proves, if proof were needed, that tyranny cannot endure and cannot succeed; it proves that attempts to stifle the workers' voice cannot silence us! It proves, if proof were needed, the enormous pressure that working people can bring to bear on behalf of Right and Truth.

The suspension ordered against our paper betrays the panic, the fear felt by the authorities at the truths we consistently proclaimed, their fear that the people should read in their own press how for some 250 million francs all the victims of Agadir could have been given homes, how a peasant working in the rich regions of Beni Amir and Beni Moussa earned the princely sum of a few francs a day, how the brilliant investment laws sanctioned the pillage of our country, how in a matter of weeks the price of flour rose from 60 to 75 francs, how food prices went up by 20 % while the authorities refused to revise wages (as provided in their own legislation) or to give the workers their daily bread. They were afraid that the people should learn what was going on in their own country, that they would realise the battle was not yet over, that they must remain vigilant.

All this was to be prevented! By banning "L'Avant Garde", the censors were out to anaesthetise the people!

"L'Avant Garde", which speaks for the working people, will continue fighting for the noble aims of the working class.

More than ever, "L'Avant Garde" will obey the axiom that a truly free press publishes that which disturbs authority and obliges it to explain its actions.

(1) See article entitled "Poverty and Anti-Trade Union Repression" in Press Bulletin No. 28 (December 1960).

UNITED ARAB REPUBLIC

Trade union leadership of Syrian region in protest against repression

For defence and extension of trade union rights:

Setting up of an international commission of trade unionists and legal experts

(See article in issue No. 23, October 1, 1960, of our Bulletin).

(See article in issue No. 7, April 1, 1961, of our Bulletin).

The W. F. T. U.'s dedication to unity

To conclude this issue of "Trade Union Press" which deals with different aspects of the preparation of the 5th World Trade Union Congress we reprint some extracts from the editorial written by Louis SAILLANT, General Secretary of the WFTU, for the October 1949 issue of the monthly review "World Trade Union Movement" under the heading "From the 4th to the 5th World Trade Union Congress".

An editorial by
Louis SAILLANT in



**WORLD
TRADE UNION
MOVEMENT**

do this in periods of difficulties for the capitalist governments, which between 1945 and 1949 organised, prepared and finally launched the split in the international trade union movement.

This invective expresses the resistance and manoeuvres of the leaders of the ICFTU in response to the WFTU's proposals for unity.

In point 115, the programme of action adopted by the WFTU Executive Bureau explains that "this resistance and these manoeuvres can only be overcome by the intervention of the workers and especially by the members of these organisations (those affiliated to the ICFTU) and they can fulfil this task only if they know the reason for this obstinate opposition to unity".

Between 1957 and 1961, that is, between the 4th and 5th World Trade Union Congresses, this resistance and these manoeuvres have, on some occasions, been partly overcome as a result of positive developments in international trade union relations between organisations affiliated to the ICFTU and those affiliated to the WFTU.

New contacts have been established between trade union organisations which had been temporarily estranged. New situations have arisen, which, obviously, did not exist in 1949. These include the wish for trade union unity which has found expression in whole continents, like Africa, or vast regions like Latin America in the western hemisphere.

The fact that the WFTU has been closely associated with bringing about such situations proves at least two things:

Firstly: those who engineered the split in 1949 planned to "strangle" the activities and "restrict" the influence of the WFTU to the geographical area covered by the socialist countries; the review of the activities of the WFTU which will be presented to the 5th World Trade Union Congress shows that these attempts have been defeated and that the WFTU's role is universal in scope.

Secondly: Those who make efforts to unite the workers in one part of the world or another, even if they represent workers not affiliated to the WFTU nevertheless receive its unconditional support and help. This was the case, for example in the creation of the All-African Trade Union Federation.

The activities of the WFTU in support of unity, therefore, help to bring new forces into the international trade union movement, which, in turn, inevitably strengthen the prestige of the WFTU and guarantee that its policy of unity and struggle will be successful.

Louis Saillant.

Competition is taking place between two worlds — that of socialism and that of capitalism. There is no third, because there is no third form of contemporary human society. The trade unions are not outside this competition, which will, we hope, be a peaceful one, in a spirit of a peaceful co-existence. One has to make a choice. The choice is inevitable for the workers. It is also necessary. There is one world where political, economic and social life is in the hands of the capitalist monopolies. There is another world which is in the hands of the people, through the medium of their most advanced political organisations, their trade union, co-operative and cultural organisations. One world is progressing, increasing its wealth, expanding its sphere of influence — that is the world where the workers are in power. The other world, the old one, is shrinking, showing all the signs of decay. This is the world where the monopolies are in power.

How could the trade unions stand aside from this reality? When they are democratically organised, are free from the influence of capitalist governments, have rid themselves of the shackles of corporatism, narrow preoccupation with trade questions and religious ties, the trade unions — and the workers they represent — have committed themselves to the progressive path. They equip themselves with programmes which bear in mind the characteristic features of our times. They pursue a broad policy of unity. They attack imperialism in words and deeds. They oppose colonialism in whatever form it may take . . .

The meaning of the battle for unity

At the 5th world Trade Union Congress we will again need to reflect on the nature of the obstacles met with by the workers on the path of unity.

I should like to remind you of the W.F.T.U.'s profound dedication to the idea of unity.

To be dedicated to unity does not just mean explaining and proclaiming the merits of unity to the workers.

To be dedicated to unity also means explaining why there are obstacles in the way of unity, and who is responsible for those obstacles.

The battle for unity among the workers is a long battle of explanations, of pointing political conclusions in the trade unions and among the workers.

One does not go forward along the path of unity by timidly covering up the causes of delays in achieving united action, when there are delays, or the causes of splits, when splits continue.

One makes even less progress if one fails to bring out the close relationship between a policy of trade union division and the attitude of subjection to and collaboration with the capitalist monopolies.

Explanations and comments are also constantly needed on the close tie-up between imperialist policy and those who put up most resistance to international united action among the trade unions.

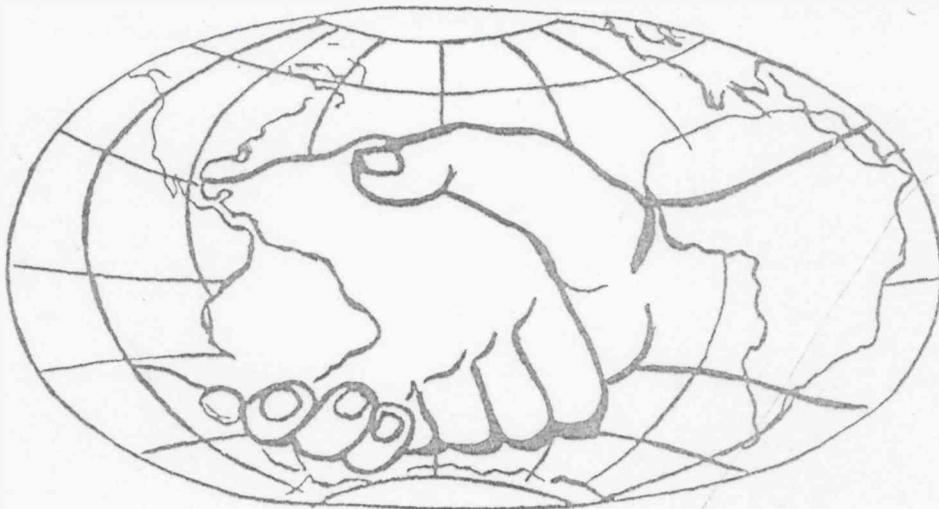
This way of clarifying problems of unity would be inadequate without approaches on behalf of unity, put forward at the right time and with clearly-defined aims.

To carry out this intensive work in the industrialised capitalist and economically less-developed countries the WFTU needs to be extremely frank with the workers. You can't bluff about unity. You have to be completely frank and honest with the masses.

To be frank means to explain that the leading group in the I.C.F.T.U. is not free to reply to the W.F.T.U.'s proposals for unity. If they replied in the present state of affairs they would lose the confidence, which they need, of the capitalist governments, and particularly that of the United States. They would need to give explanations to workers in the national centres affiliated to the I.C.F.T.U., but they are not free to give explanations because the policy of the monopolies is too much in line with the policy pursued by this leading group.

New situations have arisen

Of course from time to time this group launches out into invective against the WFTU, against the trade unions organised inside it, and particularly against the trade unions of the socialist countries. They always



UNITY

(Drawing published in "SNTE", organ of the Mexican teachers' trade union)

He underlined the progress made by the labour movement which found its expression in millions of workers striking in Argentina, Chile, Uruguay, Brazil, Bolivia, Peru, Costa Rica, Panama and other countries and in the mass struggles of peasants for the agrarian reform.

He pointed out the growing unity of the trade union movement, referring to the constitution of the United Workers' Centre of Uruguay (3), the National Workers' Congress held in Brazil (4) and to the preparation of a Congress for the creation of a Trade Union Centre in Costa Rica.

The importance of solidarity with Cuba

In his report Roberto Lara spoke of the Cuban revolution as the advanced post of the workers' revolution of the whole Latin American continent. He re-affirmed that it was necessary to be firm and determined to defend it against all attacks by North American imperialism.

"Our support of Cuba", he declared, "is not simply a duty of solidarity, as the Cuban revolution is closely connected with the future and the struggles of the workers and peoples of Latin America for their rights, economic and social progress and national independence against yankee imperialism.

"In spite of its defeats, imperialism has still not given up its plans to crush the Cuban revolution by force of arms or any other means.

"At the Montevideo conference imperialism made new efforts and exercised pressure on the govern-

ments by repeating its promises of credits in order to force them to submit to its plans of aggression against Cuba. That is why the workers of different countries must be on guard against these new manoeuvres of North American imperialism".

A united programme

Referring to the plan to convene a Latin American trade union conference, Lara spoke of the platform for demands which should prepare the conditions required for its success by united actions:

- 1) Great, effective and mutual solidarity of all Latin American trade union organisations in their struggle for economic and social demands.
- 2) Defence of civil liberties and trade union rights, especially the right to strike and to organise, and the extension of existing liberties.
- 3) The struggle for the self-determination of the peoples, which, at the same time, means the elimination of dictatorships and all traces of colonialism.
- 4) Defence of the Cuban revolution and its achievements as an expression of the aspirations and solidarity of the Latin American peoples.
- 5) The fight against imperialist domination including the struggle for the recuperation of national economic wealth and against the International Monetary Fund.
- 6) Elimination of unemployment, allocations for unemployment assistance.

Other delegates also spoke during the discussions (5) and expressed their agreement with the ideas and proposals expressed in the general report.

Towards a new life

Lazaro Pena spoke in the name of the Revolutionary CTC, expressed the gratitude of his organisation for the solidarity shown to the Cuban revolution and described in short the achievements made by the Cuban workers. He mentioned, for instance, that since the victory of the revolution 200,000 new jobs were created confirming the prospects that unemployment will be completely eliminated from Cuba by the end of next year.

He informed the participants of the meeting that wage increases amounting to a total of 525 million Pesos were given to the workers without taking into account the reduction in the cost of living resulting from urban reform, the creation of children's circles and other social improvements.

He also spoke of the attitude of the Cuban workers towards production and mentioned among others the voluntary labour brigades, the successful solution of the problem of spare parts, the increase in productivity and the introduction of new techniques as a result of socialist competition.

RUMANIA

(contd. from p. 17)

doctor I got leave to look after her. This leave was not deducted from my annual holiday. At present my little daughter is at the kindergarten. Thanks to the team at the kindergarten I have much less trouble to bring up and educate Doina. I am happy to have a child and I am satisfied to see that the State is helping the family more and more with the education of the children.

(3) See No. 9-10 (May 1961 special issue) of our Bulletin.

(4) 3rd National Trade Union Congress held at Rio de Janeiro from August 11 to 14, 1961. Brazilian laws forbid the constitution of a centre uniting all branches of industries. For this reason such Congresses are organised to adopt a common platform of action and co-ordinate the workers' struggle.

(5) The speakers were: Ruben Iscaro, WFTU; Guadelupe Reyes (Honduras); Gilberto Yubert (Brazil); Ezequiel Romero (Colombia); Pablo Duque (Ecuador); Alfredo Leon (Salvador); Juan Vargas Puebla (Chile); Roberto Moreno (Brazil); Jorge Alberto Basti (Panama); Juan Miranda (Peru); Carlos Deré (Venezuela); Bolivar Sandoval (Ecuador); Gerardo Cuesta (Uruguay) and Antonio Cabrera (Argentina).

Delhi

**AITUC UNIONS WIN
ELECTIONS FOR D.C.M.
PROVIDENT FUND
TRUST BODY**

By overwhelming majority, AITUC affiliates, the Kapra Mardogri Ekta Union and D.C.M. Chemical Workers Union, secured representation on the D.C.M. Provident Fund Trust for their three nominees.

Every third year, workers' representatives are elected for trusteeships of D.C.M. Provident Fund Trust, from the Delhi Cloth Mills, Swatantra Bharat Mills and D. C. M. Chemical Works, Delhi.

The results of the elections signified the militant unity of the textile and chemical workers of Delhi around AITUC affiliates. Seventythree per cent of the workers of Delhi Cloth Mills voted for AITUC nominee, 75 per cent in Swatantra Bharat Mills and 66 per cent in D.C.M. Chemical Works.

The AITUC candidates were opposed by candidates of the INIUC affiliate and two other unions, one patronised by management and another patronised by the Jan Sangh. As against the average of 5,225 votes secured by AITUC nominees, the INIUC nominee obtained only 634, the management sponsored union got 724 and the Jan Sangh union 620.

Of late, the management of the Delhi Cloth Mills had been particularly vindictive against activists of the AITUC and dozens of workers were victimised. Workers were being terrorised and there were several instances of attacks by anti-social elements being engineered.

The workers have now given a fitting rebuff to the anti-labour policy of the management and have shown their unshakable unity around the AITUC.

**HOSPITAL WORKERS
DEMANDS**

Eighteen workers of the Lady Hardinge Medical College and Hospital had gone on hunger-strike for 13 days, in May, to press settlement of the workers' demands. The hunger-strike was withdrawn on May 31.

The management agreed to implement the revised scales of pay based on the recommendations of the Second Pay Commission with retrospective effect from July 1, 1953. Some other demands of the workers were also conceded.

WORKERS' EDUCATION AT LOCAL LEVEL

by
Dr.M.K.Pandhe

It has been an accepted fact that our trade unions do not pay proper attention to the question of educating the rank and file workers. This point was highlighted during the 26th Session of the AITUC. Unless this weakness on our part is overcome, it will create serious handicap in the advance of our movement in general.

The Government of India has recently launched a country-wide scheme of workers' education, under which ordinary workers are trained in different centres, namely, Bombay, Calcutta, Kanpur, Bangalore, Indore, Dhanbad, Hyderabad, Delhi, Alwaye, Nagpur and Yamunanagar. However, the number of workers trained ~~and the cost involved~~ is more or less insignificant. Secondly, this scheme inherits all the drawbacks usually observed in other Government schemes.

The primary responsibility of workers' education should be on the trade unions themselves. This has been noted even by the Government's scheme. Earlier, the trade unions tackle this responsibility effectively, the better will be the results for the TU movement in our country.

While conducting their struggles for day-to-day demands of the workers, a union comes in contact with the mass of workers. These workers, no doubt, appreciate the activities of the union and pay subscription occasionally. But they do not necessarily participate in all the activities of the union. As a matter of fact, many workers genuinely believe that as soon as subscription is paid, their job is over: it is for the leadership to carry out all the activities of the union.

It also happens sometimes that a worker who becomes a member of a union loses contact with the union later on due to failure of the union to maintain regular links with the

union later on due to the failure of the union to maintain regular contacts with the worker. Such workers come to the union only when they have some grievances. Otherwise they remain ~~fix~~ just like other ordinary workers.

Can we blame these workers for this mentality? They found the utility of the union from their own experience. But their consciousness does not go beyond that and they develop in them only passive sympathy for the union. It is solely the responsibility of the union to turn this passive sympathy into an active one!

Therefore, a union cannot afford to neglect the task of educating its members in trade unionism with a view to make them active workers of the union through whom the union can approach the unorganised section of the workers. This will further contribute to the stability of the union by obtaining permanent members of the union.

Is it possible for a local union to organise workers education on its own?

Many Comrades argue that they don't have time to organise classes for workers as they are very much bogged up in the day to day union activities. They fear that organisation of classes may adversely affect the routine activities of the union as we are already short of cadres to carry out these tasks. Nobody denies the paucity of cadres in the T.U. front. But with the help of educational programme a union can mobilise far more active cadres to carry out its activities for collection of union subscription etc. which in the end will help the union to gear up its activities to a higher level. Therefore, even it may apparently look as if the educational programme affects our routine work, in the long run it will help the union in remoulding its activities in a better way.

It only requires better co-ordination of activities and systematic approach towards the functioning of the union. If we feel the intensity of the educational programme then the way can be found out of implementing it.

Apart from certain exceptional circumstances, a union can get certain sort of respite after a ~~campaign~~ campaign or a struggle

for some demands is over. A union usually comes into contact with member of workers during such campaigns and this opportunity can be used for organising educational programme for the workers who show special interest in the activities of the union.

It is true that this job is pregnant with a number of difficulties. But without surmounting them we won't be able to make much headway.

If a union does not feel confident to organise a class on its own or region can come together to explore the possibilities of arranging the classes for the workers.

There can be 3 ways of organising these classes.

- 1). ShortTerm Course.
- 2). Evening Classes.
- 3). Sunday Classes.

Unions can decide which type of class is to be held in view of the local conditions and resources available.

There is however a difficulty with regard to the lecturers in these classes. It is a responsibility of the State Committee to provide lecturers for the local schools. They will have to hold short term courses for these teachers who in turn will teach the workers. If there is more and more demand from the local level for such teacher the State Committee will no doubt consider seriously the question of holding such courses for the teachers.

But local unions need not wait till something is done from above. A union leader has to equip himself with this task by utilising the method of self study. It may be that in the beginning the standard of education may not be adequate but gradually improvements can be made with the help of state leadership and more experienced comrades in the nearby areas local leaders can take initiative in this task. The state leadership will move quickly in this matter if there is more initiative at the local level for organising these classes. In this connection, the examples of Singareni Colliery Workers Union (Andhra), Lal Bawta Bidi Kamgar Union (Sanganner) are worth emulating. The experience of the General Engineering Workers Union, Bombay has shown what short term course of every 4-5 days can achieve. Comrades in Punjab admit that a two day course organised by PTUC helped the local comrades in a big way. These are only some of the examples. What we need is a more broad

based activity with regard to workers education.

There is also a problem of text books for the use of the students participating in these classes. Of course, local leadership is not to be blamed for that. It will take some time to produce literature for the workers. It has to be drafted in a language which can be understood by an ordinary worker. More serious efforts are necessary to carry out this important task. But our work at the local level need not be stopped for that.

The syllabus prepared by the AITUC which includes detail synopses of lectures to be delivered in the classes. Till the booklets are not prepared that is the only way we can arrange these classes. As we accumulate more experience in this field of activity special efforts can be made to improve the standard of our education.

Comrades can also approach the regional teacher administrator of the Central Board for Workers Education who may give a talk on certain topic of importance. Local Union can suggest him a topic of their preference. Even primary or secondary teachers who are sympathetic towards the union activities can be utilised for this purpose, if possible.

These are just few suggestions. Comrades can find out more concrete possibilities in view of the local and regional circumstances.

UNION REPORTS:

ALLAHABAD CINEMA OPERATORS ASSOCIATION.

The annual conference of Allahabad Cinema Operators Association held on June 3 demanded fixation of grades of wages, working hours, working conditions and bonus. The meeting also demanded nationalisation of the whole film industry.

N.L. Mukherjee, local INTUC leader inaugurated the Conference which was presided over by Kameshwar Agarwal, president of the Association. K.K. Sriwastava, General Secretary submitted the annual report which was adopted unanimously after discussion.

The Conference elected a new Executive including N.L. Mukherjee and K.K. Sriwastava as President and General Secretary.

STRIKE IN BIRLA'S FACTORY AT BHARATPUR.

Inspite of repeated efforts by Simco Mardur Union, Bharatpur Birla's Central India Machinery Manufacturing Co. refused to negotiate with the union, the workers were forced to resort to strike from May 29.

What were the demands of the workers ? 250 workers were not given work in the factory for more than two weeks. Every-day workers used to come to the factory gate only to go back home with utter disappointment. The management, it is said, forcibly obtained resignations from the workers and thrown them out of their quarters. The officials of the management abuse the workers while on work and the workers wanted to end this practice. The management was helping the rival union by collecting subscription with the threats of discharging the workers!

In February this year Simco Mardur Union submitted a charter of demands containing 22 demands to the management but the management deliberately paid no attention to the grievances of the workers. The charter among others contained ordinary demands like standing orders, urinals and latrines inside the factory, Rest-room, drinking water facilities etc.

One can understand the attitude of Birla management which cares for nothing but profit. But how is it that the state labour ministry claiming to establish a welfare state refuse to take note of the workers grievances, even they are brought to the forefront by a union which is not of their liking. Instead of paying any attention to the workers grievances the State police came to the rescue of the management. The police party was marching in the working class locality every-day with a view to terrorise the workers. Number of workers were beaten to pulp in the police thana.

The union after continuing the strike peacefully for two weeks forced to take a decision to send some workers on hunger strike from June 17. The strike began with Raj Bahadur and every day one more worker used to join the strike. Every day meetings were held in front of the factory gate in spite of police repression. The strike continued for 6 days but the management and State authorities decided not to budges an inch.

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GENERAL STRIKE TO SEEK END OF
POWER CRISIS

The working class and the industries affected should think in terms of a general stoppage, to end the bungling and callous policies of the Government which have resulted in serious shortage of power supply to industries in India.

This call was given by S.A.Dange, General Secretary, AITUC, while addressing the concluding open session of the UPTUC Conference held at Ferozabad on May 7.

Nearly all the industrial centres in India are affected by power shortage. In Ferozabad, a centre of bangle industry, nearly one-half of the factories are idle because of short supply of coal.

The ~~such~~ crisis of fuel, both of electric power and coal, has reached critical dimensions and in several industries, thousands of workers have been laid off.

S.A.Dange said that the shortage of coal has been artificially created by the sabotage by the coalmine owners in the Private Sector, who have refused to raise adequate supplies of coal. The Public Sector collieries, because of bad planning and bad labour relations, could not also step up production.

Added to this, there was utter lack of coordination between the RRailway Ministry and the Ministry of Steel, Mines and Fuel. And each Ministry is blaming the other for the crisis.

But while the Ministries and employers engage in wordy duels as to who is responsible, it is the working class which bears the brunt of the crisis - they lose their livelihood.

The trade unions should therefore take the initiative to mobilise all other sections and think in terms of a general hartal, to force the Government to act to end the power crisis, said S.A.Dange.

TRADE UNIONS MOVE IN CALCUTTA

The May Day rally held in Calcutta under the auspices of the W. Bengal Committee of the AITUC and UTUC adopted a resolution on the serious power shortage in Greater Calcutta and Howrah regions.

The resolution said that the power shortage has resulted in huge loss of production, layoff and unemployment of workers, interruption of suburban train services, and threat of disruption of water supply system.

It was demanded that an inquiry into the reasons and circumstances of this abrupt and somewhat mysterious coincidence of simultaneous failure and breakdown at the CESC generating station and the DVC should be conducted.

The may day rally demanded that the Government should take over the Calcutta Electric Supply Corporation (CESC) which holds monopoly ~~now~~ in power supply in Greater Calcutta industrial areas. The working class is firmly of opinion, said the resolution that "in national interest, this vital sector supplying motive force for running of industries cannot be allowed to be kept in the grip of a foreign monopoly concern."

The rally demanded of the Central and State Governments to shed their complacency and take immediate steps for full restoration of power supply and to take steps for augmenting power generation in the State Sector.

The resolution stated that the worst sufferers of this scandalous state of affairs have been the working class. The workers are undergoing losses in earnings as a result of heavy reduction in working hours, are being laid off and badli, casual and temporary workers are being thrown out of employment, other inconveniences and hardships are being imposed on the workers.

It was demanded that full compensation of loss in earnings of the workers should be ensured and the Government, the CESC and the employers should take responsibility in this regard.

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STRIKE IN HINDUSTAN SHIPYARD

About 3,500 workers of the Hindustan Shipyard at Visakhapatnam (Andhra Pradesh) struck work on August 12, as a protest against the attitude of the management in not conceding their 24-point charter of demands.

Nearly 100 workers in the shipwright berth were on a stay-in strike from July 28.

KERALA TUs TO OBSERVE PROTEST DAY AGAINST RISE IN PRICES

The Kerala State Trade Union Council of the AITUC has called upon all its units to observe August 21 as a Protest Day against the rise in prices of foodstuffs.

It has been demanded by the KSTUC that:

1. In view of the floods and destruction of crops, etc., Kerala should be declared a famine area this year. Adequate supply of rice to meet the needs of the people should be got from outside the State and the extra cost involved should be borne by the Central Government.
2. Fair price shops should be opened at all places and each family should be issued a card for five edangazhi of rice per week.
3. Apart from rice, other provisions should also be sold at fair price through these shops.
4. Sales-tax on rice and vegetables should be scrapped.
5. In industries where minimum wages have not come into operation and in industries where dearness allowance linked with cost of living index has not been enforced, steps should be taken by the Government to ensure these.

The KSTUC has appealed to all trade unions, irrespective of affiliation, and all political parties to join together and realise these demands. The Kerala Kisan Sangh has directed all its units to join hands with the trade unions in the observance of the Day.

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RAILWAY TU LEADER ON HUNGER STRIKE

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K.Ramachandran, Secretary, Victoria Terminus (Central Railway) branch of National Railway Mazdoor Union went on ~~ix~~ hunger strike from May 1 at Bombay demanding implementation of Railway Board's declared policy on the question of ~~xxxxxxx~~ ~~xxxxxxx~~ ~~xxxxxxx~~ disciplinary actions in relation to participation in the strike of July 1960. ~~The~~

It was stated that the Railway Board by their letter No.E(L)6-ST-5 of 2.2.61 declared their policy not to punish anybody for mere act of going on strike. But over twelve hundred workers on Central Railway alone have been punished for no other offence. The services of 32 workers were terminated.

Railway workers in Bombay in hundreds visited the place of hunger-strike and demonstrations were held.

S.A.Dange, General Secretary, AITUC, met the Railway Minister, Jagjiwan Ram on May 10, in this connection. Several unions in Bombay adopted resolutions expressing solidarity with the railway workers and urged immediate settlement of the issues which led to the hunger strike.

KERALA PLANTATION WORKERS TO
OBSERVE "DEMANDS DAY"

The Kerala Plantation Labour Federation has directed its affiliated unions to observe July 2 as "Demands Day".

The Federation protested against the anti-labour policy of the Association of Planters of Kerala, which the Federation described as extremely provocative.

The planters are throwing overboard the tripartite industrial relations committee's decisions.

The workloads on the workers are being arbitrarily increased and by the increase in prices and reduction in concessions, the real wages of workers have dropped sharply.

~~XXXXXXXXXXXX~~

Kerala

TEXTILE STRIKE CALLED OFF

The month-old strike in two textile mills in Alwaye, Kerala State, was called off on June 3, following a settlement.

The management agreed to pay bonus by a new formula by which ₹ 2% bonus will be paid in 1960, 5% in 1961 and 6% in 1962.

The workers had struck work over the demand of the management to deduct from wages the bonus payment at the rate of ₹ 4% of wages which was paid earlier, on the ground of alleged losses.

The strike was conducted jointly by unions of all affiliations.

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HARTAL IN KERALA AGAINST

NEW SALES TAX LEVIES

General Strike by Workers

Workers in all major industrial centres in Kerala went on a General Strike on June 8, along with the hartal observed by the mercantile and business community in the State, protesting against new sales tax levies introduced by the Kerala Government.

The call for general strike was given by the Kerala Committee of the AITUC and affirmed by all affiliates of the AITUC.

STRIKE IN COMMONWEALTH TEXTILES

The two-month-old strike of 1400 workers of Commonwealth Trust's tile factories in Kerala could not be settled at the tripartite meeting convened at Trivandrum on June 6 because of the position adopted by the British management.

The management representatives stated that the their London Board was not agreeable to any discussion on payment of bonus on profit-sharing basis or on the basis of the tripartite Industrial Committee's recommendations.

Following this, the tripartite talks ended in failure.

SETTLEMENT OF DELHI HOSPITAL

WORKERS' DEMANDS

Eighteen workers of the Lady Hardinge Medical College and Hospital had gone on hunger-strike for 10 days, ~~in~~ in May, to press settlement of the workers' demands. The hunger-strike was withdrawn on May 31.

The management agreed to implement the revised scales of pay based on the recommendations of the Second Pay Commission with retrospective effect from July 1, 1959. Some other demands of the workers were also conceded.

THREE MINERS KILLED IN ACCIDENT

Three workers were killed and one seriously injured in a roof collapse in Burragarh colliery, near Dhanbad, on June 11.

According to press reports, the miners were engaged in removing the timber supports when the roof suddenly caved in.

SIX KILLED IN JABALPUR

Six workers, including two women were killed on June 2, when the roof of a chalk quarry in the South Civil Lines ward in Jabalpur, suddenly gave way.

Five workers, including both the women, were buried alive and their bodies were taken out with the help of railway workers who immediately rushed to the scene. The sixth victim is a 22-year-old truck driver.

The other workers were removed to the hospital in a serious condition.

According to reports, eleven people were digging at the quarry situated in the upper railway line near the new turntable and loco shed in Jabalpur, when the upper portion of the quarry collapsed at about noon. All the workers and the truck driver sitting nearby were buried alive.

RELIEF FOR CYCLONE VICTIMS

S. A. Dange, General Secretary, AITUC, in a statement issued on June 8, appealed to the workers to contribute to the relief fund for cyclone victims in Ratnagiri District of Maharashtra.

He also donated a sum of Rs. 300 on behalf of the AITUC to the All-Party Relief Committee.

SUCCESSFUL STRIKE OF JAMNAGAR PORT WORKERS

Eight hundred workers working under stevedore companies of Bedi Port of Jamnagar went on strike for wage increases and other demands from July 3. The strike was complete.

The stevedores tried to enlist black legs. One hundred workers who were brought in from nearby villages returned home when they knew they were brought to break the strike.

On July 6, stevedores agreed to increase in daily wage by 25 nP, with immediate effect, as an interim measure and to refer the issue to arbitration. All workers were taken back without victimisation.

In Jayant Extraction Industries in Jamnagar, a lightning strike of the workers on June 30, was successful in getting retrenchment notices on 60 workers withdrawn.

BANGALORE TRANSPORT WORKERS' STRIKE

Workers employed in city and suburban road transport services in Bangalore went on strike on June 30, to press their demands for improved service conditions, etc.

The strike was unconditionally withdrawn after 36 hours.

Echo of Amaravathi

CATHOLIC ANTI-COMMUNIST LEADER HITS OUT AGAINST
COALITION MINISTRY

The 12-day fast by A.K.Gopalan, M.P., President, All-India Kisan Sabha, to focus public attention on the cruel eviction of peasants of Amaravathi, Kerala, had its reverberations in most unexpected circles.

The workers and trade unions of the AITUC in Kerala had rallied in defence of Amaravathi peasants and in solidarity with the hunger-strike by the President of the All-India Kisan Sabha. In several centres, there were token strikes protesting against A.K.Gopalan's arrest (See TUR, July 5).

The indicates to some extent that

A process of re-thinking, it appears, has been initiated in Catholic ranks of late. The Catholic and other peasants could see in the Amravathi struggle that only the organised peasant and working movement stood with them in their hour of crisis. Those who came to "liberate" them two years ago

~~The work of the existing government of Amaravathi over~~
~~Catholic~~

Most significant of the developments was the reaction among the Catholic masses. The leaders of the Catholic Church and politicians had two years ago organised the "liberation struggle" to get the Communist-led Government in the State dismissed.

Father Vadakkan, one of the Catholic leaders and who ~~headed~~ headed what is known as the "Anti-Communist Front", in Kerala, has recently made a scathing attack on the present Coalition Ministry. ~~He is~~ A summary of his speech at Alleppey on July 5, published below, is as translated from the Malayalam Daily, Janayugom, Quilon.

- Editor, TUR)

It is apparent that the Catholic

Father Vadakkan, leader of the Anti-Communist Front said in Alleppey on July 5, that "when we look back after one-and-a-half years' of Coalition Ministry rule, we see the country full of the unemployed young men and women, hungry stomachs and parties full of groups."

He said that the call given by the leaders for ~~the~~ conducting liberation struggle was treacherous. The rich men who financed the liberation struggledid so for their

selfish interests. It was the poor people who faced the repression in the liberation struggle. But to solve their problems, even now, the Ministers and leaders have no time.

Father Vadakkan cited as an illustration, the eviction of peasants of Udumbancholai (Amaravathi). Though the eviction began on May 2, it took as late as June 15, for the Congress President to go there and see the misery of the peasants. And the Ministers did not know that it was for the sake of a project which would take four or five years to build that within a few days, the peasants were driven out from there, after setting fire to their crops.

He asked: Is it for the sake of evicting peasants that we desired end of Communist rule? Is it for the sake of giving freedom to managements to garner pugree money for appointing teachers and enrolling students, that we demanded amendment to the Education Act?

STRIKE IN DEHRA DUN PLANTATIONS
CALLED OFF

The strike of plantation workers in Dehra Dun district, Uttar Pradesh, which began on July 15 was called off on August 5.

The workers had gone on strike demanding implementation of the minimum wages fixed by the U.P. Government and proportionate increases in grades, and improvement in working conditions.

KERALA GOVT ATTACKS

T.U. RIGHTS OF STATE EMPLOYEES

The Kerala Government has imposed a number of restrictions on Government employees' associations.

Government employees have been prevented from either organising or participating in processions, demonstrations or meetings to ventilate grievances against the Government.

Employees' organisations are also required to secure the prior sanction of the Government to invite non-officials to participate in their organisational meetings.

Activities outside the scope of those permitted by service rules can only be carried on with permission from the Government

Government approval is also necessary for service associations to collect funds from non-members.

Service associations in their correspondence with the State Government have also been asked ~~not~~ not to use "indecent or improper" language. Government approval is necessary for service associations to make major changes in their existing rules. Minor changes must be conveyed to the Government.

Association funds should normally be made up of only membership fee and grants, if any, from the Government.

(Times of India, August 11, 1961)

Kerala

104-DAY OLD COMMONWEALTH TILE
FACTORY WORKERS' STRIKE ENDS

The strike of over 1400 workers ~~is~~ employed in the tile factories of the British-owned Commonwealth Trust Ltd., at Puthiyara, Feroke and Olavakkot which began on April 10, on the issue of bonus, was called off on July 23.

The strike lasted 104 days.

The management agreed to pay an advance of Rs.15 to each worker and agree for reference of the bonus dispute to arbitration.

The settlement was reached in a conference convened by the Kerala Labour Minister in which employers' and workers' representatives participated.

The British management had refused to pay the minimum bonus as recommended by the tripartite Industrial Relations Committee and on this issue the workers had gone on strike.

The workers' action was fully supported by the people and in the factory towns, hartals were observed. (See TUR, June 5, 1961).

W.Bengal

CINE EMPLOYEES STRIKE ENDS IN VICTORY

Protesting against the refusal of the employers to implement the minimum wages fixed by the ~~W.B.~~ State Government, over 11,000 employees ~~in W.B.~~ of about 400 cinema houses in W.Bengal had gone on strike ~~from~~ ^{on} July 16. ~~tax~~
The next day, the employers declared lock-out.

The dispute was settled on July 20 when the employers agreed to accept in principle, the Government notification regarding minimum wages. Employers also agreed to pay normal wages for the period from July 16 to 20 and not to resort to victimisation.

The strike was led by the Bengal Motion Picture Employees' Union. Union leaders, M.A.Sayeed and Ramashankar Prasad, MLA, and others had gone on hunger strike on this issue from July 1

BOMBAY HOTEL WORKERS OBSERVE
MINIMUM WAGE DAY.

Hotel workers of Bombay observed Minimum Wage Day on November 1 under the auspices of Hotel Mazdur Sabha.

A mass meeting of workers demanded immediate appointment of a Committee for the fixation of a minimum wage for Hotel workers. Canteen Workers of the Secretariat of the Maharashtra Government observed the day by wearing black badges protesting against the policy of the government of not paying them the wages paid to the other IV Grade employees of the State Government. The workers organised a procession which joined the rally organised by the Union.

The meeting was addressed among others by Gulabrao Ganacharya Chitre and Upadhyaya.

The workers decided to demonstrate before the Maharashtra Assembly on November, 27, demanding fixation of Minimum Wages for Hotel Workers.

SIT DOWN STRIKE OF HINDUSTHAN LEVER WORKERS.

All the workers in the Hindusthan Lever Ltd., Bombay downed their tools and went on sit down strike on November 3 in protest against the INTUC agreement with the management regarding wages of the workers.

The management signed an agreement with the INTUC Union even though most of the workers are members of the AITUC Union. The successful strike showed which union represents the workers.

The workers squatted before the office of the Manager who assured them that he would give his reply at an early date on this question. Workers resumed their duties after the assurance of the management.

246 ✓

Kerala

STRIKE IN BRITISH-OWNED PLANTATIONS

Five thousand workers of Tennalai Valley Estates ~~being~~ belonging to the British Company, Malayalam Plantations Ltd., went on strike from June 19, protesting against the large-scale retrenchment and increased workload.

The workers were forced to go on strike since the British management refused to have any negotiations and they adopted a policy of not even attending conciliation meetings.

4304 DISPUTES IN 15 MONTHS

According to a statement made by the Kerala Labour Minister in the State Assembly, during the last 15 months, there were 4,304 disputes, entailing a loss of about 12 lakh mandays. The disputes mainly related to wages and bonus.

HUNGER STRIKE IN MEERUT STRAWBOARD MILLS

Kapil Deo Sharma, General Secretary, Gatta Mill Mazdoor Sangh, Meerut and Daulat Ram, a worker of the mills, went on hunger strike from June 27, demanding implementation of agreements, payment of bonus, etc. Earlier, the workers of the mills had observed mass hunger strikes from June 19 to 27.

The management had agreed that recommendations of the Sugar Wage Board would be implemented in the strawboard mills. Later, the management went back on the agreement. A protest meeting held in Meerut on June 27 in this connection was addressed by Sarvjit Singh and Anand Agnihotri.

SOLIDARITY WITH AMARAVATI PEASANTS

Over five thousand workers belonging to the High Range Estate Workers Union struck work on June 14 in sympathy with the hunger-strike of A.K.Gopalan, M.P., President, All-India Kisan Sabha,

protesting against the brutal eviction of peasants in Amaravathi. The hunger-strike which lasted 12 days was withdrawn on June 17, following a settlement reached after talks with Kerala Home Minister, and Government announcement about relief measures in aid of Amaravathi peasants.

In Alleppey, workers in coir factories went on strike on June 15, protesting against arrest of A.K.Gopalan on June 14, in connection with his hunger strike.

Workers in textile mills in Coimbatore went on strike for one hour, ~~went~~ on June 17, protesting against A.K.Gopalan's arrest.

KERALA TRANSPORT WORKERS' SATYAGRAHA

Satyagraha by a batch of transport workers, demanding gratuity for superannuated workers of Kerala State Transport was withdrawn after 18 days on June 19. The demand was conceded.

CASHEW WORKERS MARCH TO TRIVANDRUM

Hundreds of workers employed in cashewnut-processing factories in Kerala marched to State capital, Trivandrum, on June 20 and demonstrated before the State Assembly. Later, a delegation of TU leaders, led by J.Chittaranjan, C.M.Maitheen Kunju, K.P.Chandran, Janaki and P.Balachandra Menon met the Labour Minister and submitted a memorandum.

The cashew workers demanded strict enforcement of minimum wage rates, lay-off compensation, fixation of workloads, gratuity and retrenchment compensation, protection against victimisational transfer, provident fund and ESI facilities.

ANKLESHWAR PETROLEUM WORKERS FORM UNION

A meeting of the employees of the Oil and Natural Gas Commission in Ankleswar held on September 10 decided to form a union and affiliate it to the All-India Petroleum Workers' Federation. Thakorebhai Shah presided over the meeting.

The meeting expressed concern over the bad conditions of work and demanded immediate redressal of the workers' grievances.

B.Trivedi, General Secretary, Mahagujerat Committee of the AITUC, Bhupendra Modi, MLA, Dr.Asaf Ali and Mahiman Desai addressed the meeting.

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RANIGANJ MINERS' DEMANDS

About 1000 miners attended the public meeting held on October 10 at the Kaliparahari colliery, Raniganj, demanding full and proper implementation of the various awards and supporting the demands placed by the Indian Mine Workers Federation and the Colliery Mazdoor Sabha for a revision of wage structure.

Kalyan Roy, General Secretary, IMWF, who presided, condemned the management of the Bhattar group of collieries for violating the various laws and warned that there will be a serious industrial unrest in the Kalipahari group of collieries if the management persists in depriving the workers of their legitimate dues.

T.Sriwastava who also addressed the meeting stated that while the management talks with the leaders of the Colliery Mazdoor Sabha, its delaying tactic has created a tension which should be removed for better production. He pledged full cooperation with the management in matters of raising and appealed to workers to strengthen the union.

DELHI SHOP ASSISTANTS DEMAND IMPLEMENTATION
OF NEW WORKING HOURS' RULES.

Nearly one thousand Shop employees demonstrated in front of residence of Chief Commissioner of Delhi on September 29, demanding notification of the Chief Commissioner regarding opening and closing hours of Shops, rest, interval and weekly holidays.

A deputation of Kapra Sramajivi Sangh led by R.C. Sharma called on the Chief Commissioner and placed the memorandum before him. They also demanded application of Shop & Establishments' Act in new areas of the city, appointment of Wage Committee for Shop Employees and lifting of Section 144 from Chandni Chowk, and Connaught Place and removal of curbs on loudspeakers.

The Chief Commissioner promised to look into the demands of the Union. He also assured that the notification would be implemented soon.

BIGGEST TRADE UNION IN U.K. DEMANDS
IMMEDIATE INCREASE IN WAGES

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Unanimously declaring that high wages put vigour into the economy, the biennial conference of the 13.5 lakh-strong Transport and General Workers' Union held at Brighton (U.K.) on July 11, denounced wage-freezing, profit-grabbers, monopolies and takeover bids.

Other policy decisions reached after lively debates by the biggest union in U.K. were for accelerated pressure for the 40-hour week, for public ownership and for action to secure full employment and adequate compensation for redundant workers.

Frank Cousins, General Secretary of the union, said that during the past two years, the union had secured reduced hours in 150 industries.

Mechanisation had made shorter hours and improved living standards possible. But the position was being reached where almost every second family had to have a second wage earner.

They would have to get down to relating shorter working hours to the question of holidays.

They should now be thinking not only of the great advantages of a reduction in working hours during the week, but whether consideration should be given to reducing the annual number of hours at work.

Delegates unanimously condemned Government financial and economic policies which, a composite resolution said, redistributed income in favour of the wealthy.

High wage levels helped to stimulate the economy said the resolution, which denounced the low pay of workers in many ~~various~~ industries.

Demanding action against rising prices and taxation and declaring that while no attempt was made to limit profits or curb the anti-social operation of price rings, monopolies and take-over bids, the decision pledged the union to reject

The resolution called for study of the effects of new productive techniques and for a share of greater productivity.

Frank

Pressed by ~~Mr~~ Cousins, conference endorsed the extension of nationalisation. Explaining the executive council attitude, Cousins said the union stood firmly by the principle of public ownership. /

The Government stood for the profit motive and the splitting-up of the nationalised industries.

Conference endorsed the need to work for the return of a Labour Government. Unanimously approving a policy of full employment, it called for agreements giving adequate compensation to workers made redundant.

Frank Cousins said unemployment was not simply a collective problem; it was a personal one.

ANDHRA PRADESH MEDICAL EMPLOYEES' DEMANDS

The Andhra Pradesh Medical Employees' Union in a statement on September 2, criticised the action of the authorities of King George Hospital, Visakhapatnam for going against his own assurances with regard to recovery of costs of articles lost in different wards and departments of the hospital. It was agreed in 1956 that the cost of recovery should be evenly distributed on all the persons who were responsible for its safe-keeping. But the authorities are penalising the last-grade employees for the losses.

The union demands that such recoveries should be stopped forthwith.

In another statement, the union described as bogus the claim made by the INTUC-affiliated All Andhra Pradesh Health & Medical Employees Union that the union has a membership of 20,000 out of the total number of 30,000 employees. The union had claimed only 1600 in March 1960 and this could not be verified by the CLC since the union did not produce records.

~~XXXXXXXX~~

AITUC UNION LEADER BRUTALLY ATTACKED

Branch Secretary of the Singareni Collieries Workers' Union (AITUC) at Kalyan Khani Mines (near Bellampalli, Andhra Pradesh) ^{J. Kumaraswamy,} was brutally assaulted by goondas led by the local INTUC leader, on August 29.

Kumaraswamy was enrolling union membership when the INTUC leader came with a gang of goondas in a lorry and armed with lathis, iron bars, etc. They raided the temporary office premises of the AITUC union, inflicted grievous injuries on the Union Secretary and decamped with cash ~~total~~ of Rs.300.

The goondas also forcibly took away the wrist watch of J.Kumarawamy, the Branch Secretary. Before the police arrived on the scene, the goondas had made their escape in their lorry.

M.Komaraiah, General Secretary, Singareni Collieries Workers Union, in a statement ~~issued~~ demanded that Government should act impartially and take serious action against the culprits. He also called upon the workers to condemn the rowdiness of the INTUC leaders and ~~workers~~ and demand of the Government to safeguard trade union rights.

2500 SUGAR WORKERS' DEMONSTRATE

IN WALCHANDNAGAR

In spite of the off-season and consequent dispersal of seasonal workers, 2,500 Walchandnagar workers rallied at the call of the Indapur Sakhar Kamgar Union to demonstrate and protest against the delay in the implementation of the recommendations of the ~~Central~~ Sugar Wage Board.

Although nine months have passed since the Wage Board's recommendations have been published, on the plea of "working it out", the sugar factories in Maharashtra have ~~refused~~ been delaying the implementation of the recommendations. In the two or three factories where it has been implemented, workers are de-graded in the name of new classification.

The workers also demanded that the farm workers of the sugar factories should also get the ~~benefit~~ benefits awarded by the Wage Board.

Because of police obstruction, the demonstration could not proceed to the Works Manager's office. A meeting was held where the demonstration was halted which was addressed, among others, by J.P.Mali, MLA, M.M.Katre, B.C.Danasode and W.S.Bundalik. Earlier, the demonstration was addressed by Santaram Patil, MLA.

SETTLEMENT REACHED ON WORKERS' DEMANDS

Following negotiations between trade union leaders and Deputy Minister for Transport, the Union ~~Minister for Shipping~~ Raj Bahadur, a settlement was reached on workers' demands on June 11. Following this, the strike notice served by the unions, calling for strike from the middle of June, was withdrawn.

It was agreed that the port administrations and the labour unions stood committed to the terms of the settlement reached after the all-India port strike in 1958 and that the report of the Jeejeebhoy Committee which was appointed in implementation of that settlement would also be final and binding on all parties concerned. This was stated in a Government communique issued on June 11.

The Deputy Minister is stated to have agreed that the cases of workers whose scales of pay stood at levels higher than those recommended by the Jeejeebhoy Committee, deserved sympathetic consideration when the scales were revised on the basis of the Second Pay Commission's Report. He promised to recommend special consideration of this matter by the port authorities with a view to evolving a suitable formula.

As regards the Stevedore workers, the Minister agreed to request the Deck Labour Board, Bombay, to consider the grant of an increase of not less than Rs.5 per month in their D.A.

It was officially stated that the decisions under the Second Pay Commission would be given effect to from July 1, 1959. In addition, employees of some categories would receive, with retrospective effect from October 1, 1957, the benefits recommended by the Jeejeebhoy Committee.

The Jeejeebhoy Committee's report was released by Government on June 8.

The pay of each port employee concerned will be fixed in the scale ~~at~~ prescribed by the Committee at such minimum stage in that scale as would give the incumbent an increase in

pay which is not less than the last increment drawn by him subject to the proviso that no employee should get more than the maximum of the scale fixed by the Committee.

If in any case the scale prevailing prior to the revision is higher than the one fixed by the Committee, the higher scale shall continue to apply. Thus there will be no reduction in the existing scale of any post even for future incumbents.

Where any scale has been prescribed by an award of a tribunal, the employees concerned will be entitled to continue in that scale, if they so desire, so long as the award remains in force.

A number of posts in different posts carry special pay or allowances. These will not be affected by the new scales of pay fixed by the Committee and the incumbents will continue to draw the existing special pay or allowances except as hereinafter stated.

In a few instances, the Committee has fixed scales with the stipulation that particular posts would draw, in addition, special pay or allowances. These have been shown in appropriate places in the schedules to the report. In some cases, however, the Committee has fixed new scales without the benefit of the continuance of the existing special pay or allowance. This again has been specifically indicated in the schedules. Times of India, July 8 and July 12

DAKSHINA RAILWAY EMPLOYEES UNION
GOOTY AND RAJAMUNDRY BRANCHES.

The first General Body meeting of Rajamundry Branch of Dakshina Railway Employees' Union was held on September 3. P. Sundarayya, Leader of Opposition in Andhra Pradesh Assembly greeted the meeting. It observed 2 minutes silence in the memory of David, Treasurer of the branch who died recently. By a resolution the meeting deplored the attitude of the railway administration of showing disregards towards the genuine grievances of the workers. It demanded recognition for the Dakshin Railway Employees' Union.

The meeting elected office bearers for the new year which included B. Rama Seshalah as Chairman and M. Manga Raju as Branch Secretary.

The annual general meeting of Gooty Branch was held on September 17, under the presidentship of P.K. Kumaran, Secretary of the Union. G. Kotaiah, victimised Railway worker hoisted the flag of the Union. Shaik Mehboob branch Secretary presented the annual report and the statement of accounts. After adopting them the meeting elected a new branch committee which included among others, K.S. Menon and A. Hussainappa as Chairman and General Secretary.

The meeting passed a resolution demanding reinstatement of all the victimised Central Government employees during the General Strike.

ALL-INDIA DEFENCE EMPLOYEES' FEDERATION
Liaison Office
113 North Avenue, New Delhi

August 19, 1961

FOR FAVOUR OF PUBLICATION

DEFENCE FEDERATION LEADERS TO RESORT TO
INDEFINITE FAST AGAINST VICTIMISATION
AND DE-RECOGNITION OF UNIONS

The following resolution was passed by the Executive Committee of the All-India Defence Employees' Federation held here on 17th and 18th August 1961, under the presidentship of Shri S.M.Banerjee, M.P. Shri S.M.Joshi, MLA, General Secretary of the Federation, K.G.Sriwastava, Joint Secretary, Samuel Augustine (Bombay), B.Banerjee (Calcutta), Mathews and Thambuswamy (Poona) were among the prominent persons present in the meeting.

RESOLUTION

The Executive Committee of the All-India Defence Employees' Federation, in its meeting of 17th and 18th August 1961, held at New Delhi, having considered the issues arising out of last year's general strike, viz., the prolonged de-recognition of the unions and the Federation even against the general principles of the Code of Discipline, the removal from service of a large number of trade union workers, punishments resulting in heavy financial loss to thousands of workers, continual harassment of persons who participated in the strike and deliberate efforts to smash the trade unions, cannot but record its strong protest against this reactionary labour policy of the Government.

2. All these days, for thirteen months, the Executive Committee and others sympathetic to the cause of the workers have been trying to persuade the Government to change this vindictive attitude. All available avenues and forums have been explored to vindicate the legitimate right of the workers. However, even to this day, no change of attitude is visible. It is painful to state that even the solemn assurances given on the floor of Parliament, have not been honoured and the clarifications issued from the Ministry (specially for Railway Board of February 11) from time to time have remained unimplemented. For example, it was announced in the Parliament that no person would lose his job for mere participation in the strike. Similarly, clarifications were issued defining what was misbehaviour, etc. But in a large number of cases, workers have been removed from service or punished with reversions and reduction in pay for mere participation in the strike. The charge levelled in very many cases is mere "absence from duty during the strike". All efforts of the Federation to secure redress have proved fruitless.

3. Some workers and trade union leaders were thinking seriously for quite some time to resort to an indefinite fast with a view to focussing the attention of the public on this patent injustice. However, the Federation has been restraining them so far from doing so. But as the Executive is left with

no other alternative to get justice for them, it, though reluctantly, allows them to undertake fast as an appeal to the nation, from 15th September 1961. The Executive Committee hopes that the people of this country who fought their battle for freedom under the leadership of Mahatma Gandhi will appreciate this righteous action and extend their full support.

4. The Executive even now urges upon the Government to restore recognition of the Unions without any further delay and to institute an independent Committee of Enquiry to examine the cases of punishments in the light of the solemn promises given by the Government to the Parliament and through it to the nation.

Representatives of the Federation had met Shri V.K.Krishna Menon, Defence Minister, and Shri G.L.Nanda, Union Labour Minister, on August 18.

*

Shriyuts S.M. Joshi and K.G. Sriwastava will undertake indefinite fast from 15 Sep: 61.

K.G. Sriwastava
(K.G.Sriwastava)
Joint Secretary

AGREEMENT IN PRAGA TOOLS ✓ TUC

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8-11
By an agreement signed on July 1, about 1500 employees in Praga Tools, Hyderabad, would be getting an increase of Rs.10 in D.A. and several other benefits.

The agreement was signed on behalf of the workers by the Praga Tools Employees' Union (AITUC) with the management of the Praga Tools Corporation Ltd., a State Sector undertaking.

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The negotiations on the demands submitted in February 1960 took about 18 months and this was backed by united demonstrations of the workers for reaching agreement. The union emerged much stronger during this period and its verified membership is 1408, out of about 1700 employees in the factory.

It was during this period that one of the founder members of the union, A. Dass was brutally murdered on June 1, 1960. The workers raised Rs.10,000 for the maintenance of his family.

The union's representatives have been elected to the co-operative credit society and the mutual benefit fund. The cooperative has a capital of over Rs.three lakhs.

~~The following is the text of the agreement which is valid for a period of three years:~~

The following are the terms of the settlement:

1. The Management agree to the grant of additional Dearness Allowance of Rs.10 per month with effect from 1st January 1961 to all those already in receipt of a Dearness Allowance of Rs.30 per month at present, with the proviso that in the case of those drawing above Rs.250 per month who have lately been granted as from April 1, 1961, a Dearness Allowance of Rs.10 shall be payable from April 1, 1961, instead.

2. The Management agree to pay night shift allowance at 25 nP per day to all daily-rated workers and monthly-rated workers of the rank of Chageman and below who work in the night shift from 10.00 p.m. to 6.00 a.m.

~~2x~~ 3. The management agree to supply two sets of uniform in September of each year to all daily-rated and monthly-rated workers employed on the shop floor including Supervisors and Inspectors of the rank of Chargeman and below.

4. The workers agree that, as a measure of distributing the benefits equitably over all workers, the current performance standards are to be changed from pieces per hour to pieces per shift on an agreed basis and brought into effect at the earliest date. This shall be followed by an expert examination of work-norms and work-standards on the basis of internationally accepted work-study methods but modified to suit local conditions. Initially, the union and management shall agree in principle on the details of a process for fixing performances standards generally. A time limit of two months shall be set for this purpose. If no agreement is reached within this time, the points of difference shall be referred ~~with both~~ to the Labour Commissioner for arbitration and his decision shall be final and binding on both parties. Once the principle is accepted the application of the accepted procedure to individual cases shall be carried out by the management on that basis. Any individual case of complaint or dispute shall be dealt with by discussion between the Union and the Management. This revision of norms and standards shall be completed within six months from the date of this settlement.

5. The workers hereby agree to observe an industrial truce for a period of three years from the date of this settlement during which period the Union or the workers shall not resort to any strikes, stoppage of work, or go-slow practices.

6. Based on the results of working for 1961-62, the management would sympathetically consider the grant of a further Dearness Allowance of Rs.5 per month, taking into account all relevant factors including the then profit-earning capacity of the company.

The agreement was signed by N. ~~Mr~~ Satyanarayana Reddy and ~~in~~ P. Parthasarathi on behalf of the union ~~by~~ B. Venkataraman on behalf of the management, ~~before~~ at the office of the Commissioner of Labour, Government of Andhra Pradesh, on July 1.

ALGERIAN FREEDOM FIGHTERS GREETED

On the occasion of Algeria Day, on July 5, 1961, the Secretariat of the AITUC issued the following statement:

16/7/61
H. S. S.



BOOK REVIEW:

Industrial Disputes Act, 1947 with Industrial
Disputes (Central) Rules, Madras Industrial ^{Disputes} Rules
and short notes: ~~By V. V. S.~~ published by Madras

Book Agency, 337 Thambu Chetty Street, Madras.1.
pp.138, price:Rs.3 only.

This is a very handy book for those who want day to day reference in connection with matters covered by Industrial Disputes Act and the rules made thereunder. With each section, there are citations of various case references so that any one requiring clarification or findings of Courts on that particular section can easily refer back to law journal. All citations given in the book are from Labour Law Journal.

This volume contains the amendments of the Statute upto April 10, 1961 and inclusion of Madras Industrial Disputes Rules ~~xx~~ is the added feature of the book.

Trade unions will find this book quite useful.

The Bill provides that the wage increases awarded to manual workers and clerks as per the Textile Wage Board's recommendations should be paid as a statutory obligation. If any employer fails to pay the workers' dues, the amount will be recovered in the same manner as an arrear of land revenue.

The Bill, at the same time, provides that the workers should not raise any ~~claim~~ demand for wage revision for a period of five years and strikes called on wage questions during this period will be deemed illegal within the meaning of the Industrial Disputes Act, 1947.

The Bill also exempts those units taken over by Government under the Industries (Development & Regulation) Act.

SWADESHI MILL DISPUTE

The dispute in Swadeshi Mills ~~dispute~~, Kanpur, over the introduction of 9-hour shift working and lock-out by the management since May 1, was referred to arbitration by the U.P. Labour Minister, ~~Smt~~ Sucheta Kripalani.

The Swadeshi Mills in Kanpur employ 12,000 workers in three shifts, for ^{over} manning (2,000 looms and one lakh spindles). In 1953, under the plea of financial stringency, the management played off one shift, then changed to a four-hour shift system calling workers to attend twice in a day. The workers had gone on strike against this system.

At that time, there were many unions. Most of the non-INTUC union leaders were put behind bars. After 35 days of heroic struggle, the workers were forced to enter into a compromise through the INTUC to work four hours extra in a week; Saturday shift with nine hours each and one nine-hour shift on Monday. The compromise was accepted expressly as an experiment to be tried for "some time".

A committee of three (manager, labour officer and Arjun Arora) was made to review the financial stringencies of the mill after some time. But that "some time" did not end for more than seven years.

(SMMS)
Meanwhile, the Suti Mill Mazdoor Sabha ^(SMMS) was formed; the 80-day strike took place in 1955 wherein abolition of the nine-hour shift was demanded. Arjun Arora, the then SMMS Secretary, had repeatedly demanded a meeting of the three-man committee but in vain.

After having waited for seven years, the workers gave notice on March 2, 1961, to the effect that they will work according to the normal shift hours even on Saturdays and Mondays from March 25, 1961.

Seeing the mood of the workers, the three-man committee meeting was called hastily, negotiations followed and the millowners offered to stop one extra hour on Monday. There was scope for further negotiations but the management

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Since March 25, Swadeshi workers have been refusing to work the extra four hours, with exemplary unity, discipline and peace. This struggle has become a source of inspiration for all sections of Kanpur working people. The JK Rayon factory workers went on strike on April and won a partial victory. The Jajmau tannery workers also went on strike.

On the wage day, April 20, the Swadeshi management deducted 11 days' earned wages out of 13 as fines. Most of the workers received nothing. The workers raised the slogan: "Do not take the meagre wages", "work according to amount of wages paid." Production went down. The management tried its best to provoke the workers into a clash inside the mill or a strike but in vain. Finally, the management abruptly declared lock-out of the Mills on May 1.

A militant procession of over 5,000 textile workers was taken out on May Day, expressing the solidarity of all textile workers in Kanpur, with the Swadeshi mill workers.

~~The strike has been called for the 1st of May.~~

A Citizen's Committee has been formed to render relief to the workers affected by the lock-out.

The AITUC has donated a sum of Rs.500 as a token of solidarity with the Swadeshi Mill workers' struggle and to help the relief work.

Following negotiations, the dispute was finally left to the arbitration of the U.P. Labour Minister, on May 12.

Delhi

LUMUMBA FILM SCREENED AT NEW AGE
PRESS WORKERS MAY DAY MEETING

The workers of New Age Printing Press (where the Trade Union Record is printed) observed May Day in a grand manner.

Among those who were invited to participate were prominent Members of Parliament and leaders of the Delhi

The programme of songs, of labour and struggle, in which ~~the~~ many workers and guests participated, in almost all the languages of India, was symbolic of the solidarity of the proletariat which transcends ~~x~~ race, religion, ~~or~~ language or territory.

The documentary film on Lumumba was screened at the meeting. Lumumba, the man and the martyr, stood out in the film in all his glory. It was a most moving experience to all those who saw the film.

COIMBATORE'S MAY DAY IN VILLAGES

This year's May Day celebrations by AITUC-led unions in Coimbatore ~~were~~ had an entirely new feature. Instead of one central rally, villages in four firkas of Perianaickenpalayam, Sarkar Samakulam, Sulur and Madukkarai were covered. Red Flag was hoisted in 35 villages in Perianaickenpalayam and in 50 villages in Sarkar Samakulam.

This was possible because of the peculiarity of Coimbatore's working class, the bulk of whom live in the neighbouring villages and only come for work in the factories.

Mass rallies were held in the town and also at Perianaickenpalayam, till recently an INTUC-stronghold. Besides, dramas were staged and meetings were held at a number of places.

MAX

May Day Report

CALCUTTA

May Day was observed in Calcutta this year jointly by the AITUC and UTUC. The central rally held at the Monument Maidan was presided over by Dr. Ranen Sen, MLA, Vice President of the AITUC. Among others who addressed the meeting were Monoranjan Roy, Mohd. Ismail, Ananadi Das and Sailen Paul of the AITUC and Nepal Bhattacharya and Sudha Roy of the UTUC.

Despite the thunder-showers, a large number of processions even from far off places came to the Central rally.

The rally adopted ^a ~~resolutions~~ on the serious shortages in power supply, affecting a large number of industries.

* The rally, in the main resolution adopted, stated that an essential prerequisite for the success of the struggle for demands~~x~~, ~~the~~ is the realisation of trade union and democratic rights. The meeting demanded:

1) Repeal of Section 107, 151 and other punitive sections of the Cr.P.C. as well as Preventive Detention Act, Public Security Act, etc., which are used to crush all TU and democratic movements.

2) Amendment of Police Acts and Police Code.

3) Repeal of Section 4(a) and 4(b) of the Central Civil Services Conduct Rules and similar provisions of the Railway Establishment Code and the Standing Orders; repeal of the Safeguarding of the National Security Rules.

4) All Government employees who fall in the category of 'workman' under the Industrial Disputes Act should have the right to form trade unions.

5) Right to hold meetings and access to workers ~~and~~ for trade unionists in all colonies of workers and townships.

6) Recognition of trade unions on the basis of secret ballot of all workers of the undertaking concerned.

7) An end to discrimination against militant trade unions.

The rally greeted Yuri Gagarin, "the Columbus of Space Flight" and the Scientists, technicians and all Soviet people who made the Space flight possible.

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INDEX NUMBERS OF REAL EARNINGS OF PERSONS EMPLOYED IN FACTORIES
EARNING LESS THAN RS.200 p.m. 1948-59
(Base 1947 = 100).

Year.	Index of real Earnings (base (1947=100))
1948	107.4
1949	116.9
1950	114.0
1951	116.6
1952	127.6
1953	124.7
1954	131.1
1955	144.9
1956	134.6
1957	133.5
1958	125.6
1959	123.9

No. of Industrial Injuries in Factories and the Frequency Rates
per 1,000 Workers Employed, 1947-59.

Year.	Number.	Rate per 1,000 workers.
1947	58,781	25.83
1948	68,064	28.84
1949	75,616	31.06
1950	72,416	29.34
1951	75,947	29.93
1952	91,290	35.56
1953	93,687	37.06
1954	94,032	36.31
1955	1,16,284	42.54
1956	1,28,455	44.56
1957	1,31,495	42.78
1958	1,31,270	43.91
1959	1,36,258	42.11

INDUSTRIAL DISPUTES (1921 - 1960).

Year.	No. of stoppages.	No. of workers involved (in thousands)	No. of man-days lost (in lakhs).
1921	396	600.3	69.8
1922	278	435.4	39.7
1923	213	301.0	50.5
1924	133	312.4	87.3
1925	134	270.4	125.8
1926	128	186.8	10.9
1927	129	131.6	20.2
1928	203	506.8	316.5
1929	141	531.0	121.6
1930	148	196.3	22.6
1931	168	203.0	24.1
1932	113	128.0	19.2
1933	146	164.9	21.7
1934	159	220.8	47.7
1935	145	114.2	9.7
1936	157	169.0	23.6
1937	379	647.8	89.8
1938	399	401.0	91.9

INDUSTRIAL DISPUTES (1939 - 1960).

Year.	No. of stoppages.	No. of workers involved.	Man-days lost.
1939	406	409,189	4,992,795
1940	322	452,539	7,577,281
1941	359	291,054	3,330,503
1942	694	772,653	5,779,965
1943	716	525,088	2,342,287
1944.	658	550,015	3,447,306
1945	320	747,530	4,054,499
1946	1629	1,961,948	12,717,762
1947	1311	1,840,748	16,562,666
1948	1259	1,059,120	7,837,173
1949	920	685,457	6,600,595
1950	814	719,883	12,806,704
1951	1071	691,321	3,818,928
1952	963	809,242	3,336,961
1953	772	466,607	3,382,608
1954	840	477,188	3,372,630
1955	1166	527,767	5,697,843
1956	1263	734,168	7,136,512
1957	1632	889,368	6,429,324
1958	1248	928,566	7,797,585
1959	1531	693,616	5,633,148
1960	1368	793,656	4,259,640

Year. Average daily number
 of workers employed.

1950	2,504,399
1951	2,536,544
1952	2,567,453
1953	2,528,026
1954	2,589,757
1955	2,690,403
1956	2,882,309
1957	3,367,127
1958	3,412,985
1959	3,553,544

FIGHT OUT RISING PRICES!

by dr m.k.pandhe

The price level in India which started taking an upward trend during the year 1956-57 continues to rise during the current year to such an extent that it is causing a serious concern among the workers in our country.

Nobody now seriously takes note of the employers' plea that this rise is mainly due to the rise in the wage bill of the concerns, though the employers' representatives go on harping on the same arguments. On the contrary, the working class and the poor people are the worst sufferers as a result of this steep rise in the price level.

The price level in India after the beginning of the First Five Year Plan remained stationary for three years. Since then, it started rising continuously. The extent of this rise can be seen from the following data.

Year	Index No. of wholesale prices (1949 = 100)	Percentage rise over previous year
1956-57	105.3	...
1957-58	108.4	2.9
1958-59	112.9	4.2
1959-60	117.1	3.7
1960-61	124.8	6.6

It appears that not only the price level is increasing continuously but the rate of increase in the prices is also going up, which is bound to cause serious concern among the working class. If this trend continues further, it may take alarming proportions and will result in not only wiping out all the gains of the working class but also in reducing their living standard (which is almost on par with 1939 level) still further to a great extent.

This fear is not without foundation. The planners of our country have admitted the possibility of rise in the price level during the Third Plan. They call it a necessity of a developing economy. "Price rigidity is incompatible with development," says the Planning Commission on the price policy for the Third Plan, "Price regulation involves action at various points. The necessary incentives to larger production have to be preserved."

Thus under the plea of preserving the incentive to larger productions prices may be pushed up in the interest of the bourgeoisie during the Third Plan.

Recently, the prices of basic commodities like steel have been increased ~~reduced~~ again on the recommendation of the Tariff Commission. Similar increases in prices in case of cement, caustic soda, paper, coal and other industries have been granted. Even several public utility concerns such as railways, electricity, water, telephons, post and telegraphs, airlines and the like have increased their rates. In the consumer market, the prices have also shot up remarkably during this period. The tall talk of halting the price line does not go beyond making occasional statements on the subject.

The consumer price index for the working class, taking 1949 as the base year, stood at only 105 in 1956. It went upto 111 in 1957. The increase continued in the year 1958 when the index was 116 which after a rise by 5 points during the year was 121 in 1959. In the year 1960, there was a further rise in the index which was 124. In July 1961, the number stood at 126 and it is steady since that period with a lingering feeling that it may shoot up further at any moment.

It is not the purpose of this note to analyse the causes of this price rise, which is a separate subject by itself. Here we are mainly concerned with the extent of price rise and its effect on the standard of living of

The prices rose by 30 per cent during the Second Plan period while during the First Plan period, prices dropped by 18.4 per cent. ~~Shri~~ N.Reddy, in an article (September 22, 1961) in the AICC Economic ~~Weekly~~ Review, on "The Price Policy in the Third Plan" frankly admitted: "If the experience with regard to prices during the First Plan and Second Plan is any guide, the price policy has failed in the implementation." He gave three reasons for the failure of this policy. Firstly, the implementation of the price policy was ineffective. Secondly, a comprehensive price policy was lacking. And, thirdly, there has been no long-term price strategy, to anticipate likely shifts in prices in each sector and the measures that should be taken in co-ordination with other policies from the beginning.

G.Parthasarathy, in his article on "Agricultural Prices and the Plans" (Economic Weekly, June 10, 1961) pointed out that price behaviour in the two Plans showed that slight shortfalls in production pushed up the prices while increases in production did not have the reverse effect to the same extent. He observed, "The Third Plan has targetted for a substantial increase in agricultural production but the investment proposed is too inadequate. Unless, therefore, necessary measures are taken well in time, it might not be possible to hold the price line."

There has been always a strong feeling among the trade unionists that the working class consumer price index numbers do not correctly reflect the actual rise in prices. Even the wholesale price index numbers do not correctly reflect the magnitude of price changes in the country. The Government of India had appointed the Wholesale Price Index Revision Committee as early as 1956. This was merely a departmental committee, the composition of which was changed a number of times. We are yet to know the outcome of this Committee. One does not know whether such committees are deliberately delaying their reports as a matter of policy.

However, one thing is clear. The policies of the Government are the main causes of this alarming price rise. In this, we can include the policy of the Government of not taking any drastic steps against profiteers who swindle people's money by charging undue high prices.

Unless the working class fights against this policy as such and defeat it, this price level may go steeply upwards ~~to~~ and make deep inroads into their living standards. All the wage increases are simply wiped out by the price rise that usually follows and this has become a vicious circle from the point of view of trade unions or the workers.

Trade unions have to take up this issue immediately and launch a campaign to bring the price level down. Rise of each point in the consumer price index number is virtually reducing the real wage of the workers as most of the workers do not get full neutralisation of the rise in cost of living.

This is an issue on which workers of all affiliations as well as national levels can forge unity on a local ~~basis~~ as it is seriously affecting all of them. ~~It is a national issue and it is a national issue~~

~~It is a national issue and it is a national issue~~ Only a powerful united campaign by the working class and all sections of the working people can save them from the quagmire of misery which the price and taxation policies of the Government are bound to ^{throw} them in, if such policies are not halted and defeated in time.

The policy of the Govt. to levy indirect taxes has also contributed to a great deal in some extent in raising the Consumer price index. A recent study of the Planning Commission on the incidence of indirect taxes on the consumer price index, after ~~undertaking a~~ analysing the ~~substantial increase in the tax revenue during the last decade~~ arrived at a conclusion in eleven selected industrial centres, arrived at a conclusion that the effect of indirect taxation on the indices over the last ten years would be probably of the order of about ~~1/2~~ per 0.5 per cent per year, though the lower and upper limits of the incidence were

0.4 percent to 1.0 percent respectively.

The policy of deficit financing ^{has put} ~~and~~ inflationary pressure on the economy ~~was~~ which also has hit the working class severely. "The Country has," observes Dr. Gyan Chandra "been muddling through to a mounting inflationary pressure, distorting of the working of the entire economy and bankruptcy of the creative thinking on the subject of prices. (Perspective June 1961 p. 32).

Rourkela

TRAGIC DEATH OF S. MISHA

A most shocking report has been received from Rourkela - Skip operator, Satyanarayan Misra jumped into the Furnace No.2 and ~~committed~~ committed suicide on July 17.

He did so out of sheer desperation. Like Dr. Joseph of the Food & Agriculture Ministry before him, Satyanarayan Misra thought there was no other way ~~in~~ out, faced with the cruel bureaucratic machine and the inhuman ways of the authorities of Hindustan Steel Ltd., and the Union Steel Ministry.

Satyanarayan Misra had left behind a letter which stated:

"These officers of Hindustan Steel Ltd., who are wilfully not giving us higher grades of pay and are extracting from us the best type of skilled work, while paying us like coolies and khalasis, are responsible for my death, if at all anybody is responsible."

In his letter addressed to Bejoy, one of his closest friends, he said:

"If ever you meet anybody from my home, please tell them that life cannot be happy for me, nor can I make people at my home happy. The ~~XXX~~ HSL (Hindustan Steel Ltd.) authorities alone are responsible for my present plight."

S. Misra joined Hindustan Steel Ltd. as an apprentice for three years and had proved himself to be an exemplary worker on his job at Rourkela.

He was in the forefront of the two-month-long strike of the passed-out trainees in 1959 and was one of the three who went on hunger strike when the authorities did not accept their just demands even after a two-month strike.

in Delhi,
Dr. Joseph/ Rajyeswar Chatterjee ~~is~~ in Calcutta,
Satyanarayan Misra in Rourkela - martyred ~~was~~ by bureaucracy, which refuses to see that the men who make the steel are

different from steel ingots.

ACTION COMMITTEE'S DEMAND

At a public meeting held at Rourkela on July 18, under the auspices of the Rourkela steel workers' Action Committee, it was demanded that the Government should appoint a high level judicial inquiry into the tragic death of Satyanarayan Misra and into the conditions of service prevailing in Rourkela which led to his death.

A resolution adopted at the meeting said that skilled workers like Misra were paid on a scale of only Rs.60--3--90 per month, nearly half the scale in ~~private sector~~ TISCO, where the wage scales are not high by any standards.

Added to this is the arbitrariness of the officers in the matter of promotion, etc., and the ill-treatment of the workers.

As a mark of respect to the sacred memory of the martyrdom of ~~Satyanarayan~~ S.Misra, the meeting resolved to name the Ambagan maidan as "Shaheed Maidan".

the daily wage of a male labourer, including 31 nP dearness allowance, shall be Re.1.53 nP; and that of a woman labourer shall be Re.1.47 nP. The daily wage of adolescent labour i.e., workers between 12 to 16 years of age, shall be 83 nP ~~per~~ including 15 nP dearness allowance.

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SECONDARY TEACHERS TO STRIKE

FROM September 11

The All-Bengal Teachers Association has decided to call a strike of about 35 thousand secondary school teachers in West Bengal from September 11. The decision was taken following the failure of negotiation between the Association and the Chief Minister of West Bengal over the question of the teachers' demands. The Association has also decided to observe from July 12 to July 19, a "work-stoppage week" throughout the State. They also decided to organise a batch of 4000 teachersvolunteers to lead the movement and also to court arrest in case of necessity.

WORKERS LAID OFF FOR SHORTAGE OF STEEL

The management of Shyamnagar N.R.S.R. Co., Ltd, has closed down the rod mill section of their factory from August 14, on the alleged ground of shortage of steel. Simultaneously, all the workers of the rod mill section were laid off. This laid off will continue till August 31, and has created serious dissention among workers who have challenged ^{its} ~~the~~ justification. ~~etc~~

~~XX~~

OVER THREE THOUSAND MINERS LAID OFF

Over three thousand miners employed in the Mosaboni Copper mines have been laid-off since August 8, by the management of British-owned Indian Copper Corporation, the only copper producing concern in India. The reason of this lay-off has been assigned as "shortage of explosives".

Consequent to the lay-off effected in the mines, the copper smelting and processing factory at Ghatsilla also is facing a crisis for want of copper ore and if the condition continues, the factory ~~workers~~ also will be laid-off. Despite representations, both the Government of Bihar and the Union Government are sitting tight over the issue and have taken no steps to resolve the issue.

The ~~workers union~~ Indian Copper Corporation Workers Union has complained that the matter concerning the alleged shortage of explosives has not yet been properly enquired into while the workers have been forced face the brunt of the crisis without any justification.

The union further complained that the attitude of indifference on the part of the Government had emboldened the British management of the company to go forward with

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Box 9

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AITUC GENERAL COUNCIL TO MEET
IN DELHI

The General Council of the AITUC would meet
in Delhi from August 19 to 21, 1961.

The meeting will be held at Maharashtra Bhavan,
Paharganj, New Delhi.

Agenda of the meeting includes review of
activities of the AITUC and developments since the
26th Session of the AITUC and preparations for the
Fifth World Trade Union Congress.

The Working Committee of the AITUC will meet
on August 19, and finalise the agenda for the General
Council meeting.

MILL KAMDAR UNION, BARODA.

The annual general meeting of Mill Kamdar Union Baroda held on July 30 adopted General Secretary's Report and statement of accounts for the last year. The meeting elected Haribhai Rama and Bhalchandra Trivedi as President and General Secretary for the new year.

GUJERAT STATE TRANSPORT EMPLOYEES' UNION.

Representatives of almost all the depots participated in the Conference of Gujerat State Transport Employees' Union held on July 29 in Baroda.

Bhalchandra Trivedi, General Secretary in his Report sharply criticised the management for its vindictive policy towards the workers. He appealed all the transport workers to unite to resist the attacks of the employers. The Conference decided to convene monthly meetings of depot representatives in each division.

The Conference elected a new Working Committee including Bhupendra Modi and B. Trivedi as President and General Secretary.

RETROGRADE AMENDMENTS TO MINIMUM WAGES ACT

When the Lok Sabha discussed the Minimum Wages (Amendment) Bill, 1961, on August 11, Indrajit Gupta, M.P., Secretary, AITUC; Mohd. Elias, M.P., General Secretary, National Federation of Metal and Engineering Workers of India and S.M. Banerjee, M.P., opposed the retrograde amendments proposed by Government to the Minimum Wages Act.

Indrajit Gupta said:

lay off ... page 2

its plan of cutting down production of copper to boost
its
up/prices. In fact, the Chairman of this company had
already given such indications in his speech before the
shareholders a few days back. According to the Chairman
the price of copper had registered a fall of about £ 32
per ton in 1961 compared to ~~the~~ 1960.

Obviously the alleged shortage of explosives has
upon
been seized/by the management as a sound ~~reason~~
opportunity for effecting layoff to cut down production
as well as to creat an artificial crisis in the market
to boost up the price of copper.

Till date, there has been no change in the situation
and intervention by Government is awaited (August 28)

DELHI MADE 'A' CLASS CITY

An announcement regarding upgrading of Delhi, ~~and~~ Agra, Banaras and 26 other cities in India for the purpose of payment of House Rent and City Compensatory Allowances was made by the Central Government on July 25.

Delhi with a population of over two million has been ~~now~~ included in 'A' Class, on par with Bombay and Calcutta. Agra and Banaras, with populations exceeding 500,000, have been put in 'B' class category and 26 other towns ~~including~~ ~~Jammu~~ - Bandar (Masulipatam); Eluru, Kakinada, Kurnool, Nellore, Darbhanga, Muzaffarpur, Jammu, Raipur, Sagar, Nagercoil, Tuticorin, Ahmednagar, Akola, Amravati, Malegaon, Nasik, Ulhasnagar, Belgaum, Patiala, Kotah, Udaipur, Mirzapur, ~~Bid-~~ Bally, Burdwan and Kamarhati, - have been placed in 'C' Class for the first time.

The following are the rates of Compensatory (city) Allowance and House Rent Allowance for 'A', 'B' and 'C' Class cities.

XXX 'A' CLASS CITIES

Pay: Below Rs.150; Compensatory (city) Allowance: 5% of pay subject to a minimum of Rs.7.50; and a maximum of Rs.12.50; Rs.150 and above: 8% of pay subject to a minimum of Rs.12.50 and maximum of Rs.75.

Pay: Rs.75 and above but below Rs.100 - House Rent Allowance: Rs.15; Rs.100 to Rs.499 - 15% of pay subject to a minimum of Rs.20; Rs.500 to Rs.999 - 12½% of pay; Above Rs.999 - 10% of pay.

'B' CLASS

Pay: Below Rs.500 - Compensatory (city) Allowance: 5% of pay subject to a minimum of Rs.5 and a maximum of Rs.10.

Pay: Below Rs.75 - House Rent Allowance: Rs.7.50; Rs.75 and above but below Rs.100 - Rs.10; Rs.100 and above but below Rs.200 - Rs.15; Rs.200 and above - 7½% of pay.

'C' CLASS

No ~~city~~ Compensatory (City) Allowance is payable in 'C' Class Cities.

ESICOMESIC

MEDICAL BENEFITS UNDER ESI

Council Meeting

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The tardy progress in construction of hospitals for insured workers under the ESI Scheme was criticised by workers' representatives when the ESI Medical Benefit Council met in Delhi on July 3. The members of the Council were assured in an official note that "foundation stones" have been laid for hospitals in some centres!

But even the foundation stones were laid at wrong places. For instance, the Saugor Dutt Hospital in W.Bengal is going to be erected at Kalyani, far away from workers' quarters.

The introduction of Service System in newly-covered areas was also criticised at the meeting. Workers are not being consulted as to their choice and State Governments and the Corporation are arbitrarily imposing the Service System.

The proposal for limitation of the term of service of an Insurance Medical Practitioner under the Panel System to three years was opposed by AITUC representative, Hrishi Banerjee, and Dr. Maitreyee Bose (W.Bengal). However, the proposal was accepted by majority vote, the officials who constitute a majority voting in favour.

The gross inadequacy of ambulance vans in implemented areas was clear from a statement circulated at the meeting. It was found that in Kanpur (No. of insured workers: 80,000), there was only one ambulance van; only four in Calcutta and Howrah (2,85,000); only ~~1~~ seven in Greater Bombay (5,50,000); ~~and~~ two in Delhi (61,000); ~~and~~ one in Coimbatore (49,000).

When it was pointed out by the AITUC representative that under the Rules, four meetings of the Councils should be held and not two as is being done, it was agreed that meetings will be held every quarter.

ESI MEDICAL BENEFIT COUNCIL

The 11th meeting of the Medical Benefit Council took place in New Delhi on October 24, in the new building of the E.S.I. Corporation. The conference room was most impressive with its array of microphones and other embellishments.

But not so impressive was the record of the Corporation in providing medical benefits. The progress in respect of construction of hospitals is extremely tardy, and the report submitted to the Council members spoke still in terms of "land being acquired" and "plans being approved".

It was stated in the meeting that a detailed report on the working of the "Service System" would be submitted to the next meeting. The Corporation has favoured the Service System to the Panel System and it would be interesting to know what the report would reveal.

The Corporation hopes to build 32 hospitals in different centres but it remains to be seen when these hospitals would be put at the service of the insured workers.

Families of insured workers are not being covered under the scheme in major industrial areas as in W. Bengal. The plea of the W. Bengal State Government is that hospitals are not ready. The Council after a discussion decided to request the State Government to provide at least restricted medical benefits to begin with.

Asansol

ILLEGAL LOCK-OUT IN DHAKESWARI MILLS

The management of the Dhakeswari cotton mills at Asansol declared lock-out on October 18. This came as a culmination of a whole series of anti-labour actions, non-implementation of awards and defalcation of workers' provident funds.

The management has as yet failed to implement the Award of the Omnibus Tribunal of 1958, in full. The wage increases awarded by the Textile Wage Board have also not been paid.

The company is in default on provident fund account to the tune of over Rs.4 lakhs. A number of certificate cases and proceedings has been drawn up against the company.

The workers in the mills have been agitating against these malpractices of the company for a long time. For leading the agitation, nine workers were victimised by the employers.

In view of the continuous record of mismanagement of the mills and defalcation of provident funds, the workers have demanded of the Government to take over the company under the Industries (Development & Regulation) Act.

In Victoria Cotton Mills, Ghosuri and Sri Hanuman Foundries, Ghosuri, in W.Bengal, also the managements declared lock-outs from October 18. The lock-outs followed demand for implementation of awards.

Kesla WOMEN WORKERS ON STAY-IN-STRIKE

On October 22, nearly 150 women workers employed in a beedi factory went on a stay-in-strike in protest against reduction in wage-rates. The women were employed in labelling work. The rate was so low as 2-3/4 annas ~~per~~ for labelling 1000 ~~kit~~ beedis, but even that low rate was further reduced to two annas.

The women workers' struggle is jointly led by AITUC and INTUC affiliates.

justice bawadekar

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on October 21
The mysterious death of Justice R.S. Bawadekar ~~was~~
~~Justice Bawadekar~~ who was appointed as one-man commission to
investigate the causes of Panshet-Khadakvasla Dam breaking
has been a cause of speculation all over Maharashtra.
It is reported that he fell from the gallery of the
fourth floor of a building in Bombay. It is alleged
that this might be a case of suicide.

It is significant to note in this connection that
Justice Bawadekar tendered his resignation on October 13
to the Government of Maharashtra.

The resignation was not accepted. The Maharashtra Government
has declined to disclose reasons for the resignation.

It is reported that some important files containing
documents of the Inquiry Commission were missing from the
cupboard. When he asked the jamadar of his office about the
key of the cupboard, he was told that the key too was not
available.

Serious allegations have been made against the officers
in charge of construction of Panshet Dam, the ^{collapse} ~~breaking~~ of
which caused severe floods in Poona recently.
One of the charge was that its completion was hurried through
in order to facilitate the election propaganda of the
ruling party.

Will the Government of Maharashtra take immediate
steps to remove suspicion in public mind?

DELHI SHOP ASSISTANTS DEMAND IMPLEMENTATION
OF 'NEW WORKING HOURS' RULES.

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Nearly one thousand Shop employees demonstrated in front of residence of Chief Commissioner of Delhi on September 29, demanding notification of the Chief Commissioner regarding opening and closing hours of Shops, rest interval and weekly holidays.

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A deputation of Kapra Sramajivi Sangh led by R.C. Sharma called on the Chief Commissioner and placed the memorandum before him. They also demanded application of Shop Establishments Act in new areas of the city, appointment of Wage Committee for Shop Employees and lifting of Section 144 from Chandni Chowk, and Connaught Place and removal of curbs on loudspeakers.

The Chief Commissioner promised to look into the demands of the Union. He also assured that the notification would be implemented soon.

Echo of Amaravathi

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CATHOLIC ANTI-COMMUNIST LEADER HITS OUT AGAINST
COALITION MINISTRY

The 12-day fast by A.K.Gopalan, M.P., President, All-India Kisan Sabha, to focus public attention on the cruel eviction of peasants of Amaravathi, Kerala, had its reverberations in most unexpected circles.

The workers and trade unions of the AITUC in Kerala had rallied in defence of Amaravathi peasants and in solidarity with the hunger-strike by the President of the All-India Kisan Sabha. In several centres, there were token strikes protesting against A.K.Gopalan's arrest (See TUR, July 5).

~~The bulk of the existing press reports of Amaravathi were
rather~~

Most significant of the developments was the reaction among the Catholic masses. The leaders of the Catholic Church and politicians had two years ago organised the "liberation struggle" to get the Communist-led Government in the State dismissed.

Father Vadakkan, one of the Catholic leaders and who ~~had~~ headed what is known as the "Anti-Communist Front", in Kerala, has recently made a scathing attack on the present Coalition Ministry. ~~He~~ ~~Following~~ A summary of his speech at Alleppey on July 5, published below, is as translated from the Malayalam Daily, Janayugom, Quilon.
- Editor, TUR)

Father Vadakkan, leader of the Anti-Communist Front said in Alleppey on July 5, that "when we look back after one-and-a-half years' of Coalition Ministry rule, we see the country full of the unemployed young men and women, hungry stomachs and parties full of groups."

He said that the call given by the leaders for ~~the~~ conducting liberation struggle was treacherous. The rich men who financed the liberation struggle did so for their

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selfish interests. It was the poor people who faced the repression in the liberation struggle. But to solve their problems, even now, the Ministers and leaders have no time.

Father Vadakkan cited as an illustration, the eviction of peasants of Udumbancholai (Amaravathi). Though the eviction began on May 2, it took as late as June 15, for the Congress President to go there and see the misery of the peasants. And the Ministers did not know that it was for the sake of a project which would take four or five years to build that within a few days, the peasants were driven out from there, after setting fire to their crops.

He asked: Is it for the sake of evicting peasants that we desired end of Communist rule? Is it for the sake of giving freedom to managements to garner pusree money for appointing teachers and enrolling students, that we demanded amendment to the Education Act?

ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD, NEW DELHI-1.

PRESS COMMUNIQUE

July 5, 1961

ALGERIAN FREEDOM FIGHTERS GREETED

The Secretariat of the AITUC has issued the following statement:

"Today, on July 5, 1961, which is being observed the world over as ALGERIA DAY, the All-India Trade Union Congress extends its fraternal greetings to the heroic people of Algeria who have been conducting their war for national liberation for over six years against the military might of the French imperialists backed by their NATO partners.

"The AITUC condemns the French colonial policy and its overt attempt to partition Algeria. The struggle of the people of Algeria is not an isolated event; it is part of the worldwide struggle for the eradication of colonialism which the people the world over are currently waging. It is the duty of all peace and freedom-loving people and those who cherish democracy to espouse the cause of the Algerian people and lend them all support and active solidarity.

"The AITUC greets the Algerian Provisional Government led by Ferhat Abbas as a significant mark of the development of the Algerian struggle. The AITUC urges upon the Government of India to extend diplomatic recognition to the Provisional Government of Algeria and fight more resolutely for the early solution of the Algerian issue in the U.N. and other world forums.

"The AITUC expresses its full support for a solution of the Algerian issue based upon recognition of Algerian independence; its sovereignty and territorial integrity. The AITUC, as a member of the International Trade Union Committee for Solidarity with the Workers and Peoples of Algeria, calls upon its affiliated unions and the working class in our country to intensify their work in the manifestation of support for the national liberation struggle of the heroic Algerian people."

The AITUC has also sent a cable to the President, Republic of France, today, which stated: "VEHEMENTLY CONDEMN YOUR GOVERNMENT'S MOVE FOR PARTITION OF ALGERIA. DEMAND IMMEDIATE SOLUTION ALGERIAN ISSUE RECOGNISING ALGERIAN INDEPENDENCE AND TERRITORIAL INTEGRITY. CALL FOR END OF COLONIAL WAR. CONFER SOVEREIGNTY ON ALGERIAN PEOPLE."

(K.G. Sriwastava)
Secretary, AITUC

We welcome the none too soon announcement of the the Government of India regarding the decision to upgrade Delhi and 26 other cities in India for the purpose of payment of House Rent and City Compensatory Allowance. The claim of some other cities justified on the grounds of high cost of living should also be considered by the Government.

We hope the Government will also recognise the unions of the Central Government employees which were de-recognized after the last July strike and take back all the victimized employees, which will create proper atmosphere and better industrial relations between the Administration and their employees.

K.G.Sriwastava
Secretary, AITUC

july 27

S.G.P. MILLS LTD.

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BANKAS VIBHAG KARMACHARI UNION, TULSIPUR (U.P.)

Annual General meeting of Shree Gopal Paper Mills Bankas Vibhag Karmachari Union was held on October 1, at Tulsipur under the presidentship of C.P. Mehta, G.S. Patlay, General Secretary, submitted a report of the activities of the union during the ~~the~~ last year which was adopted unanimously. The meeting also passed the statement of accounts for the last year and elected office bearers for the new year.

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INQUIRY BODY TO BE SET UP

The appointment of a Commission to inquire into the causes of the breaking of the Panshet and Khadakwasla dams was announced by the Chief Minister, Y.B. Chavan, in the Maharashtra^{Legislative} Assembly on July 24.

The Commission of Inquiry, Mr. Chavan told the Assembly, replying to the two-hour debate on the Adjournment motion, would inquire into and report on /1/ the causes of the breaking of the dams at Panshet and Khadakwasla on July 12 and the circumstances in which the breaches occurred and /2/ the adequacy of the action taken by the various authorities before, during and immediately after the disaster to avert it and mitigate its consequences.

The Commission consisting of Mr. R.S. Bawadekar, ICS /retired/, a former judge of the Bombay High Court would be assisted by assessors not exceeding three, as might be appointed by the Government of Maharashtra, Mr. Chavan said.

TECHNICAL COMMITTEE

Mr. Chavan also announced that the Government of Maharashtra proposed to ~~propose~~ set up one more committee of technical~~als~~ experts, in consultation with the Government India, for a general inquiry into the construction^{earthen} problems of/dams. It would be possible, he added, to include an expert of international repute, as desired by members of the House, in this committee. The construction of the Panshet dam itself had been undertaken in consultation with the Government of India. The State Government therefore would like to set up this committee in consultation with the Central Government.

Mr. Chavan also said that the Government proposed to undertake a detailed ~~summary~~ scrutiny of the construction work on other earthen dams in progress in the State. It would take three to four months for work to be completed.

PETROLEUM WORKMEN'S UNION,
BOMBAY.



The Annual General Meeting of Petroleum Workmen's Union Bombay held on September 9 and 10 adopted General Secretary's Report and the Statement of Accounts for the last year. The meeting elected the office bearers for the new year including Rafiq Guljar as President and G. Sundaram as General Secretary.

WORKERS ~~IN~~ DEMONSTRATE IN DELHI
FOR T.U. RIGHTS

Over ~~two~~ ^{two} thousand workers marched through the streets assembled of Delhi before Parliament and later demonstrated in front of the Home Minister's residence on August 29, protesting against the denial of trade union and democratic rights and increased ~~in~~ police interference in labour disputes in Delhi.

A memorandum was submitted to the Union Home Minister.

The demonstration was organised by the United Action Committee of Delhi Trade Unions, comprising the state unit of the AITUC, Delhi State Bank Employees' Federation, Newspaper Employees' Federation, Northern Zone Insurance Employees' Association, Delhi Prantiya Dukan Karamchari Federation and independent trade unions.

The memorandum demanded:

- (i) An enquiry committee with unofficial members be constituted to go into the question of police excesses and interferences in labour disputes in Delhi;
- (ii) Section 144 be lifted from Chandni Chowk and Connaught Place;
- (iii) All curbs and restrictions on workers' processions, meetings and demonstrations be removed;
- (iv) all restrictions on the use of loudspeakers be withdrawn; and
- (v) indiscriminate use of sections 107 and 151 Cr.P.C. against the workers be stopped.

Indrajit Gupta, MP., Secretary of the AITUC and S.M. Banerjee, MP., have been sentenced to undergo six months' imprisonment and to pay five hundred rupees each as fine in default of which another month of imprisonment by the Sub-Divisional ~~imprisonment~~ Magistrate at Jamshedpur. Both the leaders have been granted bail pending appeal in Higher courts.

The conviction was in connection with a case instituted against them on a charge of inciting the workers of Tata Iron & Steel Co., Ltd., to strike, which according to the Government of Bihar was ^{an} illegal strike, and took place on May 12, 1958. This May 12 strike, as will be recalled, was the historic strike in which more 92% TISCO workers participated and led to police firings, deaths, dismissals of four hundred workmen and hundreds of criminal cases including a criminal conspiracy case. Following the strike, the management of TISCO conceded some of the important demands of workmen on which the strike was called. A number of cases in this connection are still pending before the Patna High Court.

+ + +

Kedar Das, MLA., Ali Amjad, Barin De, Satyanarayan Singh, Mohon Singh, Jawati Singh and Ramchandra Singh, leaders of the Jamshedpur Mazdoor Union, who had surrendered a few days ago in compliance with the conviction order of Dhanbad sessions Court on alleged violation of Sec. 144, was released on bail on July 26, following their appeal being admitted in Patna High Court. This case also arose in connection with the May 12, strike in Tata Iron & Steel Co., Ltd, Jamshedpur.

PF. DEDUCTIONS ON PRODUCTION BONUS TOO

Government's Clarification

In a letter to the W.Bengal Committee of the AITUC dated July 11, the Regional Provident Fund Commissioner, Calcutta, has clarified that production bonus payable, as a part quantum of work turned out, satisfy the definition of "basic wages" under Section 2(b) of the Employees' Provident Funds Act, 1952, and is, therefore, liable to provident fund deduction.

It has also been stated that production bonus is liable to provident fund deduction with effect from January 1, 1960.

PRODUCTIVITY TEAM ON TEXTILES

TO USSR

Robert Gomes, nominee of the AITUC, on the Productivity Team on Textile Industry, left for USSR on July 18, ~~join~~ to join the team ~~which~~ which had left earlier on July 6.

The team will tour Soviet Union and Czechoslovakia for a period of 45 days.

SINGARENI MINERS CONDEMN FIRING ON
AGRICULTURAL WORKERS.

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A mass rally held at Kothagudidum on September 13 severely condemned the firing on the cultivators and agricultural workers in Surampalli village of Krishna District. The firing took place when the cultivators resisted the attempts of mokhasadars of the village to evict them by force. The Vice-President of the Gram Panchayat died on the spot.

The meeting also condemned the attempts of INTUC goondas to murder AITUC worker at Belampalli.

The meeting was addressed among others by P. Satyanarayana and Md. Suleiman.



VERIFICATION WORK:

Verification - three types - one by State Governments for checking general functioning of union - two, by Central Govt to determine the representative character of Central Organisation to which particular union is affiliated - three, verification for the purpose of recognition by the employer - Present

Verification started since 1958 - first verification 1957 AITUC participated because changes were made in procedure - earlier verifications AITUC did not participate - seats to tripartite committee etc allotted to various central TU organisation on the basis of membership (verified) strength - not only AITUC, INTUC, HMS and UTUC membership verified - proposal to verify membership of Federation also under consideration

Pre-requisites for verification - submission of annual returns in due time under intimation to State TUC and Central office - Its always better to submit a proper and correct return in due time - not to take it back again for correction - proper attention to be paid to the notice of verification officer - its better if you can arrange ^{for} accounts books, membership registers, counterfoils of receipt of membership subscription - affiliation certificate etc, to be made available to the verifying officer at the first chance - explain verification to workers - its object - explain employers position - alert workers about employer's possible malpractices - complaints, if any, to be made immediately and concrete proof should be established - its not use to merely making oral charges - remember at spot verification no representative of trade unions and employer is allowed - full subscription of members before the end of financial year - only two chances are given for verification - central office AITUC and RLC and CLC office to be informed in case of difficulties

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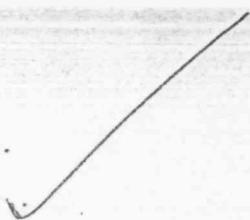
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Quite a good number of unions lose in the cases of dismissal and discharge as they do not take steps to properly defend the cases from beginning and establish the failure of the employer to comply with the established procedure.

We shall first explain here the position with regard to "retrenchment" and then take up other cases of severance of workers from their undertakings.

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APPEAL FROM AUCCTU

The All Union Central Council of Trade Unions, Moscow,
in an appeal, issued on the Anniversary, said:

planned conspiracy to blow up the Tisco were made against the leaders of the Communist Party and the Jamshedpur Mazdoor Union, including Shri Kedar Das, and which subsequently formed the basis of the famous "Jamshedpur Conspiracy Case".

The news of the explosion and the discovery of more unexploded bombs in the Sarkar Building and the facts of the circumstances of the incident have created wide concern among the people here.

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PRESS STATEMENT.

Shri Barin Dey on behalf of the Secretariat of the Singhbhum District Council of the Communist Party of India and on behalf of the Jamshedpur Mazdoor Union, in a statement to the Press this evening on the explosion incident in the premises of the Sarkar Building, condemned the planting of the bomb on the staircase and the obvious motive to injure Shri Kedar Das, MIA and President of the Jamshedpur Mazdoor Union.

The statement referred to the two letters which were supposed to have been received by Shri Jehangir Gandhi, Resident Director of the Tata Iron & Steel Company Ltd., which contained information about the Communist Party's intention and plan to explode bombs inside the Tisco to blow up key departments.

The Statement, while explaining the stand of the Communist Party and the Jamshedpur Mazdoor Union against the method of exploding bombs for furtherance of any object, stated further that the Tisco's coming again into the picture of supposed plans and intentions of the Party and the Jamshedpur Mazdoor Union to explode bombs to blow up the factory, creates a genuine suspicion in the minds of the people here that probably the Company is not unconnected with the incident which took place in the Sarkar Building last night.

Shri Dey, in the statement, also recalled the publication of the book-let "The Story of a Strike" by the Tisco following the May 1958 strike in their factory, in which, among others, the Tisco levelled serious charges and allegations of conspiracy and planned sabotage by the leaders of the Communist Party and the Jamshedpur Mazdoor Union to blow up the Tisco factory and which later formed the basis of the famous "Jamshedpur Conspiracy Case" against the leaders, including Shri Kedar Das.

The statement in conclusion said that the circumstances of the incident lead anybody to believe that the Tisco, having failed to keep the leaders of the Party and the Union into long-term prison, as all the leaders are currently out on bail by the Patna High Court, have once again endeavoured to malign and discredit Shri Kedar Das and the other leaders in order that bails are cancelled and the leaders are removed from the midst of the movement here, necessitating particularly in view of the next General Elections. Shri Dey demanded a thorough enquiry into the incident in order that the culprits are brought to book and the motive established.

Jamshedpur: 19.6.1961.

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AFRICAN'S TRADE UNIONISTS JOIN HANDS
by Philip Brinton

One more historic stage has been reached in the struggle of the African people for freedom and independence.

It is marked by the formation in Casablanca last month of an All-African Trade Union Federation.

Under imperialism, the struggle for trade unionism in Africa was often bloody and harsh. Countless heroes gave their lives in that struggle.

With the emergence since the last world war of new independent African States, the tide of trade unionism has surged forward.

At Casablanca, 45 trade union centres from 38 African countries discussed the formation of the AATUF.

This conference was the result of two years' intensive work, arising from the All-Africa People's Conference at Accra in December 1958.

Early plans were temporarily frustrated as the result of attempts by the International Confederation of Free Trade Unions (ICFTU) to prevent the formation of the AATUF.

Colonial authorities throughout Africa failed to stop the emergence of African trade unions.

But they tried their utmost to ensure that the young trade union centres were affiliated to the ICFTU in the hope that this largely U.S.-dominated body would be able to discourage strong political and economic demands by the unions.

Just before the AATUF preparatory conference ~~in~~ in 1959, the ICFTU convened an "African Regional Conference" in Lagos.

NEW PERSPECTIVES BEFORE WORLD WORKING CLASS

The Draft Programme of Trade Union Action at the present stage for the defence of the workers' interests and rights, adopted by the 40th Session of the Executive Bureau of the World Federation of Trade Union Congress, is being published as a supplement to the current issue of Trade Union Record.

This documentⁱⁿ which the WFTU outlines the new perspectives before the world working class, ~~will be submitted~~ has been circulated for discussion by workers the world over. It will be submitted to the Fifth World Trade Union Congress which meets in Moscow from December 4 to 12, 1961.

The WFTU's appeal states:

"You represent an overwhelming force which cannot be resisted if you are united, if you form a united front in the struggle for your vital interests, democracy and social progress, for the cause of world peace.

"In order to throw off the chains of exploitation and to win the fulfilment of your vital demands, you need to unite immediately all the efforts of the working class, to re-establish and to consolidate as far as possible its unity of action.

"Workers! Fight firmly for unity, unmask the manoeuvres of the monopoly capitalists and their agents which bring division into your ranks. Unite all your forces to win better living conditions; freedom and peace in the world, to open the way to prosperity for the whole of humanity.

"Proletarians of all countries, unite!"

Discuss this Draft Programme of Action in your union meetings, in group and mohalla meetings and popularise the Fifth World Trade Union Congress. Elect your delegates to the World Congress, collect funds to send the delegates to the Congress. India can send 20 delegates to the Congress.

Forward to the Fifth World Trade Union Congress!

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A gang of goondas belonging to a union, fostered and patronised by the management of Textile mills in the Subramanyapuram area (Mysore) broke open the office of the Bangalore District Textile Workers Union on May 20, and burnt all papers, files, flags and assaulted a few members who were there in the office.

This was not an isolated instance. For a long time there a series of disputes going on between the workmen and the management of the mills over questions of wages, discharge of workmen etc. The management with a view to split the workers sponsored a union some time in 1960. A few congressmen also associated themselves with this union.

~~but~~

Since after formation, a set of goondas belonging to the union started anti-social activities including organised assaults and intimidation. No action was taken by police despite their attention being drawn to this.

In connection with the incident that took place on May 20, it is reported, police has so far not taken any action.

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AD:

FACTS SPEAK FOR THEMSELVES.

Figures of total production and sales of materials produced in Rourkela, Bhilai and Durgapur steel plants.

IN METRIC TONS

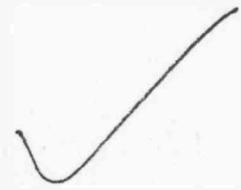
	Rourkela		Bhilai		Durgapur		Total	
	Prodn.	Sale	Prodn.	Sale	Prodn.	Sale	Prodn.	Sale
Coke	319,150	21,549	507,632	..	99,149	..	925,931	21,54
Pig Iron	254,795	146,037	430,803	364,206	70,830	46,866	756428	557,10
Steel Ing.	68,415	16,467	91,576	..	..	..	159,991	16,46
Blooms	..	..	70,303	..	..	..	70,303	..
Slabs	6,636	288	1,135	1,092	..	..	7,771	1,38
Billets	..	..	55,561	47,920	..	..	55,561	47,92
Crude Tar	11,666	6,440	19,763	17,510	4,199	..	35,628	23,95
Ammonium Sulphate	..	..	3,008	2,412	..	..	3,008	2,41
Sulphuric Acid	..	..	2,375	..	576	19	2,951	1

TAGORE CENTENARY AND LATHI CHARGE

" As much as their pressure will be stronger
So much so our bonds will break."

According to an information received in the Central Office of the AITUC, it is learnt that the workers of South India Rubber Works, Calcutta, had to face police lathi charge ~~xxxxxxx~~ when they demanded a holiday ~~that~~ ~~day~~ on the occasion of Tagore Centenary. 38 workers were arrested. The source stated that the employers had called police and with their help started to leave the premises of the factory. The workers demanded of the employer a settlement of the demand following which lathi charge was resorted to. Further details are not available. ~~xxxxxxx~~ ~~xxxxxxxxxxxx~~ It may be stated here that throughout West Bengal public holiday was declared on account of Rabindra Centenary.

CRISIS IN LAC INDUSTRY



The lac industry is currently facing a crisis due to the manipulations of unscrupulous employers. The industry is controlled by a handful of capitalists and the entire foreign trade is dominated by them. It is for this reason that although the demand of lac has not registered any fall, the employers were able to put pressure to bring down the price of raw lac. This has resulted in reduction in ~~of~~ number of workers, cut in the prices of raw lac and disaster for small lac producing concerns. The profits of the big employers have remained untouched.

To protest against this state of affairs and to find out ways and means to end this crisis, a meeting of the workers employed in lac industry was organised at Balarampur (West Bengal) a few days back. This meeting, among others, was addressed by Renu Chakravorty MP.

~~XXXXXX~~ The meeting besides other items, resolved to press for taking over of foreign trade by the State Trading Corporation from the hands of private employers and demanded that the margin between domestic prices and export prices of lac should be maintained within a reasonable level.

GUNTAKAL TEXTILE WORKERS' VICTORY

Following a sustained struggle, the textile workers of Guntakal, Andhra Pradesh, have forced the management to implement the report of the Textile Wage Board.

The management agreed to pay the increased wages ~~xx~~ by a notice issued on May 25.

ALL-INDIA MEDICAL AND HEALTH EMPLOYEES FEDERATION TO BE FORMED

The Preparatory Committee of All-India Medical and Health Employees' Federation which met at Visakhapatnam on April 18 and 19, decided to convene the All-India Conference of medical and health employees at Calcutta in October 1961.

A circular signed by Mrs Usha Gupta /W.Bengal/, K.Gurumurthy /Andhra/ and M.P.Vasudeva Nambisan /Kerala/ has been issued by the Preparatory Committee on the convening of the conference.

In the circular, the Committee has requested all unions of medical and health employees to send reports and get in touch with Mrs Usha Gupta, General Secretary, W.Bengal Hospital Employees Federation, 249 Bowbazar St., Calcutta 12, in connection with preparation of reports for the all-India conference.

STRUGGLE AGAINST RATIONALISATION IN BHAVNAGAR

Textile workers of Bhavnagar are now struggling against the enforcement of a rationalisation agreement entered into by the INTUC with the management.

As a result of the agreement, 224 permanent weavers and 140 badli workers would be rendered unemployed.

As many as 428 weavers out of a total of 714 have sent in a written protest against the agreement. On the first day the three-loom working was introduced, there was a spontaneous strike. Following this, on May 16, seventyfive workers went on a token fast while remaining on work; Later demonstrations were held.

Delhi

AITUC UNIONS WIN ELECTIONS FOR
D.C.M. PROVIDENT FUND TRUST BODY

By overwhelming majority, AITUC affiliates, the Kapra Mazdoor Ekta Union and D.C.M. Chemical Workers Union, secured representation on the D.C.M. Provident Fund Trust for their three nominees.

Every third year, workers' representatives are elected for trusteeships of D.C.M. Provident Fund Trust, from the Delhi Cloth Mills, Swatantra Bharat Mills and D.C.M. Chemical Works, Delhi.

The results of the elections signified the militant unity of the textile and chemical workers of Delhi around AITUC affiliates. Seventythree per cent of the workers of Delhi Cloth Mills voted for AITUC nominee, ~~for~~ 75% in Swatantra Bharat Mills and 66% in D.C.M. Chemical Works.

The AITUC candidates were opposed by candidates of two other unions, one patronised by management the INTUC affiliate and ~~another patronised by the Jan Sangh~~ and another patronised by the Jan Sangh. As against the average of 5,228 votes secured by AITUC nominee, the INTUC nominee obtained only ~~684~~ 684, the management-sponsored union got 724 and the Jan Sangh union-629.

~~and~~

Of late, the management of the Delhi Cloth Mills had been particularly vindictive against activists of the AITUC and dozens of workers were victimised. Workers were being terrorised and there were several instances of attacks by anti-social elements being engineered.

The workers have now given a fitting rebuff to the anti-labour policy of the management and have shown their unshakable unity around the AITUC Unions.

CONFERENCE OF PETROLEUM WORKERS' UNION, DELHI

The 12th Delegates Conference of the Petroleum Workers' Union, Delhi, demanded that the Government should nationalise all the foreign holdings in the petroleum industry and assured the Government that the organised

which has now become imperative.

The conference in a resolution stated that about a hundred crores of rupees from India's foreign exchange resources have to be utilised to meet the present imports of both crude oil and refined products. The drain on foreign exchange will increase four-fold by 1976.

The conference welcomed the efforts ~~ix~~ of the Government to build up oil industry in the State Sector and the friendly help being rendered by Soviet Union and Rumania in this respect.

Y.D.Sharma submitted the General Secretary's Report to the Conference, which was held in Lucknow from May 14 to 16.

The conference adopted resolutions on Government Cost Accountant's Report on cost structure of petroleum products, Bonus for 1961, against rationalisation, retirement age, victimisation, contract system, etc.

It was demanded that the Government of India institute an inquiry with a view to immediately stop the unjust and unnecessary rationalisation measures being introduced by the oil companies.

The conference took a serious view of the menace of contract system which the oil companies are nurturing in their anti-labour policy. Depots are being handed over to contractors and the staff transferred or retired. The union demanded that the Government should complete the survey on contract labour expeditiously and abolish the hated contract system. The union also warned the oil companies to desist from this practice or else the workers will have to think of taking direct action.

The conference elected Ummed Singh as President, G.N.Tandon, Salook Singh, Ramlal Joshi and J.P.Vaid as Vice Presidents, Y.D.Sharma as General Secretary, S.N.Sharma, and Kalimullah, V.J.S.Naronha as Joint Secretaries and R.C.Podwal as Treasurer.

DY. MINISTER ABID ALI

& DR. ADENAUER

The German News Weekly, published by the Embassy of the West German Government in Delhi, in its issue dated July 29, 1961, published a photograph of Union Deputy Minister for Labour, Abid Ali, ~~standing~~ ^{conversing with} with W. German Chancellor Adenauer. Below the photograph was written the following description of how the Indian Deputy Labour Minister met the West German Chancellor:

"While on a visit to the Federal Republic of Germany earlier this month (July), Mr. Abid Ali, Deputy Minister for Labour in the Government of India, had a surprise meeting with Dr. Adenauer, Federal Chancellor. Both were busy, but on a Sunday, when Mr. Abid Ali had arrived in Frankfurt, Dr. Adenauer also reached the air-terminal city to address an election meeting.

"The Indian Minister rushed to the meeting, listened to Dr. Adenauer's address to his people and stayed to greet the Chancellor and have a few words with him."

One wonders whether Ministers of the Government of India while on foreign tours should have to "rush" to an election meetings, hang around till the meeting is over and then seek an audience with ^{the} ~~heads~~ ^{the} of ~~other~~ Governments of the visiting country!

Box
10/11/61
10/11/61

BUILDING FUND DONATION

FROM MAHARASHTRA

The Maharashtra Rajya Trade Union Committee of the
AITUC has sent a sum of Rs.1362.89 ^{to the Central Office} out of collections
made for the AITUC Building Fund.

DR S.C. BANERJEE

The TRADE UNION RECORD regrets to announce the death of Dr. Suresh Chandra Banerjee, a former President of the AITUC and who was for long associated with the trade union movement in our country.

Dr. Banerjee was the first President of the INTUC.

BIPARTITE TALKS ON WAGE REVISION IN COAL ✓

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The representatives of mineowners' and workers' organisations met for the second time at Calcutta on October 5 to discuss the demands of miners, ranging ~~from~~ ^{from} higher wages to reduction of working hours and introduction of a gratuity and pension scheme.

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The representatives of employers' organisations agreed that the "present wage structure in the coal industry needs to be revised and some increase is desirable" but refused to state anything about the quantum of increase in spite of repeated demands of workers' representatives.

Representatives of the employers' organisations - the Indian Mining Association, the Indian Colliery Owners' Association and the Indian Mining Federation - stated that while they agreed that some increase in present wages is justified, they are unable to meet it within the present price structure which is controlled. So they demanded that the Central Government should clearly state their mind before any agreement is reached between the workers and employers in the coal industry.

An urgent telegram was sent to G.L.Nanda, Union Labour Minister and Swaran Sing, Union Minister for Steel, Mines and Fuel, on behalf of the meeting to be present in the next meeting which will be held in the first week of November to finalise the various disputes placed by the central TU organisations.

Both the Union Ministers will be present in the next meeting to state the views of the Government of India.

Kalyan Roy, General Secretary, Indian Mine Workers' Federation, represented the AITUC in the bipartite talks.

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TU LEADER FROM INDIA ELECTED
GENERAL SECRETARY OF TRANSPORT TUI

Satish Chatterjee, Vice President, National Federation of Indian Road Transport Workers, was elected as General Secretary of the ~~Transport~~ Trade Unions International of Transport, Port and Fishery Workers (Trade Department of the WFTU). S.Chatterjee was working for some time earlier as Secretary of the TUI at its Prague headquarters.

The election of General Secretary took place at the Administrative Committee of the Transport, Port TUI, which met on May 13, at Budapest, the last day of the Third International Conference of Transport, Port & Fishery Workers.

The conference held at Budapest from May 9 to 13 was attended by over 175 delegates from 45 countries, representing about 13.5 million workers.

From India, the following comrades attended the conference: S.Guruswamy, President, All-India Railwaymen's Federation; G.H.Kale, President, All-India Port and Dock Workers' Federation; N.D.Sundriyal, General Secretary, National Federation of Indian Road Transport Workers; and Mansoor Jilani, General Secretary, Bengal Mariners' Union.

(Detailed reports will be published in our next issue.)

ADD / Block closure of jute mills:

The Bengal Chatkal Mazdoor Union in its conference held on June 11, has decided to protest demonstration in front of IJMA ~~office~~ and State Labour Minister's offices on June 27.

Hunger-strike in Mirjapur

Raj Bahadur Verma and L.N.Hak, leaders of the Hindusthan Aluminium Corporation workers at Mirjapur have resorted to hunger-strike since June 4, protesting against the management's action of discharging 300 workers of the corporation. (June 14)

BIDI WORKERS WIN WAGE INCREASE

More than 900 workers of No.222 Bidi Factory at Bankura called off their 70-day long strike on June 10, following management's acceptance to increase wages by 10 nP per every thousand bidi. According to this, the wages of a ^o bidi workers per thousand bidis shall be Rs.2.10 nP and there will be no victimisation.

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Draft for Discussion at
V WORLD TRADE UNION CONGRESS

SOCIAL SECURITY CHARTER

The following

~~A~~/draft Charter on Social Security was unanimously adopted by the ~~Commission~~ International Trade Union Commission for Action on Social Security, convened by the World Federation of Trade Unions in Prague in March this year. The WFTU has circulated the Draft Charter for discussion by workers the world over and to express themselves on the Charter.

In the light of the comments received, the ~~Draft~~ document ~~Charter~~ will be re-drafted for submission to the 5th World Trade Union Congress which is being held in Moscow from December 4 to 16, 1961.

20TH ANNIVERSARY OF NAZI AGGRESSION AGAINST SOVIET UNION

On the 20th Anniversary of the Nazi aggression against the Soviet Union which fell on June 22, 1961, the workers and peace-loving people the world over expressed solidarity and sent messages of greetings to the Soviet people.

In a message to the All Union Central Council of Trade Unions (AUCCTU), Louis Saillant, General Secretary, WFTU, said that "the unity of the Soviet people around the socialist government, their heroic battle, their sacrifices and the concerted and solid force of all anti-fascist and democratic forces in the world brought about the defeat of Hitler Germany . . .

"The WFTU was forged in this struggle against fascism. Its birth in 1945, the expression of the desire for unity felt by all workers of the world, coincided with the victory of the people over the forces of reaction."

On the occasion of the Anniversary, the WFTU called upon workers in all countries to increase their campaigns for the defeat of the criminal plans of the imperialist monopolies and to bring about universal and complete disarmament so that the chances of a new world war should be excluded once and for all time.

In New Delhi, representatives of various organisations including the AITUC, All-India Peace Council and the All-India Youth Federation, went in a delegation to the Soviet Embassy ~~and conveyed~~ on June 22, and conveyed the greetings to the Soviet people on the anniversary.

JUTE

All the jute mills affiliated to IJMA were closed down for a week in West Bengal from June 26, rendering more than two lakhs of workers idle. The closure was effected following the decision of IJMA to institute two block closures for two weeks during June and July. The decision was approved by West Bengal Government as well as Central Government, The second closure is to begin from July 24.

The plea given out for this closure was "shortage of raw jute" but according to trade union circles the plea is fictitious and misleading. It is reported that there is no shortage of raw jute and the whole manouvre is designed to bring down the prices of raw jute and to rocket the price of manufactured goods.

On June 27, thousands of jute workers, headed by Indrajit Gupta, MP., Md. Elias, MP., Pravat Kar, M.P., and other leaders demonstrated before the IJMA office at Calcutta and protested against the unjustified closure and demanded full compensation to the workers for the period of involuntary unemployment. The demonstration was organised by Bengal Chatkal Mazdoor Union (AITU)

Later on, a deputation met the West Bengal Labour Minister, Abdul Sattar, and submitted a memorandum, in which among others, nationalisation of jute industry as a whole has been demanded. As an interim measure, it has been suggested in the memorandum that Government should directly purchase raw jute at a fixed minimum price and the taking over of foreign trade of jute goods by the State Trading Corporation. A ban on forward trading ~~and speculation~~ has also been ~~demanded~~ demanded.

The Labour Minister assured the deputationists that stringent measures will be adopted immediately to implement the recommendations of ~~Jute~~ Special Committee on Jute. He also stated that the

question of second installment of block closure of jute mills was not yet final and that decision will only be taken following detailed discussions with all concerned. He also stated that he would try to convene the meeting of Industrial Committee on Jute industry in near future to discuss matters connected with the industry.

GUA IRON MINES

3 WORKERS KILLED:SEVERAL INJURED

Three workers were reported to be killed and several injured at the Gua iron ore mines (Bihar) on June 26 in an accident. Although details were not available, it is learnt that the accident took place during blasting of the mining face. The mines belong to ~~the~~ Indian Iron & Steel Co.,Ltd.

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add. p 1

Quite a good number of ^{our} unions lose in the cases of dismissal and discharge as they do not take steps to properly defend the cases from begining and establish the failure of the employer to comply with the established procedure.

We shall first explain here RETRENCHMENT the position with regard to "retrenchment" and then take up other cases of severance of workers from their undertakings.

10 x 10
22 am

There is a good deal of discussion of opinion with regard to the question of : what attitude should trade union movement adopt towards the organised drive to increase productivity. The question is not merely theoretical but is intensely practical and the trade unions are called upon to give a clear cut answer, since many of the basic ~~xxx~~ positions, and the practical answers given in ~~xxxxx~~ specific situations, are not clearly understood, sometimes even by ~~the~~ trade unionists themselves.

10 x 10
11 am

The attitude which the trade unions must adopt is not a moral issue. Preaching at workers that their interest lies in producing more and still more, so that the wages funds increases and similar didactic sermons delivered from a high pedestal are besides the point. Similarly, it is no use reducing the whole issue to a purely "Scientific" level. Scientific, economic and political issues are all involved. And above all is the issue of the human being - the worker - who is the chief instrument through which all productivity drives must operate.

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Productivity drive in a capitalist country is a drive to increase the exploitation of the workers. The Japan productivity ~~the~~ Centre has to say that as a result of productivity drive " Productivity has been increased, but labour (workload) is ~~xxxx~~ intensified; wages remain as they were, hours of work are lengthened and unemployment poses a serious question". The AFL - CIO of USA are also not very happy at the results which such drives are producing in that country. *Basically, productivity means higher profits. Other benefits are only incidental.* The question may then be legitimately asked, if such is the position, should not the Trade Union movement oppose all productivity drives? The question cannot be answered in a short way.

India is industrially a backward country. Though the Public and Private Sectors, efforts are being made to develop it immediately. But this development is based on capitalist relations of production and carries with it all the features of capitalism. Should the trade Union movement therefore oppose it or should the workers play a part in the development of the national economy of an underdeveloped country newly liberated from imperialism?

The answer is that we ~~have~~ ^{have} to adopt a "two pillar" approach. The first "pillar" is the defence of the rights and interests of the working class and the second "Pillar" is helping the development of the economy specially in the Public Sector.

We must adopt the same "two pillar" approach towards productivity drives. We have to support what is necessary for development and at the same time, safeguarding the essential interests ~~of~~ of the workers.

It is for this reason that the AITUC is a member of the NPC and takes an active part in its activities.

During recent years, there has been a considerable increase in the number of industrial and productivity consultants. These consultants concentrate mostly in time and motion study, job evaluation and similar methods. Through these techniques, efforts are made to set up ~~xxxxx standards~~ norms and standards of efficiency and production which put an unbearable ~~hard~~ burden on the workers in relation to the plants, techniques, wages, working and living conditions prevailing in India. Hence most of these efforts, as also the efforts at rationalisation and increase in workloads, have been stoutly resisted by the workers. Now, along with

these methods, attention is being paid to statistic quality control, standardisation of products, inventing control, management techniques and similar methods which aim at increasing productivity per rupee and per worker and in approach and application are ~~xxx~~ objectionable from the point of view of the workers.

Hence in evaluating schemes of productivity, a differentiated approach will have to be adopted. While we will have to oppose such schemes ~~which~~ which aim at increasing productivity by putting the burden on workers, or ~~increase~~ mainly on workers, we should support to ~~increase~~ measures which do not ~~xxx~~ have ~~adverse~~ adverse repercussions on workers.

The tripartite agreement on rationalisation forms a basis for evaluating works schemes. It must be remembered however that rationalisation is only one of the methods of increasing productivity, although the method which, for the employer, is the easiest to choose and one which is most generally applied. This agreement has been incorporated in the Charter of the National Productivity Council and the has also been included in the recommendations of the Central Wage Board for Cotton Textile Industry.

Another method to which capitalists generally resort to is increase of workloads. Increase of workload is to be distinguished from mechanisation, etc., actually reduces workload. Very often, through simple speed-up or by increasing the number of operations ~~or~~ and number of machines which an operative has to mind, it is sought to increase production and possibly productivity. While the TU movement may not oppose rationalisation, if subject to the agreed conditions, it can never agree to increased workloads.

A small point may be noted here, namely, that even if physical workload is lightened, it is possible that fatigue load may go up. With increasing automation comes monotony and also ~~xxx~~ increasing nervous strain. Therefore, the TUs cannot judge a position simply from the point of view of workloads but must also see what the fatigue load is. *The most important factor is that may reduce to the state of a living machine.*

This brings us to an important question - any scheme for productivity must be introduced only after agreement with the workers. Collective agreement at the plant level is essential, since it is the actual worker in the shop who can best judge the effects of a particular scheme. In the absence of trained personnel with the unions, the formal consent of union officials is not enough. And even if there are such personnel with the unions, the workers as a whole must agree to any scheme before the assent of the union can be valid or effective. The TU movement must therefore stress that for productivity to be really successful in our country, three ~~things~~ things must be provided on the workers' side: A union which is really representative must be recognised; the workers concerned must also be consulted and consent obtained before any practical steps are taken. The usual capitalist method of forcing productivity by threats of closures or dismissals in the ~~event~~ events of the workers refusal will only lead to conflicts, retarding production.

The question of increasing productivity is closely linked with the question of sharing the gains of productivity. Recently, the National Productivity Council held a Seminar on this subject which resolved to set up a small tripartite committee to go into the question and submit its suggestions. The tripartite agreements on rationalisation have in a general way laid down that any gains of rationalisation must be equitably shared between the industry, the workers and the consumers.

This general formula suffers from a basic defect, namely, that ~~in~~ gains to the consumers can never be assured or measured specially in the private capitalist sector. Specific application of the formula is a still more ticklish ~~problem~~ problem.

Another point which the trade unions must emphasise is that prices must be controlled. For, increase in productivity and sharing its gains is meaningless if all advance is to be wiped out by a rise in prices.

A very dangerous concept is now being mooted from various governmental and employers' quarters, namely, that wages should be linked to productivity. The policy of wage-freeze met with serious, prolonged and stubborn resistance from the workers. The result was that ~~it~~ was conceded by the government and the employers that wages required revision. An agreement was reached to appoint Wage Boards in selected industries and a few were actually appointed. A tripartite agreement was reached on the norms required for fixation of minimum wages. But then the translation of the norms into rupees would have meant a high increase in money wages. What happened ~~xxx~~ to the agreements was seen in the ~~defeat~~ Central Government employees' strike. The working class had defeated the idea of any freezing of wages through its strength. Now the slogan has come of linking wages to productivity and more specifically, allowing any wage increase only when productivity increases.

The trade unions must firmly reject this new slogan ~~of linking~~ ~~wages~~ ~~is~~ not only is it faulty, ~~in theory, wages should be linked to cost of living and a rising standard of living~~ -but also because in the context of rising prices, it means actually denying any advance.

PRODUCTIVITY TRENDS IN INDIAN INDIA.

Figures are not available about productivity trends either as a whole or in a particular industries - Sometimes, such statistics as are there are conflicting. Generally figures are available for production, employment, etc., only and it is on this basis alone that some calculations can be made. These calculations can by their nature be only indications.

1. JUTE INDUSTRY

(Base -1951)

Year	Index of employment	Index of production	index of productivity
1956	100.5	127.3	126.6
1957	94.3	120.5	127.7
1958	89.3	123.9	138.7

2. SUGAR INDUSTRY

1956	102.4	166.5	162.5
1957	107.6	185.5	172.3
1958	107.7	175.6	163.0

3. COTTON TEXTILE INDUSTRY

1956	112.9	117.5	104.1
1957	113.7	115.6	101.6
1958	107.3	108.9	101.4
1959	107.0	111.5	104.2
1960	107.0	113.6	106.1

4. COAL INDUSTRY

1956	100.1	114.9	114.7
1957	105.2	126.8	120.5
1958	108.8	132.2	121.5
1959	103.4	137.1	132.5

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SHARING GAINS OF PRODUCTIVITY.

This question is of obvious importance, However, apart from the general proposition that any gains must be shared equitably among the employers and the workers, the exact working out raises many problems.

It may be stated at the very beginning, that it is wellnigh impossible to define exactly how much increase in production is due to any single factor. Productivity depends upon inter-action of many factors and it is difficult, if not impossible, to isolate one, in all the variables, and the result due to their joint efforts. Hence any attempt to share gains on the basis of ascribing increases to a single factor must be ruled out. However, the sharing of gains involving measurement of productivity in a broad way.

The second point is how to share the increase or gain. The employers argue that such gains must be shared equitably which, in fact, means appropriation of major portion by them. As opposed to this, the trade unions must advance the position that since wages are low and in many cases, still below the minimum level, till a fair wage level is reached, the gains must in the largest measure go to increase wages. This must be the first priority.

The employers argue that workers share should also include at least partially, improvement in working conditions which benefits not only the industry but also the workmen. Again, according to them, workers share should include expenditure on "fringe benefits" like medical aid, leave provisions, housing, etc. These claims must be rejected. In conditions obtaining in our country, where wages are very low, and real wages are falling, the first priority must be wages and only after a fair standard has been reached, can be divert part of the workers' share towards other benefits.

A straight question which is being posed by the employers is that the system of time rates must be substituted by payment by result, i.e. piece-rates. For example, all the employers have argued but this point is their evidence before the Cement Wage Board, in the name of increasing productivity.

The system of piece-rate in ^{India} India is very defective and detrimental to the interests of workers. There is no minimum fall-back wage in most cases; rates are changed often and to the detriment of the workers; there is no standardisation of the patterns or materials etc. Therefore the trade unions must demand that these defects be first removed where piece-rate already exists and that minimum fall-back wage be fixed in all cases. As for extension of piece rates, we should not consent to it.

Past experience of piece-rates bears this out. For example, in the ports and docks, the workers at first welcomed the idea because it meant an immediate gain in earnings. But soon afterwards, they found out that not only was this gain purely illusory but also the burden of work was too heavy.

A method of sharing gains of productivity which is often advocated is the various types of incentive schemes. Though these are popularly known as production bonus, efficiency bonus etc., ~~these are not in reality bonuses but a reward~~ these are not in reality bonuses but a reward for increased efforts. The point to grasp here is that production bonus etc., should not become a means of keeping wages and rates at a low level. Wages at a minimum level must be guaranteed and any such scheme involves extra effort, care must be taken to see that the level of workloads involved. If these

PRODUCTIVITY DELEGATIONS TO USSR

Three productivity teams from India left for USSR in June 1961, to study productivity techniques in machine-building, coal and oil industries.

The team on machine-building left for Moscow on June 9. Included in the team were Satish Loomba, Secretary, AITUC, and Phani Bagchi, General Secretary, M.M.C. Employees' Union, Calcutta.

S.K.Sanyal, General Secretary, Samyukta Khadan Mazdoor Sangh, Nagpur, represented the AITUC, in the team on coal industry which left India on the tour on June 15.

The productivity team on oil industry left New Delhi on June 29. The AITUC nominee on the team is Y.D.Sharma, General Secretary, Petroleum Workers' Union, Delhi.

The teams would be in USSR about about a month and later would tour Czechoslovakia for two weeks. The teams have been sent as per arrangements made ~~as per~~ by the National Productivity Teams, with the assistance of the Governments of USSR and Czechoslovakia.

W.Bengal

DHAKESHWARI COTTON MILL WORKERS PROTEST

The Executive Committee of the Dhakeshwari Cotton Mills Labour Union, Suryanagar, W.Bengal, in a meeting held on May 19, strongly protested against retrograde provisions in the Cotton Textile Workers /Central Wage Board Recommendations/ Bill, 1961.

AMRITSAR TEXTILE WORKERS' DEMAND

The Textile Mazdoor Ekta Union, Amritsar, in a statement on June 16, stated that the Bill to enforce Wage Board recommendations in cotton textile industry awards limited benefits to workers ~~which~~ but attacks the hard-won rights of the workers.

The union demanded that Government should withdraw these anti-labour provisions in the Bill.

The Textile Mazdoor Ekta Union also donated a sum of Rs.100 to the National Campaign Committee for Goa, as token of solidarity with the ~~Government~~ Goa liberation struggle.

The union protested against abnormal delay in settlement of P.F. claims and demanded that this should not be delayed for more than a month.

Delhi

SIX CHEMICAL WORKERS KILLED IN ACCIDENT

Six workers were crushed to death in the D.C.M. Chemical Works, Delhi, when a 12-foot-high wall collapsed on them, on June 26. Some others were injured.

The workers of the chemical factory had earlier warned the management about the impending collapse of the wall but no heed was paid to the warning.

The AITUC in a letter to the Union Labour Minister on June 27 demanded judicial inquiry into the accident and action against the Chief Inspector of Factories, Delhi State, for the failure to enforce safety measures.

The Delhi Administration ordered a judicial inquiry on June 27.

Workers were filling a truck with rock phosphate when the wall of the store collapsed on them.

Madras

PORT WORKER KILLED IN ACCIDENT

Devaraj, a worker in Madras Port, died in an accident on June 6. It is said that the accident occurred when the worker was bringing meals to an officer, as ordered, although he was assigned to other duties.

A large number of port and dock workers participated in the funeral procession. A.S.K. Iyengar, President, Madras Port United Labour Union, addressing a meeting held later, demanded an inquiry.

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AITUC GENERAL COUNCIL TO MEET
IN DELHI

The General Council of the AITUC would meet in Delhi from August 19 to 21, 1961.

The meeting will be held at Maharashtra Bhavan, Paharganj, New Delhi.

Agenda of the meeting includes review of activities of the AITUC and developments since the 26th Session of the AITUC and preparations for the Fifth World Trade Union Congress.

The Working Committee of the AITUC will meet on August 19, and finalise the agenda for the General Council meeting.

~~ESIXMEXIX~~

MEDICAL BENEFITS UNDER ESI

Council Meeting

The tardy progress in construction of hospitals for insured workers under the ESI Scheme was criticised by workers' representatives when the ESI Medical Benefit Council met in Delhi on July 3. The members of the Council were assured in an official note that "foundation stones" have been laid for hospitals in some centres!

But even the foundation stones were laid at wrong places. For instance, the Saugor Dutt Hospital in W.Bengal is going to be erected at Kalyani, far away from workers' quarters.

The introduction of Service System in newly-covered areas was also criticised at the meeting. Workers are not being consulted as to their choice and State Governments and the Corporation are arbitrarily imposing the Service System.

The proposal for limitation of the term of service of an Insurance Medical Practitioner under the Panel System to three years was opposed by AITUC representative, Hrishikesh Banerjee, and Dr. Maitreyee Bose (W.Bengal). However, the proposal was accepted by majority vote, the officials who constitute a majority voting in favour.

The gross inadequacy of ambulance vans in implemented areas was clear from a statement circulated at the meeting. It was found that in Kanpur (No. of insured workers: 80,000), there was only one ambulance van; only four in Calcutta and Howrah (2,85,000); only ~~±~~ seven in Greater Bombay (5,50,000); ~~and~~ two in Delhi (61,000); ~~and~~ one in Coimbatore (49,000).

When it was pointed out by the AITUC representative that under the Rules, four meetings of the Councils should be held and not two as is being done, it was agreed that meetings will be held every quarter.

FORWORD

The 26th Session of the AITUC was held at Coimbatore from January 6 to 12, 1961. A report surveying the international and national situations, condition of the working class in India, specially about wages in the context of increase in productivity and fulfillment of the Five Year Plans and the tasks before the trade union movement during the coming period etc., was presented to the session by Com. S.A.Dange, MP., General Secretary of the AITUC. This report was discussed by over 1500 delegates and observers in the session, both in delegate session as well as State Groups. Following various suggestions after discussion, the report was adopted in the session with some additions and modifications.

It is very much regretted that the report could not be printed earlier.

The struggles that have taken place during the last few months since Coimbatore session do prove without any doubt the correctness of the stand taken by the AITUC in this regard which is contained in this report.

June 1, 1961

AITUC SECRETARIAT

UNITED DECISION TO RESIST GOONDAISM

A number of engineering unions in Howrah and Calcutta have unitedly decided ^{on June 7,} to launch a movement to resist the persisting goonda attacks on trade union leaders and workers.

A joint statement issued by the unions referred to the number of attacks metted out on the trade union leaders of late and in particular the attacks resulting in the killing of ~~Mr~~ Paresh Chakravarty and Nimai Mitra and called upon every democratic citizen to assist in resisting the goonda attacks.

+ + +

24 workers dead:7 injured

24 workers including 17 women workers died and seven sustained serious injury when a truck carrying the workmen fell into a small river near Halahali, about 25 miles off Mysore. The truck was returning from a stone quarry after loading stone chips.

BHUPEN GHOSH DEAD

One of the foremost leaders of the P&T workers' struggle, Bhupendra Nath Ghosh died on June 8 in Calcutta. He was associated with Tu movement since last 40 years. He led the strike of P&T workers in ~~the~~ Bengal and Assam in 1946. He was the former Secretary General of NFPTE and Vice-President of Central Government Employees Confederation. In 1957, he participated in the Post, Telegraph and Telephone Employees' International in Vienna. Police arrested him and kept him in detention for two months in 1949, when the P&T employees called for a general strike on March 9. He retired from active tu movement in 1960 and was suffering from blood pressure and angina pectoris.

500 workers laid off

500 workers of Sen-Ralliegh Company, Asansol have been laid-off for indefinite period since June 7 following the closure of "B-Scheme" department. The lay off was resorted to as a result of shortage in electricity supply from Damodar Valley Corporation by about 30 %. A number of industries have been affected by short supply of electricity.

A meeting of the Sen-Ralliegh workers held on June 8, has demanded immediate withdrawal of lay-off, failing which adequate compensation to be paid to workers and they may be provided with alternate employment.

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HUNGER-STRIKE CALLED OFF

The ten day old hunger-strike of Niranjan Dihidar, Mahadeb Mukherjee and Sitaram Singh was called off on June 9, following the demands of the workers having been acceded to by the employer.

These leaders resorted to hunger-strike on May 31 protesting against the discharge of workers and lockout in Sayal Transport Co., near Asansol. Attempts of conciliation earlier failed to yeild any result. On June 4, several thousand workers demonstrated at Asansol and finally in a conciliation meeting held on June 9, the employers agreed to meet the demands of the workers.

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WAGES INCREASE IN ASSAM PLANTATION

The Government of Assam have decided to increase the wages of tea garden workers in Cachar district by 16 nP per diem with effect from June 1, 1961. Due to this increase

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ALL-AFRICAN FEDERATION OF TUs

In accordance with the decision of All-Africa Trade Union Conference on May 30 at Casablaca, the All-African Federation of Trade Unions has been formed to further the trade union and national liberation movement.

The Conference has decided that no trade union affiliated to AFTU shall be eligible to become a member of ~~the~~ ^{any} International Trade Union Federation. This decision in fact, is really in favour of the democratic forces as in terms of membership through Western pressure most of the African Trade unions were members of the International Confederation of Trade Unions (ICTU).

It is reported that there were attempts to jeopardise the efforts of unity of the African trade unions by certain reactionary forces and analysing ~~from~~ it ~~from~~ in that context, it is clear that Casablanca Conference of All-African Trade Unions was a positive success.

+ + +

WORKERS DEMONSTRATE IN CALCUTTA

A huge protest procession of workers paraded the streets of Calcutta on June 2, demanding the immediate reopening of the Nav Bharat Engineering Co., Ltd, and reinstatement of all discharged workers. Since May 18, the employer has ~~discharged~~ illegally locked out the factory and discharged all workers. The employer has refused to attend thrice the conciliation meetings convened by the State Labour Department.

PLACE YOUR ORDERS FOR

~~X~~
Report at coimbatore
AITUC's General Secretary S.A.Dange's
report to the 26th Session of AITUC, January 1961
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of WFTU, Peking
- etc etc etc

MANAGER, AITUC PUBLICATION

4 ASHOK ROAD, NEW DELHI.1

POLICE LATHI-CHARGE AND TEARGAS

~~THE~~ PEACEFUL DEMONSTRATORS AGAINST TAX BURDENS

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Police lathi-charged and tear-gassed a peaceful procession of workers, peasants and agricultural labourers who were demonstrating in Chandigarh against the iniquitous burdens of taxation.

The demonstration was organised at the call of the Punjab Committee of the AITUC, the Punjab Kisan Sabha and the Punjab Dehati Mazdoor Sabha on March 22. Jathas of workers and kisans had come on cycles, by foot and in special buses from all parts of the State.

When the six-thousand strong procession led by Baba Kartar Singh, President, and Satish Loomba, General Secretary, of the State unit of the AITUC, among others, reached a point about half a mile from the Assembly Chamber, police suddenly barred its way and refused to allow it to proceed any further.

Later, without warning, the police resorted to brutal lathi-charge and tear-gassing. The demonstrators however reached the ~~Assembly~~ precincts of the Assembly Chamber and a memorandum was presented to Giani Kartar Singh, one of the Ministers, who came out to receive it. In the meantime, the police had arrested Ram Kishan, MLA and a few others. The demonstrators squatted outside the Chamber and refused to leave till those arrested were released. It was only when the arrested persons were released that the demonstrators marched back.

AMRITSAR TEXTILE WORKERS' PROTEST

The General Council of the Textile Mazdoor Ekta Union, Amritsar, strongly condemned the repressive policy of the Punjab Government. A big demonstration was organised on April 14, when hundreds of workers after their shift hours marched from Verka and Chheharta into the City. They raised slogans for the withdrawal of the prosecution launched against the TU and Kisan Sabha leaders.

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MINIMUM WAGES IN USSR

Page

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Indian workers will find it interesting to know on what basis the minimum wages of the Soviet workers are fixed, where the Government has guaranteed a minimum level of existence to the entire working class in the country.

The norms laid down in the Soviet Union are not considered only as ideal to be achieved in the long run but every management is entitled to pay the minimum salary to the workers.

The minimum wages are continuously increasing when the prices are going down. This gives double benefits to the working class.

For example, in 1955-56, the minimum wage of a Soviet worker was 300 roubles which went up to ~~5~~ 450 roubles in 1960. (45 ^{new} roubles after currency reform). It is expected that in 1965, the minimum wages would go up to 600 roubles (60 new roubles).

~~These norms are giving below the daily consumption of a~~

The "need-based" norms ~~are~~ include a ~~nutritional~~ nutritional standard of 3000 calories, made up as follows:

Bread (Brown and White)	...	450 grams
Wheat flour		25 "
Potato flour		10 "
Macaroni		10 "
Other cereals and pulses		30 "
Potato		300 "
Fresh Vegetables		250 "
Fruits and berries		200 "
Dry fruits		15 "
Oil		10 "
Sugar (sweets)		100 "
Meat, meat products and poultry		200 "
Fish		100 "
Milk, other milk products		400 "
Butter		50 "
Cotton Cheese		30 "
Sweet Cream		15 "
Cheese		20 "
Egg		1 (No.)

8 x 9
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SET UP OF NEGOTIATING MACHINERY IN
GOVERNMENT SERVICES

Outlines of Scheme

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1951.
initial
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Items.

The following outlines of the proposed
Negotiating Machinery for employees ~~ix~~ of Central
Government were indicated by the Union Labour
Minister, ~~ix~~ when he met P.S.R. Anjaneyulu and
K. Ramamurthy of the National Federation of P&T
Employees, on April 21:

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It is provided that every worker must get a living space of nine square metres. The rent per square meter comes to about 7 new kopecks (.07 of a new rouble) to 13.2 new kopecks only.

In addition to this, a worker gets other benefits like free medical aid, non-contributory old-age pensions, leave facilities, etc., which further enhances his standard of living.

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FARIDABAD ROIT CASE JUDGEMENT

TRADE UNION LEADERS SENTENCED TO IMPRISONMENT.

APPEAL FOR FUNDS. *what is known as the riot*

All the 28 accused in Faridabad murder, ~~Rob~~ and "Dacoity case" have been held guilty of various charges and sentenced to imprisonment ~~xxx~~ ranging from life imprisonment in the case ~~gone~~ to that already undergone in the case of 19 accused. Eight others have been convicted 2 years R.I. each. Among those sentenced are : Mulakh Raj Premi, Joint Secretary, Industrial Workers Union (life imprisonment), Tek Chand, ~~vice-president~~, Bata Workers Union, (2 years), Roop Chand Sharma, General Secretary, Industrial Workers Union (2 years) Karan Singh President, Industrial Workers Union (2 years) Hakim Chand, President, Hindustan Electric Workers Union (2 Years) and many more active trade unionists.

The case arose out of the incidents on ~~29~~ June ^{29,} 1960 in connection with the Gov^{ernment} auction by the Ministry of Rehabilitation, of Plots and houses in Faridabad Township. In the course of these incidents 3 workers and one ASI of Police were shot dead and many were injured.

The AITUC ^{has} appeals to all unions and workers to send fraternal aid to the General Secretary, Punjab State Committee of AITUC, ~~G.T. Road~~ Jullundur, to enable filing of appeal to the High Court. About ~~Rs~~ ten thousand ^{rupees have} already been spent on aid to the families of the workers who died as a result of firing, in legal expenses and aid to the families of the 28 accused. All this money has been raised by the trade unions in Punjab, chiefly by the Faridabad unions themselves. As conditions now are, urgent aid is required from other unions. A minimum sum of Rs 5,000 ~~is~~ is immediately needed. It is hoped that all unions will take up the ~~xxx~~ cause and contribute liberally and immediately.

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DEMONSTRATION IN CALCUTTA

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A huge mass demonstration of workers and citizens was held in Calcutta on May 11, to demand, among others, nationalisation of foreign-controlled Calcutta/^{Electric} Supply Corporation and improvement of electricity supply.

After demonstrating in front of the head office of the Calcutta Electric Supply Corporation, the demonstrators proceeded towards the Writers Buildings, the Secretariat of the West Bengal Government but they were stopped from proceeding beyond Dalhousie ^{Square -} ~~Sq~~-Misson Row crossing by police.

A deputation from among the demonstrators including Dr. Ranen Sen, MJA, Vice President of the AITUC, Jatin Chakravorty, MIA, Secretary of the UTUC, Nepal Bhattacharya, Hrishikesh Banerjee and Sudhir Mukhoti, met the West Bengal Chief Minister and submitted a five-point memorandum. The Chief Minister, in ^{the} course of the interview declared that he had no power to ~~to~~ take any steps against the Calcutta Electric Supply Corporation.

The demonstrators later ^{held a meeting} met ~~in an assembly~~ near the monument and marched in a procession through different areas of the city ^{after the meeting} following ~~the assembly~~. It was pointed out by various speakers ^{at the meeting} in ~~the assembly~~ that the State Government had full rights to go into the question of improving the electric supply in the city and the State Government cannot shirk its responsibility in the matter.

Statistics

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FACTS SPEAK FOR THEMSELVES.

Figures of total production and sales of materials produced in Rourkela, Bhilai and Durgapur steel plants. During the year 1960.

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IN METRIC TONS

	Rourkela		Bhilai		Durgapur		Total	
	Prodn.	Sale	Prodn.	Sale	Prodn.	Sale	Prodn.	Sale
Coke	319,150	21,549	507,632	..	99,149	..	925,931	21,549
Pig Iron	254,795	146,037	430,803	364,206	70,830	46,866	756,428	557,109
Steel Ing.	68,415	16,467	91,576	..	..	..	159,991	16,467
Blooms	..	..	70,303	..	..	..	70,303	..
Slabs	6,636	288	1,135	1,092	..	..	7,771	1,380
Billets	..	..	55,561	47,920	..	..	55,561	47,920
Crude Tar	11,666	6,440	19,763	17,510	4,199	..	35,628	23,950
Ammonium Sulphate	..	..	3,008	2,412	..	..	3,008	2,412
Supphuric Acid	2,375	..	576	19	2,951	19

CHHEHARTA - PUNJAB GOVT'S ATTEMPT TO
THROTTLE DEMOCRACY

✓ TUC

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The ~~Working Committee of the~~ Punjab State Committee of the AITUC at its meeting held in Jullundur on May 7, noted with concern the attack launched on the Municipal Committee of Chheharta by some disgruntled persons, led by the INTUC and the leadership of the Congress Party in Amritsar.

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The resolution adopted by the Committee stated:

"The Municipal Committee of Chheharta has the unique privilege in our State of being manned totally by the elected representatives of organised working class. It is a committee in which Communists, Congressmen and independents have been functioning jointly and unanimously for the good of the common citizens of Chheharta for the last three years.

"This Municipal Committee in which all the nine members belong to the Mazdoor Muhaz has a glorious record of honest and devoted service to the people and has been a pioneer in taking measures which have assured cheap and good administration to the Citizens. It has improved the conditions of service and wages paid to its employees. Therefore, it has served as a beacon light to all those who have everywhere looked for a regime without corruption and in the interest of the people.

"This is its real crime. Some selfish and disgruntled politicians who suffered an ignominious defeat in the last municipal elections have launched a campaign of vilification. It is a matter of deep regret that the INTUC and the leadership of the Amritsar Congress Committee have also become party to this dirty game.

"The Government's anti-labour policy has aroused deep resentment in vast sections of the working class throughout Punjab. Now the Government has given another proof of it, if one were still needed. The notice served on the municipality, preparatory to its proposed supersession is not only anti-labour but is anti-democratic in the extreme.

"All the citizens of Chheharta, barring a handful of disgruntled and defeated elements are fully rallied in support of the Municipal Committee."

The Punjab Committee of the AITUC called upon the Government to immediately withdraw the notice served on the Chheharta Municipality and desist from the reported step of ordering supercession of the Municipal Committee.

The Committee appealed to the INTUC not to play a disruptive game and act as the tool of a few discredited elements. The AITUC assured the citizens and members of Chheharta of its full support in their determination ~~of~~ to safeguard their democratic rights and called upon all unions to act vigorously in defence of the only working class municipality in Punjab by holding mass meetings, rallies and demonstrations.

By another resolution, the Punjab Committee of the AITUC also protested against the notice for removal from membership of Khanna Municipal Committee served upon Bharat Parkash, President of Labour Union, Gobindgarh, on the charge of having been imprisoned twice: Both these sentences related to incidents arising out of TU disputes.

The Committee also congratulated the working class of Punjab in responding magnificently to the call of the AITUC to launch five-day hunger-strikes against the anti-labour policies of the Punjab Government. ✓

May Day Report

KENDUA (JHARIA)

Under the joint auspices of the Bihar Koyla Mazdoor Sabha and other trade unions affiliated to the AITUC, May Day was observed with great enthusiasm at Kendua. About 3,000 workers coming from adjoining collieries and Loyabad coke-plant, colliery and workshop assembled at the Kendua Bazar in the mass meeting.

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The rally was addressed by Lalit Burman, Anant Sharma, Prasanta Burman and Purnendu Mazumdar.

The meeting criticised the Government's policy of discrimination against AITUC unions and suppression of TU rights and civil liberties.

The meeting greeted the people of Congo and Cuba in their struggle against imperialist machinations.

COMMITTEE ON LABOUR-MANAGEMENT COOPERATION

A tripartite inquiry to go into the failure of the scheme of joint management council in Hindustan Machine Tools, Bangalore, was demanded by AITUC representative, M.S.Krishnan, at the first meeting of the Committee on Labour-Management Cooperation held in Delhi on May 1.

It was the experience of the trade unions, M.S.Krishnan said, that employers liked the scheme only as long as increase in production and productivity are assured by the workers but when workers raise their demands, managements immediately recoiled and then Joint Councils are shelved.

The proposal made by the Government that "in case it is not possible either for the workers or employers to accept a unanimous decision of the Joint Management Council, there should be a practice that at the next meeting, the party concerned should place before the Management Council the reasons why it is not possible for it to give effect to Councils' decisions," was opposed by the AITUC representative. It was pointed out that this would give room for employers not to implement the decisions of the Council.

G.L.Nanda, Union Labour Minister, who presided, said that in regard to Hindustan Machine Tools, a report would be called for and only later could the necessity for inquiry be considered.

The Labour Minister stated that the proposal was not happily worded. However, it was necessary to be more flexible and allow the employers to explain why decisions are not implemented.

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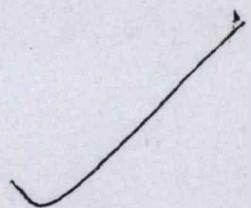
Although reports on the working of Joint Management Councils in the different units where they have been established were submitted to the Committee, these were not considered by the meeting.

Jatin Chakravarty (UTUC) said that small brochures in all regional languages should be brought out in order to popularise the scheme.

C.H.Desai, employers' representative, stated that TU representatives in his factory, belonging to INTUC are saying that the scheme is a first step to ousting the employers from their positions. He said that if this was the opinion of the Government, the employers would have to reconsider their position.

The Union Labour Minister explained that this ideological question was settled in the First Seminar. ~~and~~ According to him, Government believed in evolution and not revolution.

no indent



THE NEGOTIATING MACHINERY

Com. Anjeyalu and Com. Ramamurti were invited for consultation by the Labour Minister on the proposed negotiating machinery. They met the Labour Minister for about 50 minutes on the 21st instant. The Labour Minister gave them the broad outlines of the proposed machinery.

Main Features of the Scheme

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1. The strikes in all the civil services, including Railways and even industrial establishments (but excluding Corporations in public sector) will be banned as a justification to introduce the Bill. The machinery will be available to all non-gazetted employees excluding supervisory staff drawing more than Rs. 525/-.

2. Structure. The proposed negotiating machinery will be called "JOINT COUNCIL" and consist of -

- a) National Joint Council - representing all employees from staff side.
- b) Departmental Joint Council.

NOTE:- No decision has been taken as yet for regional joint councils.

3. Decisions of the council. The decisions of these councils will be binding on both the parties and will not be subject to reconsideration for one year.

In case of difference of opinion, the issue will be referred to a sub-committee. In case the sub-committee also fails to arrive at a decision, the issue may be referred to arbitration by either party. It is not clear as to whether the issues from Deptt. council will go to National Joint Council before reference to arbitration or will go direct to arbitration.

The decision of the arbitration shall be binding on both the parties. In case, however, the Govt. feels that it cannot implement the decision, it shall have to refer the issue to the Parliament.

4. Issues which can be referred to -

- (a) Joint Council. Conditions of work, standards, efficiency, welfare, discipline, promotions, recruitment, working hours - only general principles and not specific case.
- (b) Arbitration - leave, pay and allowances, working hours, of a particular grade.

N.B.- The decisions on CPC report will not be referred to J.C. for a period of 5 years unless they are mutually agreed upon. (The commencement of the period of 5 years is not clear).

5. Composition. Only employees will be eligible to be members. Ban on outsiders will be provided in the rules of recognition. (It is not clear whether the Bill will provide full immunity to the departmental functionaries and ban on making these people outsiders by dismissals, etc.)

(a) Number of representatives.

- (i) National Joint Council shall have 60 representatives of the staff. (The details of the distribution for various departments is not available.)
- (ii) Departmental Joint Council will have much less number.
- (iii) Arbitration will consist of 3 persons, one from staff side, one from department and the third an independent Chairman nominated by the Labour Ministry.

(b) Filling up of seats on Councils and Arbitration.

- (i) Representatives of staff on Joint Councils (National as well as Departmental) shall be nominated by the concerned unions.
- (ii) Staff representatives on the arbitration shall be selected by the Labour Ministry from amongst a panel nominated by the concerned unions.

- (c) Eligibility for nomination. Only such union which is a representative of at least one-third of total staff will have the right to be represented on the Joint Councils. (The procedure for determining strength and the date on which the membership for first year will be based are not known. It is important as during de-recognition the average membership has fallen.)

6. Condition of recognition. Any union which represents at least 15% staff will be recognised.

RECOGNITION & REHABILITATION-- NFPTE seeks intervention of PTTI for an early settlement (S.G., NFPTE letter No.F/20~~XXXX~~ (PTTI)/II dated 24th April 61 - extract)

I feel that the time has come when the PTTI should exert its pressure at the international level but before doing that I am of the opinion that you, as the Secretary of the PTTI, should make yourself free and convenient to visit India and witness for yourself the pitiable condition in which the employees were placed. Your visit to this country will also get us an opportunity to exchange thoughts on several matters and consider in what best manner we can proceed further.

While making this request to you to visit our country, I would suggest that this should take place as early as possible and in any case not later than 30th June 1961. Meanwhile it is our desire to request the PTTI affiliates in the various countries to extend their kind support and appeal to the Govt of India to restore the recognition of the P&T Federation without any further delay.

.....
Hoping to hear from you soon about your visit to this country.
.....

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" The workers, who had already suffered great losses in their earnings over the last six months due to reduction in working hours, would devise ~~the~~ ways to register their disapproval of and protest against the reactionary policies of the Indian Jute ~~Manufacturers~~ Mills Association (IJMA)."

by

That's what a joined statement signed/Indrajit Gupta, MP. and Bhowani Roy Chowdhury (AITUC), Kali Mukherjee (INTUC), Jatin Chakravarty, MLA (UTUC) and Sibnath Banerjee (BMS), warned the IJMA and Government on June 1, following their decision/to effect block closure of jute mills for two weeks, one from June 26 and the other from July 24, on the plea that "raw jute was in short supply."

The proposed closure will seriously effect lakhs of jute growing peasants as well as very large number of the two lakh jute worker employed in the mills.

The plea trotted out by the IJMA is that there will be a shortage of raw jute from the current month. It is claimed that the total stock of the commodity with the 82 member mills is 420 thousand bales. The IJMA contends that it is not possible to keep the wheels going continuously with this "meagre" stock in hand.

But the Bulletin of the Jute Balers' Association published towards the end of May, pointed out that the real reason behind the closure proposal was not any shortage of raw jute but the mill-owners manoeuvres to "safeguard their own interests". The Bulletin further stated that between May-July, 21 lakh bales of jute would be available as against 14 lakh bales needed by the mills.

The game of the jutemill owners is quite ~~plain~~ plain - they want to force down the price of raw jute and boost up those of jute manufactures by stopping purchase of the former and production of the latter for two weeks. They adopted the same tactics two years ago. That time the plea put forward was: "accumulation of stocks of manufactured goods." The result of the ~~manoeuvre~~ manoeuvre that time was shattering - prices of raw jute crashed, and in West Bengal alone, the jute growing peasantry suffered losses to the tune of Rs.30 crores !!

The West Bengal Government approved the ~~proposal~~ proposal of block closure by IJMA, in the face of opposition from the four central trade union organisations and we are sure that Government by themselves are aware of hollowness of the argument put forward by IJMA and we therefore accuse Government of siding with the employers in this sinister plan.

Already ~~in various jutemills~~ the workers employed in various jute mills have started holding meetings and preparing in other forms to put up anorganised resistance against this unjustified closure. We want Government to realise the responsibility of this block-closure decision and immediately try rescind it lest an untoward situation develops in the jute industry jeopardising the existing industrial peace.

The management of Ammunition Factory, Kirkee, has refused to allow the duly elected Works Committee of the workers. The only reason for such a stand is understood to be the fact that none of the candidates put up a group of workers' representatives patronised by the management could win in the election.

The background to this episode is learnt to be as follows:

On February 1, a factory order was issued by the management calling for nominations to the works committee election of the factory. The Ammunition Factory Workers Union, Kirkee, which enjoys an ~~overwhelming~~ overwhelming majority among the workers requested the management to conduct the election as per the Industrial Disputes Rules but the management did not even care to reply that.

Having understood that the management wants to conduct the election in its own manner, ten candidates of the said union filed nomination. The union asked for a common symbol but that was also refused by the management. Disregarding the Rules, the management informed that there will not be any difference between a union candidate and a non-union candidate and that any ten candidates securing highest votes shall constitute the work committee.

In spite of the disadvantage, the union candidates gave their individual symbols but that too were twice rejected on the ground of bearing close semblance. Third time the symbols were accepted. In the election altogether 75 candidates participated.

Despite the difficulty with ten different symbols of its candidates which were barely visible on the ballot paper, the union depended on its hold among the workers.

The election was conducted on March 2 and it took 14 days to count the votes. It was seen that all the 10 candidates of the union have win with a thumping majority although about 25% of the 70% total votes polled were rejected by the management on flimsy grounds. The invalidated votes mostly belonged^{to}/the union candidates.

With all these handicaps, each of the union candidates polled on an average 2900 votes as against opponents polling votes between 12 and 690. The total number of votes polled was 4698.

Although it is now more than two months passed since the election, the management formally is not announcing the names of successful candidates. Some days back the General Secretary of the union sought an interview with the Superintendent but the same was not allowed and he was told, the Superintendent does not want to see any union representative in connection with labour problems for negotiation ~~ANY~~ even though the representative might be an employee-representative. The Superintendent also has refused to constitute the works Committee with the successful candidates without assigning any reason.

A similar example of this type can be seen in Jarangdih Colliery under the National Coal Development Corporation where the management has arbitrarily postponed the constitution of the Works Committee.

In this case, the Coal Workers Union put up five candidates for the five seats of the works committee and on April 24, the day of scrutiny, it was found out that only these five candidates were contestants for the five seats and according to Rule 49(1) of the Industrial Disputes (Central) Rules, these candidates should have been declared automatically elected.

But since the management did not want the candidates of Coal Workers Union to constitute the works committee, the whole thing was postponed.

The two examples cited above would fairly give an idea as to how the managements of public sector undertakings maintain labour management relations. Before their bureaucratic whims, the Code of Discipline or Statutory obligations have no value. And if this is the way, they are going to discharge their functions, then in no time the so-called Codes and norms will be blown up into bits which the Labour Minister Nanda is so painstakingly trying to build up.

A. DANGE,

4 Ashok Road,
New Delhi

MOST IMMEDIATE

July 18, 1961

The Secretary,
New Delhi Municipal Committee,
Parliament St.,
New Delhi

Dear Sir,

It is most regrettable that although a complaint was lodged with your office about non-supply of water to the servants quarters attached to my bungalow a week back, no effort has been made by the NDMC to restore the water supply. I am told by the CPWD that the meter is missing. Please arrange to instal a new meter and restore the water supply immediately.

Thanking you,

Yours faithfully,

K.G.

(K.G. Sriwastava)
for S.A. DANGE

The Economist, September 2, 1961

REUTHER AND ROMNEY

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Mr. George Romney, Detroit's enfant terrible, who first produced the compact car, so successfully that the other automobile manufacturers were eventually forced to copy him, may have set them another example - and one which are just as reluctant to follow - by his profit-sharing agreement with the United Automobile Workers. First proposed by Mr. Romney's American Motors Corporation a month ago, the contract was agreed in principle, although not in all details, at the end of last week. Mr. Reuther, head of the UAW, had just rejected as "woefully inadequate" the first and "final" offer which the three big manufacturers - the General Motors Corporation, the Ford Motor Company and the Chrysler Corporation ~~had~~ - had produced only ten days before their contracts with the trade union were due to expire. Now the union, anxious that its members should not lose the extra pay to be earned over the present holiday week-end, has agreed to continue working until September 6, but a strike seems very likely then. The union plans to close down only General Motors' production lines but the other two big companies may respond to these tactics with a lock-out.

Mr. Reuther does not expect the Big Three to accept profit-sharing - not this year, at any rate - but he hopes that his agreement with the much smaller AMC will force them to improve their original offer. This did give some recognition to what is Mr. Reuther's main concern this year - the present insecurity of jobs in the automobile industry - by proposing to supplement wages when short-time is being worked and to contribute towards the moving expenses of an employee who transfers to a plant in another city. This is perhaps the seed of the fresh approach to labour negotiations which Mr. Reuther needs to bolster his

prestige in the trade union movement in a year when he cannot expect to get much, if anything, in the way of straight wage increases for his members. In any case, these would do his reputation no good with the country at large or with the Administration at a time when inflationary pressures are rising once more.

But the agreement with Mr. Romney goes much farther in the direction of a fresh approach and one which Mr. Reuther himself has been advocating for years. AMC is to put 10 per cent of its profits before taxes into a fund out of which will be paid wage supplements during short work weeks, medical benefits, higher pensions and moving allowances. Another 5 per cent of profits will buy AMC shares for the company's workers. Last year each would have got about £ 500 altogether. This agreement contains a clause designed to prevent the union from interfering with the way in which the company is being run on the excuse that the workers' share of the profits is being threatened. But the Big Three do not think that this clause is an effective means of countering what, in their view, is the basic and insurmountable objection to profit-sharing - that it involves labour in management's concerns.

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APPEAL OF A.U.C.T.U.



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On behalf of the factory and office workers of the Soviet Union the All-Union Central Council of Trade Unions addresses the following message to all the trade unions and working people of the countries which fought against Hitlerism to save freedom and democracy. We also appeal to the trade unions and working people of Germany and the other countries which through the fault of fascism and militarism were drawn into the most sanguinary of wars ever known to human history.

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On June 22, 1961, 20 years will have elapsed since Nazi Germany's piratical attack on the Soviet Union. On that day which marked the beginning of a crucial ordeal for our country the whole of the Soviet people stood up to defend the epoch-making achievements of the October Socialist Revolution, rose to fight for the freedom and independence of their Homeland, to save world civilization from the fascist barbarians.

Millions of the best sons and daughters of the Soviet people gave up their lives in this struggle. The memory of these people will live for ages to come. By their heroism the Soviet people made a decisive contribution to the rout of Hitler Germany and the liberation of the European peoples from fascist slavery.

Soviet working people value the aid rendered to their country by the peoples of the United States and Great Britain during the war. The peoples of Albania, Bulgaria, Poland, Czechoslovakia and Yugoslavia made a worthy contribution to the defeat of fascism. The Soviet people are aware of the difficult conditions in which the advanced anti-fascist forces of the Hungarian, Rumanian and German peoples waged an unceasing struggle against Nazism, when their countries were dominated by fascist and dictatorial regimes. The fighters of the Resistance movements in France, Italy, Greece and other European countries fought courageously against the Nazi invaders.

Today, even though the calamities of war are still fresh in the memories of the peoples, the reactionary forces of the capitalist countries, responsible for unleashing the

Second World War, the monopolies which wax rich on the super-profits accruing from the armaments race and on the blood of the working people are hatching plans endangering world peace.

These plans are particularly criminal, because modern nuclear missile warfare threatens the peoples, the working masses above all, with even more dreadful calamities than the last war, it threatens them with the extermination of hundreds of millions of people, with the reduction of the centres of world civilization to heaps of ruins.

Militarism has again been revived in West Germany with the overt support of the imperialist circles of the United States and its partners by the aggressive NATO. The revenge-seekers, former Hitler generals and officials, and war criminals again occupy leading posts in the West German state. They are building up a new aggressive army and are arrogantly demanding that the existing European frontiers be revised; they are obstructing the conclusion of a peace treaty with Germany and reaching a settlement on the question of West Berlin. The Federal Republic of Germany is being turned into a base of aggression, which constitutes the main danger to peace in Europe.

All this has evoked among the Soviet working people a feeling of utmost anxiety for the fates of peace and security of peoples.

The Soviet people engaged in peaceful construction lend wholehearted support to the proposals of their government, which are aimed at ending the abnormal situation in the heart of Europe; this situation stems from the lack of a peace treaty with Germany, despite the fact that 16 years have passed since the war.

The conclusion of a peace treaty which would ensure the peaceful development of Germany, abolish militarism and revanchism in the Federal Republic and guarantee Germany's non-participation in military blocs would best meet the interests of the working people of Europe and all peoples as well. It would also fall in with the national interests of the German people in respect to the reunification of the country.

On the eve of the 20th anniversary of the Great Patriotic War of the Soviet people against Nazism, the All-Union Cent-

ral Council of Trade Unions appeals on behalf of its multi-million membership to the trade unions, the working class of all countries to pool their efforts in the struggle against the resurgence of militarism in West Germany, for the conclusion of a peace treaty with both German states and for the solution of the Berlin problem by turning West Berlin into a free, demilitarised city, in the struggle for general and complete disarmament and for a lasting peace between the peoples.

By achieving unity in the just struggle for these noble aims the working class can and must thwart the criminal plans of the imperialists and preclude the outbreak of a new war.

Let us cement our unity to win victory in the great fight for peace and a brighter future for humanity!

ALL-UNION CENTRAL COUNCIL
OF TRADE UNIONS

INTRODUCTION

The main theoretical foundations of Communism were laid down by Marx and Engels in the nineteenth century. The fundamental law of all social development or of human society, namely, the law of Historical Materialism was discovered by Marx and Engels in 1840s. They also studied the growth of contemporary capitalism and found the laws that determine its rise, growth and fall. Marx died in 1884 and Engels in 1895.

At the end of the nineteenth and beginning of twentieth century, capitalism developed new features. It developed into capitalist-imperialism. This development was in no way a departure from the basic laws of capital that Marxism had found.

Capitalism had entered a new phase, which was studied and explored by Lenin, who, on the basis of Marxism itself developed its theory further. Thus the science of Marxism-Leninism was born.

All science must subject itself to objective verification. Laws of physics, chemistry, biology, etc., can be tested in a laboratory or in the field. But there can be no laboratory to test the objective truth of the laws of the development of human society. One had to wait for social development itself in course of history to show whether the laws of the science of Marxism-Leninism were right or not.

Marx predicted the periodical crisis of capitalist economy and history showed their objective truth. Marx and Lenin predicted the stagnation, decay and fall of capitalism and the rise of socialism. 1917 ~~showed~~ verified its truth.

For a long time, however, bourgeois science denied

that Marxism-Leninism had any science in it at all, whether in relation to the past, the present or the future.

The development of socialist society in the Soviet Union, embracing over two hundred million people and one-sixth of the globe, on the basis of the laws of Marxism-Leninism has created conditions in which now even bourgeois science has begun to pay heed to the development of sciences in the Soviet Union and to Marxism-Leninism which is the guiding star of all other sciences there.

People, who may even denounce Marxism-Leninism, or the very idea of Communism, would like to know how socialist economy is governed, how the relations of production and consumption are established so as to abolish periodical crisis and unemployment. How does the law of value operate there? What is the relation of wages and prices, the role of money in circulation and so on. People are interested in knowing the development of medical science, biology, physics, mathematics and all that human society must know to go forward. This desire to know has been heightened by the gigantic achievement of Soviet science in taking man to fly in space, live there for over twentyfour hours and return to earth.

Among the intelligentsia, the former approach that ~~xxx~~ all writing from the Soviet Union was only so much propaganda has slowly given place to the much sober view that there science and society are developing in a new way, which all should study, at least for understanding and learning, if not for adoption.

The scientific studies of Soviet academies and authors have long been appearing in the Soviet press and scientific journals. But there was no medium to make them available in English to Indian readers. Many professors, students and institutions have shown interest, purely from the

There are others also, who wish to study more deeply the theoretical aspects of Marxism-Leninism as seen in the evolution of socialist society. Soviet studies also embrace the non-socialist world and developments there. Hence, we have decided to publish from time to time, a selection of these writings in this Miscellany.

This number contains writings, all of which are from Soviet writers. But we intend to cover writings from other socialist countries also.

We hope this publication will fill a need long felt.

- Editors.

August 8, 1961

Nagpur

CONVENTION ON TU RIGHTS

A two-day Convention for Defence of Trade Union Rights was inaugurated at Nagpur by S.A.Dange, M.P., General Secretary, AITUC, on July 15. Indrajit Gupta, M.P., Secretary, AITUC, presided.

S.A.Dange told the convention that unless a class outlook was developed towards their problems, it would be difficult for workers to preserve the rights they have obtained after years of bitter and continuous struggle.

Dange said that the working class was born in India in 1854 with the country's first textile mill and that also marked the birth of capitalism in this country. Those were the days when British rule had disrupted all traditional trades and crafts of the country and people were forced to earn their living by selling their labour power.

The worker then had no rights and had to work from dawn to sunset and in many cases, even more. Even the weekly holiday was granted to Indian workers after 30 years, under pressure from the Lancashire textile interests who could not stand the competition of cheap Indian labour.

The country has come a long way since then. The worker can today claim a number of rights and the employers have been compelled by the organised strength of the workers to make important concessions.

India has now accepted socialism as its goal. But in this social welfare state, rights granted in principle were being denied in practice to the workers, Dange said.

He warned against the tactics adopted by the capitalists who have always tried to cash on narrow communal and regional considerations to keep the workers divided and weak.

He called upon all TU organisations to resolutely face the challenge to the TU movement posed by the denial

Indrajit Gupta, who presided, said that it was time to decide whether our plans can succeed by curtailment of workers' rights.

He drew the attention of the delegates to the provisions of the Third Plan in which Government has proposed that during the coming period, the wage increase, if any, should be linked to productivity and also that ~~the proposed~~ revenue should be raised by indirect taxation to the tune of Rs.1,600 crores.

This would mean more workload and higher price of commodities which the working class is bound to resist. Therefore, the need to ban strike, curtail and put a check on growth of trade unions, etc.

The convention discussed the report submitted by N.J.Iyer, A.B.Bardhan and Binda Prasad Kashyap. Resolutions were adopted demanding restoration of recognition of Government employees' trade unions, on victimisation, the proposed bill on industrial relations, Section 34-A of the Banking Companies Act and problems of various sections of employees.

Over 250 delegates from Nagpur and other districts of Vidarbha region of Maharashtra attended the convention.

45TH SESSION OF I.L.O.

The 45th Session of the International Labour Conference met in Geneva from June 7 to 29. The Session adopted a recommendation ~~on~~ on Workers' Housing, - the 115th Recommendation adopted by the ILO since 1919.

The recommendation stated that national housing policy should promote the construction of housing and related community facilities so as to make "adequate and decent housing accommodation and a suitable living environment" available to all workers and their families.

In the matter of financing, the principle laid down in the Recommendation is that the rent or payments towards purchases by the worker for adequate and decent housing should not cost him " more than a reasonable proportion of income."

The draft recommendation on 40-hour week was before the conference. A vote showed 144 in favour of the draft and 41 against with 28 abstentions. The Indian Government delegates abstained from voting.

The recommendation was not adopted, however, for want of a quorum when the final record vote was taken.

The ILO has now a membership of 100 countries, following the admission of three new member States - Kuwait, Mauritania and Sierra Leone.

Delhi

REPRESSION ON TRADE UNIONS

For some months now, the trade unions in Delhi ~~have~~ are facing a concerted offensive let loose by the employers with the effective backing of the Administration and the police.

The promulgation of Sec.144 which is almost a permanent feature in the Capital City, restriction for use of loud-speakers, etc., have made it virtually impossible to carry on normal TU agitation, to press the demand for better working and living conditions.

The employers, helped by the attitude of the Government, have gone one step ahead, Mobilising anti-social elements, they are attempting to create a reign of terror against the trade unions.

This was particularly seen in the case of disputes in Shahdara Engineering, Times of India, Indian Express, Punj Sons(Fedders-Lloyd), G.B.Chemical Works and Caltex.

The situation in the offices of the Times of India is also reported to be serious. Firearms, daggers, etc., are reportedly openly displayed by the officers and their hirelings in order to threaten the workers.

In the factory of ~~the Punj Sons~~ Punj Sons, the striking workers were beaten by hired goondas, papers and flags of the union burnt, the union's hut demolished, cash of the union stolen and personal effects of the TU organisers ~~by~~ The police did

nothing.

A.C.Nanda, General Secretary, Delhi State Committee of the AITUC; B.D.Joshi, Delhi TU Council, H.L.Parwana, President, Delhi State Bank Employees Federation and K.L.Kapoor, General Secretary, All-India Newspaper Employees' Federation, have jointly ~~been~~ called upon the trade unions in Delhi to take effective measures against the employers' offensive.

CUBAN REVOLUTION GREETED

On the occasion of the Eighth Anniversary of the attack on the Moncada Barracks, outstanding landmark of the Cuban Revolution, the following message was sent by the AITUC to the people of Cuba. The message was conveyed through the Cuban Embassy in New Delhi on July 26, when representatives of the AITUC, All-India Peace Council and other organisations jointly called on the Charge d'Affairs of the Cuban Embassy and conveyed felicitations to the Cuban Government and Cuban people.

The AITUC's message stated:

AFRICAN'S TRADE UNIONISTS JOIN HANDS
by Philip Brinton

TUR

Box

One more historic stage has been reached in the struggle of the African people for freedom and independence.

8x8
10 min

It is marked by the formation in Casablanca last month of an All-African Trade Union Federation (AATUF).

Under imperialism, the struggle for trade unionism in Africa was often bloody and harsh. Countless heroes gave their lives in that struggle.

With the emergence since the last world war of new independent African States, the tide of trade unionism has surged forward.

At Casablanca, 45 trade union centres from 38 African countries discussed the formation of the AATUF.

This conference was the result of two years' intensive work, arising from the All-Africa People's Conference at Accra in December 1958.

Early plans were temporarily frustrated as the result of attempts by the International Confederation of Free Trade Unions (ICFTU) to prevent the formation of the AATUF.

Colonial authorities throughout Africa failed to stop the emergence of African trade unions.

But they tried their utmost to ensure that the young trade union centres were affiliated to the ICFTU in the hope that this largely U.S.-dominated body would be able to discourage strong political and economic demands by the unions.

Just before the AATUF preparatory conference in 1959, the ICFTU convened an "African Regional Conference" in Lagos.

In November 1960, prior to a meeting of the AATUF preparatory secretariat in Accra, the ICFTU quickly convened another regional conference, this time at Tunis.

Last year, the ICFTU pumped 432,000 dollars into Africa.

But these attempts to frustrate African trade union unity failed. Large sums of money might have corrupted some African trade union leaders, but the masses of African workers demanded the formation of an All-African federation.

As a result, number~~X~~ of delegates at the ICFTU Tunis conference went straight to Accra and affirmed their support for the formation of AATUF.

At Casablanca, the new ICFTU supporters did their utmost to prevent the establishment of a strong African federation; Tom Mboya (Kenya Federation of Labour) and others called for a loose federation with the strongest possible local autonomy and the continued affiliation of national centres to other internationals - principally the ICFTU.

The vast majority of the delegates, however, including many ICFTU affiliates, were opposed to this, and on the final day of the conference the Charter of the All-African Trade Union Federation was unanimously adopted amidst tremendous applause and AATUF came into being.

Mahjoub ben Seddik of Morocco was elected President, John Tettegah of Ghana was elected General Secretary, and the Secretariat consists of trade unionists from Guinea, Morocco, Algeria, Mali, the United Arab Republic and Kenya (Tom Mboya).

The headquarters is to be at Casablanca.

8 x 8
10

National trade union centres affiliated to AATUF have been given ten months within which to break their affiliations to other internationals - mainly ICFTU.

Amidst shouts of approval, the Zanzibar and Pemba Federation of Labour declared their immediate disaffiliation from that body.

The Charter adopted at Casablanca is of enormous importance and deserves the closest study by British trade unionists also engaged in the battle to end imperialism.

It states quite clearly the context in which African trade unions will concentrate their efforts to win a better life for African workers.

The opening paragraph says:

"The workers of Africa, workmen and peasants, are engaged in an implacable struggle against Colonialism, Neo-Colonialism, Imperialism, Feudalism and Reaction.

"They are fighting alongside all workers of the world in their common struggle against all forms of human exploitation."

(Courtesy: DAILY WORKER, London)

AITUC TO BOYCOTT PRODUCTIVITY STUDY GROUPS

The AITUC has decided to boycott the five Productivity Study Groups set up by the National Productivity Council and to withdraw its representative, Phani Bagchi, from the Study Group on Electric Transformers and Motors. It has also decided that none of its unions will participate in any of the inquiries undertaken by these groups.

In the meeting of the National Productivity Council held in February this year, a suggestion was mooted that the NPC should set up five Study Groups on Rayon, Bicycles, Electric Transformers and Motors, Cement and Jute. The terms of reference were so wide and covered such diverse fields and the whole idea was so sudden that no action could be taken at that meeting. Subsequently, the matter came up in the meeting of the Governing Body of the NPC at its meeting in Calcutta. The Governing Body was unanimously of the view that such Groups will not serve any useful purpose but since the suggestion emanated from the President, Manunbai Shah, the matter should be discussed in the next meeting when the President should be requested to be present.

But suddenly without even informing the Governing Body and shortly before its next meeting, five groups were constituted, their personnel decided, terms of reference finalised, budget allocated and a meeting of all the groups held at Delhi.

In the Governing Body meeting held on September 20, this action came in for some criticism. Representatives of employers, employees and LPCs and others all protested against this undemocratic action and the bypassing of an unanimous decision of the Governing Body.

In constituting these groups, while employers have several representatives on each one, only one worker representative has been accommodated in each Group. Again, many of the employers' representatives belong to the same firm, thereby overloading it in the interests of certain

powerful groups of industrialists. Further, no organisation of workers was consulted as to who their representative would be and it is the Ministry of Labour and Employment which has suggested the names unilaterally. Finally, in the five groups, INTUC has been given two seats, HMS also two seats while the AITUC has only one and UTUC nil.

On all these grounds, Satish Loomba, AITUC representative on the NPC, lodged a vigorous protest and declared that in view of all this, the AITUC has no option but to withdraw its sole member, Phani Bagchi, from the group and further to instruct all its affiliates that they should not cooperate with the Study Groups in any way.

These groups are sought to be clothed with the moral sanction of being tripartite and functioning under a tripartite and autonomous body like the NPC. They are ~~entrusted~~ entrusted with making expert opinion available on such vital matters as productivity, job evaluation, costs, etc. Once such a report is given, it can complicate a lot of matters in negotiations, adjudications, etc. Hence, if such groups have to be set up, they must have the sanction of all the organisations concerned and their most mature consideration as regards personnel, terms of reference, etc.

It is learnt that the INTUC representative on one of the Groups has also expressed his unwillingness to serve on it, because of the undemocratic way in which the Groups have been set up ~~in~~ flouting the unanimous decision of the Governing Body.

The AITUC has addressed a letter to the INTUC, HMS and UTUC placing before them its point of view and asking them to take suitable action.

FRESH ROUND OF CLOSURES AND LOOM-SEALING IN

JUTE INDUSTRY

As a result of incessant and united pressure by the workers and their unions, the Government of India and the West Bengal State Government were compelled to withhold approval of the Indian Jute Mills Association's proposal for yet another block closure of mills in August. Earlier, in the months of June and July, the jute mills had been closed down for a week at a time, on the plea of scarcity of raw jute. This meant yet another wage-cut for about 1,20,000 permanent workers who received only lay-off compensation and utter starvation for the 80,000 so-called "badli" workers who received nothing.

The IJMA pressed for yet another block closure in August. When this was not permitted, they came forward with an "alternative" proposal of sealing an additional 18% of the looms and keeping them sealed till the raw jute position improved. As 12% of the industry's loomage is already sealed, the IJMA's proposal would have meant a shut-down of 30% of the total capacity and unemployment for about 20,000 workers for an indefinite period.

The AITUC, INTUC, HMS and UTUC unions all opposed this move and made several representations to Government, backed up by a series of meetings and demonstrations. They pointed out that the IJMA's real motive was to push up the prices of manufactured jute goods by creating an artificial shortage in the market, and also to depress to their advantage the prices of the new raw jute crop which has already begun to flow on to the market. This would mean disaster to lakhs of peasant families in the absence of any Government action to fix minimum prices and build up buffer stocks. These proved to be weighty arguments.

The IJMA intensified its pressure but eventually, the Government stood firm for once and refused to approve any plan for block closure or loom-sealing. A loophole was however, left open, by stating that individual mills might take necessary measures to conserve their limited supplies of raw jute.

Latest reports indicate that this loophole is now being fully exploited by the employers. As on August 7, the position was that several mills had begun to take unilateral action.

The Alliance Mill declared closure, affecting 3,500 workers. Anglo-India, Kankinara and Kamarhati closed down either one whole shift or a large number of looms (between 350 to 400 each), affecting about 1,000 workers in each of these units. Prabartak (a non-IJMA mill) closed down from August 5, Lansdowne from August 8 (3,300 workers affected) and Maheswari Devi (Kanpur) from August 7. Some other mills which have sealed a number of looms, ranging from 40 to 350, are Baranagore, Howrah, Bengal, Fort William and Gourepore. Besides this, lock-outs were in force already at the Calcutta, M Cheviot and Caledonian Mills over the issue of making badli workers permanent and forcible increase in the weavers' workload.

A serious situation has thus been created again by the IJMA's deliberate flouting of the spirit of the Government's recommendations against closures and loom-sealing. The workers are resisting as best they can and preparing for a bigger industry-wide struggle. A joint convention of jute workers' and jute-growing peasants' representatives is to be held in Calcutta on August 27. ^{M.P.,} Indrajit Gupta, and S.M. Banerjee, M.P., have tabled a "Calling Attention" notice in the Lok Sabha, earlier this week to discuss the crisis of closures and unemployment, but so far it has not been admitted.

JUTE WORKERS' DEMONSTRATE

Several hundred workers of jute mills, who marched from their factories situated on either side of the Hooghly, demonstrated before the office of the IJMA on August 11.

to protest against the policy of the jute mills to seal off looms and then close the factories.

When the workers tried to proceed towards the Writers' Building, the State Government Secretariat, they were stopped by the police. Later, a deputation ~~of the State Government Minister~~ consisting of ~~Kakodkar and others~~ representatives of AITUC, INTUC and other unions, met the Labour Minister and urged him to intervene. The Labour Minister, ^{Abdus Sattar,} is reported to have said that there is no shortage of raw jute in W.Bengal at present as to justify any further closure of looms on this ground.

The Labour Minister confirmed that at least about 15,000 workers in jute mills are out of employment, due to the policy of loom-sealing and closures by the jute millowners.

RECOGNITION OF CENTRAL GOVT EMPLOYEES' UNIONS DEMANDED at Nagpur

Addressing a Press Conference on August 8, O.P.Gupta, General Secretary, All-India (P&T) Engineering Employees Union, Class III, said that unless recognition is restored and the employees out of employment are taken back without any further loss of time and at least the remaining portions of the punishments already imposed are cancelled, the necessary goodwill cannot be created for a proper appreciation of any bill or move on the part of Government to regulate relations between itself and its employees.

It was demanded that recognition of unions should be restored immediately and Government should stop victimisation and cancel the punishments. The proposed bill, he said, should be circulated to the unions and modified in consultation with the unions.

HIGH WAGE LEVELS HELP TO STIMULATE ECONOMY

The biggest trade union in U.K., the Transport and General Workers' Union (Membership: 13.5 lakhs), ~~accepted~~ in a resolution adopted on July 11, has given a fitting rebuff to the employers' canard that ~~higher~~ wage increases would lead to inflation and thus depress living standards.

The resolution said that high wage levels helped to stimulate economy. ~~and~~ The union condemned the low wages in many industries.

The biennial conference of the union held at Brighton on July 11 took decisions for accelerated pressure for the 40-hour week, for public ownership and for action to secure full employment and adequate compensation for redundant workers.

Frank Cousins, General Secretary of the union, said that during the past two years, the union had secured reduced hours in 150 industries.

Mechanisation had made shorter hours and improved living standards possible. But the position was being reached where almost every second family had to have a second wage earner.

Delegates at the conference unanimously condemned Government financial and economic policies which, a composite resolution said, redistributed income in favour of the wealthy.

Demanding action against rising prices and taxation and declaring that while no attempt was made to limit profits or curb the anti-social operation of price rings, monopolies and take-over bids, the decision pledged the union to reject wages restraint. (From Daily Worker, London, July 12)

Information Department

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भारत में सोवियत समाजवादी जनतंत्र
संघ के सूत्रावली का सूचना विभाग
२५, बारखम्भा रोड,
नई दिल्ली।

तार : सोवितफार्म टेलीफोन : 46240

Ref. PR/Excl.

1st November, 61.

Dear Mr. Srivastava,

I have the pleasure of enclosing herewith an article, "Protection of Man's Labour" by A. Koltsov, for favour of publication in your esteemed journal on an exclusive basis.

I hope you will find the article interesting and suitable for use in your journal.

An early intimation about the publication of the article will be appreciated.

Thanking you,

Yours sincerely,

V.M. Kupisko
(V.M. Kupisko)

Information Officer,
USSR Embassy in India.

.....A. G. T. U. C.	NO. 1951
J. R. N. D. T. B. 387	11
File No.	Ref. No.

Mr. K. G. Srivastava,
Editor, "Trade Union Record"
4, Ashoka Road,
New Delhi -1.

(24)

November 14, 1961

Mr.V.M.Kupisko,
Information Officer,
Information Department of the
USSR Embassy in India,
25 Barakhamba Road,
New Delhi 1



Dear Sir,

We thank you for your kind letter
ref.PR/Excl. dated 1st November 1961 and the
article "Protection of Man's Labour" by
A.Koltsov.

We are publishing this article in our
issue dated November 20, 1961. Your kind
courtesy in sending us this most interesting
article is highly appreciated.

Yours faithfully,

(M.Atchuthan)
Asst. Editor

SUPPRESSION OF T.U. RIGHTS IN DELHI

.....

Over 80,000 industrial workers, commercial and mercantile employees organised in about one hundred trade unions in India's capital city, Delhi, have been forced to take up as their immediate campaign the struggle for basic trade union rights.

A mass demonstration of workers was held in Delhi before Parliament on August 29 (briefly reported earlier) and a memorandum was submitted to the Union Home Minister, on behalf of unions affiliated to the All-India Trade Union Congress, Delhi State Bank Employees' Federation, Northern Zone Insurance Employees Association, Delhi Prantiya Dukan Karamchhari Federation and other independent trade unions. A summary of the memorandum is given below.

It was stated in the memorandum that the "Delhi Administration run under the direct supervision of the Home Ministry of the Government of India has snatched away almost all the democratic and basic trade union rights of the working masses of Delhi."

For the last seven years, Section 144 has been imposed in the Capital's two most important thoroughfares - Chandni Chowk and Connaught Place. A very large number of work-places and TU offices are located in these areas. The unions cannot organise any demonstration, procession or meetings. The Administration so rigorously enforces the ban that even May Day procession is not allowed to pass through the streets in these areas.

Severe restrictions are imposed on the use of loudspeakers in public meetings.

These severe curbs and restrictions are sought to be justified by the authorities on extremely flimsy and trivial grounds. Section 144_x is imposed in Chandni Chowk, according to the officials, to ~~prevent~~ keep pavements free from hawkers.

In Connaught Place, the aim is said to be to ensure freedom of movement to the shopping public.

However, it is a plain fact that hundreds of pavement hawkers are doing brisk business on both pavements of Chandni Chowk. Similarly, there has been no difficulty for the Connaught Place shoppers to make their purchases freely.

And while restrictions on ^{use of} loudspeakers are imposed on trade unions for allegedly reducing "noise nuisance" in the city, hundreds of wireless sets installed in pan-shops and restaurants create the greatest din of noise round the clock.

All sorts of communal and sectional processions with brass bands are permitted to pass through Chandni Chowk blocking traffic for hours. But when it concerns workers' processions, the authorities sit up and see that such democratic and peaceful activities are not permitted.

The much-exploited domestic servants cannot assemble at night, nor can they raise slogans demanding human treatment and working conditions.

The memorandum pointed out that the increasing police interference has made it well nigh impossible for TUs to discharge their primary responsibilities towards their members in conducting legitimate struggles. The police resorts to indiscriminate use of Sections 107, 151 Cr.P.C., and arrests workers even before any strike takes place.

In one industrial area alone - Serai Rohilla, Najafgarh Road, about 100 workers were arrested under Sections 107/151 during the last six months. The right of peaceful picketing is made non-existent by misusing the various provisions of the Criminal Procedure Code. At the same time, full protection is given to black-legs and anti-social elements hired by employers to break the workers' strikes.

The memorandum gave the following instances:

1. The DSP, Kotwali and the SHO of Lahori Gate Police

Station actively ~~worked~~ worked with the General Manager of the National and Grindlays Bank against the striking employees in early 1959. This was abundantly revealed during the adjudication proceedings relating to the dispute.

2. Several complaints were made by the Kapra Mazdoor Ekta Union, the biggest union in Delhi, to the police authorities ~~about~~ about the lawless activities of a so-called "Seva Samaj", a small private army composed of RSS and Territorial Army Personnel, financed and utilized for anti-working class activities by the management of the Delhi Cloth Mills. On December 12 and 13, 1960, armed men of this "Seva Samaj" emerged out of the premises of the mills and burnt the union flags and attacked the workers meeting. No action has been taken by the police on the complaints made by the union.

3. In the offices of the Times of India and the Indian Express, the memorandum stated, armed persons are brought in by the management to terrorise the workers. One goonda who was caught and handed over to the police on July 28, 1961, was let off freely by the authorities. The Bennet Coleman Employees Union has reported several times to the police about the anti-social activities of the Security Officer in the Times of India offices. But the police did nothing. In the middle of August this year, in the presence of the Police Inspector, a hired goonda of the management tore the festoon of the Indian Express Employees' Union when a meeting of the workers was in progress. The police officer and his men sullenly looked on and refused to catch the miscreant.

4. On July 20, 1961, workers of Fedder ~~Elloyds~~ Elloyds Corporation who were on strike were attacked by goondas who were brought by the management from a Kanpur village. The proprietor's son was leading the party of goondas. The goondas severely beat up the workers, burnt the union hut

opposite the factory gate, took away Rs.35, the union's fund and later raided a ~~number~~ the quarters of the union leaders and threw away their personal effects. The police refused even to register a complaint. The union leaders were in fact told that proceedings under Section 182 IPC would be taken against them if they persisted in lodging complaints against the employer.

5. On July 25, 1961, the proprietor of G.B.Chemical Works, Najafgarh Road, fired with his double-barrel gun on the striking workers. The police arrested six workers but did not touch the trigger-happy proprietor who was declared by the police as a "crank".

The memorandum also listed several cases of police harassment.

With the attitude of the police being what it is, the employers have launched an organised offensive against the workers. Large-scale victimisation of TU activists has been resorted to.

Exploiting the situation created by the continuous imposition of curbs and restrictions on the functioning of trade unions, the employers are openly and systematically violating the various provisions of labour laws and regulations.

The labour machinery of the Delhi Administration is too tardy, weak and inefficient, to take effective steps to prevent the employers from indulging the unfair labour practices.

The United Action Committee of the TUs therefore demanded of the Home Minister in their memorandum to ~~appoint~~ appoint an Enquiry Committee with unofficial members to go into the question of police excesses and interferences in labour disputes, and that all curbs and restrictions on the free exercise of TU and democratic rights be removed.