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Deliberate Delaying of Settlements

The strike of bank employees on December 28 and 29 was precipitated by the government and the Bureau of Public Enterprises by their delaying tactics in settling the character of demands. The bipartite negotiations in banking industry started in January 1978, and there was no settlement even at the end of the year. Instead of seriously trying to settle the issues and avert the strike, the Finance Minister, H. M.

Patel chose to snipe at the bank employees, and in fact the organised workers, from distant Ahmedabad.

Similarly, workers and employees of Garden Reach workshop in Calcutta, a Defence Ministry undertaking, had to go on one-day's strike on December 29 protesting against delay in settlement of their charter of demands which was submitted as far back as February 1977.

The same situation is developing

in other public sector enterprises like BHEL, Steel and Coal. The LIC employees also might soon face the same situation. Negotiations are dragging on for months without any serious intention on the part of the government to come to expeditious settlement. The obstructionist policy of the BPE is continuing despite assurances given in June last before the scheduled strike of June 28. The government and BPE are trying to push through the recommendations of the Bhootalingam panel in a surreptitious manner. A crisis situation is fast developing in all public sector enterprises where wage settlement has become due. It is perhaps time for the public sector unions and workers and employees to meet this concerted move of the government to stall settlements by organising coordinated actions.

LIC Employees' Agitation

Under the call of the All India LIC Employees' Federation, LIC employees held mass rallies and demonstration on December 29 to express solidarity with the bank employees who observed two day strike

on December 28 and 29.

The LIC employees observed two-hour strike on January 4, 1979 as a part of their struggle in defence of their hardwon DA and bonus.

National Campaign Committee against the Industrial Relations Bill

The National Campaign Committee which met in New Delhi on December 12 and again on December 14 decided that statewide, regional and industrial level conventions should be held all over the country between January 20 and February 10, 1979. The state general secretaries and Presidents of the Central Trade Union Organisations in the National Campaign Committee should take initiative and meet for this purpose.

The question of observing an All-India Day against the Bill will be decided in the next meeting of the Committee.

It was further decided that at the meeting to be convened by the Union Labour Minister, the National Campaign Committee would insist for withdrawal of the Bill in terms of the resolution of the All-India Convention of November 19.

SAMUEL ANSARI

TUR deeply condoles the tragic death of Samuel Ansari, leader of the AITUC union in Kesoram Spun Pipe of the Birlas in Hooghly District in West Bengal who was brutally killed by CITU union followers on December 18. The factory was locked out on December 17 and on 18 December at the instigation of CITU union leaders their followers raided with lethal weapons the workers' quarters, workers were beaten up, set fire to shops, several workers were seriously injured. Ansari was fatally stabbed on his bed. The police force which was present allthrough was silent spectators and arrested only those who resisted the attacks. None of the attackers has been arrested. One other worker, Ramji Yadav, has succumbed to injuries on December 25.

Houari Boumedienne

TUR deeply mourns the permanent death of President Houari Boumedienne of Algeria, a hero of the national liberation war, a staunch anti-imperialist and one of the leaders of the non-aligned movement.

GREETINGS TO CUBA

TUR sends fraternal greetings to workers and people of Cuba on the occasion of XXth anniversary of Cuban revolution.

NEWS

AITUC UNION WINS IN ASHOKA HOTEL BALLOT

In the secret ballot to determine the representative union at the Ashoka Hotel in New Delhi, the AITUC union, Ashoka Hotel Employees' Union secured majority votes of 632 or 46.3 per cent of the total valid votes polled (1358). The second position was secured by the HMS union or Janata Union by polling 446 votes or 32.6% of the total which was reported to have been backed by the management. The INTUC union got 213 votes or 15.6% of the total. The CITU and BMS unions got respectively only 54 and 13 votes or 4% and 1.00 per cent of the total valid votes polled.

MARTYRS' DAY OBSERVED IN KANPUR

On December 6, 1977 firing was resorted to in Kanpur Swadeshi Cotton Mills killing several workers, many were injured and some were missing. The mill was subsequently taken over by the Government of India.

AITUC UNION WINS BACK RECOGNITION

In the secret ballot conducted by the Andhra State Labour Department on December 19 for the purpose of recognition at the Andhra Paper Mills at Rajahmundry, the Andhra Paper Mill Workers' Union affiliated to the AITUC secured 1414 votes out of 2764 polled votes.

The staff and workers' union affiliated to the CITU which had the recognition for the last two years polled only 455 votes and the INTUC union got 837 votes.

The AITUC union after more than two decades lost recognition in 1976 and now wins back the same.

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To pay homage to martyrs, on December 6, 1978, a united mass rally was held at the mill gate under the joint auspices of AITUC, HMP, CITU and other organisations. Workers observed strike on that day which was a complete success. The meeting demanded withdrawal of all court cases pending against workers and for adequate compensation to the families of workers killed in firing.

DELHI STATE UNIONS OBSERVE BIRTH CENTURY OF CHAKKARAI CHETTIAR

Glowing tributes were paid to the late Chakkarai Cheteiar, veteran trade union leader, freedom fighter and former President of the AITUC at a representative trade union gathering organised by the Delhi State Committee, AITUC on December 14. The meeting was presided over by R. C. Sharma, and addressed by K. G. Sriwastava, T. N. Sidhanta and B. D. Joshi.

The meeting unanimously adopted a resolution condemning the repression let loose on the striking electricity workers of U. P. and expressed solidarity with their struggle.

KANSBAHAL MAZDOOR UNION

The annual general meeting of the union held on December 3 reelected Prasanna Kumar Panda as President and Haribandhu Behera as General Secretary. For one post of joint secretary secret ballot was conducted and G. B. Mohanty was elected by a big margin of votes.

AGITATION AT JAGADHRI WORKSHOP OF NORTHERN RAILWAY

Against assault of a worker on November 27 by the Assistant works Manager of the Workshop, hundreds of workers stopped work and demanded suspension of the said officer. Workers staged protest dharna daily outside the main gate. A Coordination Committee of all unions was formed. A huge procession was

All India Consumer Price Index Numbers for industrial Workers.

1978	Base 1949-100	Base: 1960-100
January	325	395
February	320	389
March	381	390
April	322	391
May	323	393
June	327	397
July	330	401
August	331	402
September	336	408
October	340	413

organised on December 2 demanding suspension of the officer.

AGITATION OF BHEL POWER PROJECTS EMPLOYEES

Following failure of longdrawn negotiations with the BHEL management beginning from March 1978, the office-bearers of the All India BHEL Power Employees' Union observed a day long hunger strike in front of the office of BHEL in Delhi.

The Union has also given notice of token strike on January 4 at all erection sites of PP & SD, and continuous strike from January 11, 1979. Bihar Power Workers to go on strike.

BIHAR POWER WORKERS TO STRIKE

Nearly 40,000 workers of Bihar State Electricity Board are to go on an indefinite strike from February 8, 1979 as per the unanimous decision of the general body meeting of Bihar State Electric Supply Workers Union. The main demands are withdrawal of all bureaucratic orders of the present chairman of the board in violation of the already executed previous agreements with the union, better service conditions, promotion, withdrawal of mass transfer orders, implementation of previous agreements and revocation of all other punitive steps taken against the workers.

Further Concessions Won By Port and Dock Workers

The gist of the agreement that arrived at between the three federations and the government was already published in T.U.R. dated 5.12.1978, and the government offered the same to the All India Port and Dock Workers Federation (AIPDWF) in the negotiations held subsequently.

The second round of negotiations was held on 19th and 20th December 1978 in which the representatives of AIFDWF also joined which is a welcome feature. Another welcome feature is that the leadership of AIPDWF after prior consultations with the other three federations suggested constitution of a committee with one each of the four federations and an equal number from the Port Authorities to frame a scheme for payment of bonus in lieu of ex-gratia and the government have agreed to examine the proposal.

The following is the gist of the conclusions on other issues that were discussed:

PENSION:- Pension Scheme will be extended to all the port and dock workers including the listed workers who are not yet brought under the same. They will be given option to elect to the pension scheme as applicable to the Central Government or to continue in the existing scheme. Both the schemes are modified in respect of Port and Dock workers. The modifications in respect of Government scheme are:

i) The piece-rate, incentive earnings etc. which are counted for the purpose of Provident Fund will be included in the definition of "pay" and calculating of pension raised from 30/80 to 33/80.

ii) Periodical increase of pension by 5% for every 20 points rise over 250 points of CPI (1960 series). In respect of existing schemes the modifications are (1) Minimum pension will be Rs. 100/- and the pay range is above Rs. 400/- and below Rs. 1,200; Rs. 160/- for Rs. 1,200 and above (2) Periodical review, 4% increase will be given for every 20 point rise over 250 points CPI (1960 series), (3) In case of death after seven years of service the family pension will be 5% of last drawn basic wage or one and half times the pension whichever is less and (4) For cal-

ulation of pension 10 months average pay in the case of workers under pieceterate schemes, the period of authorised leave and suspension will be disregarded. In the case of employees who have already retired, necessary adjustments will be made.

EXGRATIA: All earnings under payment by result schemes will be counted for the purpose of payment of exgratia, pension and provident fund.

Solidarity actions in support of strike of U. P. Electricity Workers

The strike of more than one lakh electricity workers of Uttar Pradesh which commenced on the midnight of December 7 evoked wide support and solidarity. The strike was conducted by the Joint Coordination Committee of the Electricity Workers comprising all their unions belonging to different Central Trade Union Organisations. The Junior Engineers Organisation was also a participant in the strike. The wage revision issue was being delayed by the U.P. State Electricity Board and the U.P. Government for years. The bipartite wage committee that was formed earlier was sabotaged due to total non-cooperation by the State Electricity Board and Government representatives on the Committee. The unions tried to settle the issue by various ways but to no avail.

The indefinite strike was on a legitimate and just cause and was precipitated by the unreasonable and adamant attitude of the state government and the Joint Committee had no other way out than to resort to strike action. Meanwhile, in almost all states wage agreements have already been concluded the one notable exception being Uttar Pradesh.

All sections of the trade union movement extended support to and solidarity with the striking workers. The AITUC issued a statement in support of the strike on December 11. Subsequently, A. P. Sharma, INTUC, President, J. C. Dixit, Vice-President and G. Ramanujam, General Secretary of the INTUC issued statement. Telegrams to the U.P. Chief Minister demanding settlement

For the purpose of payment of exgratia in lieu of bonus average monthly earnings will be taken and limited to Rs. 750/-

ANOMALOUS SCALE: The scale of Rs. 425-655 will be given for the Wage Board Scales of Rs. 150-225; Rs. 150-253; Rs. 190-254; Rs. 190-280; Rs. 190-290; Rs. 170-290; Rs. 190-320 and Rs. 214-320.

These will have retrospective effect from 1.1.1974.

of the strike were sent by the AITUC, and V. V. Dravid and Damodar Mourya of the INTUC. On the AITUC's initiative a joint statement was issued signed by the AITUC, INTUC, BMS, CITU, UTUC, UTUC (LS) and NFITU. Only HMS refused to sign the statement. V. V. Giri, former President of India, wrote to the U. P. Chief Minister, Ram Naresh Yadav on December 13 calling for an early settlement of the strike. A number of members of the Lok Sabha also issued a statement in support of the strike and urging for quick settlement.

At the Consultative Committee meeting of the Labour Ministry, K. A. Rajan, raised the issue and the Union Labour Minister promised to do the needful. Thereafter Kalyan Roy also raised the issue at the Consultative Committee of the Energy Ministry and the Energy Minister assured of his intervention. After the meeting, Kalyan Roy wrote a letter on December 19 to P. Ramachandran, the Union Energy Minister asking for his immediate intervention. The AITUC General Secretary also sent two letters addressed to the Union Labour Minister and Union Energy Minister.

The All India Federation of Electricity Employees gave a call for solidarity on December 20. The Bihar and Delhi electricity workers' unions sent letters to the U.P. Government and to their respective authorities warning them to stop supply of electricity to U.P. From various state electricity unions also solidarity messages were received.

The strike was called off after a settlement on 20th December.

Declaration of the International Trade Union Conference For Radical Changes Through Genuine Agrarian Reform

The International Trade Union Conference for Radical Transformations through Genuine Agrarian Reform, held in Algiers on November 8-10, 1978, having widely discussed the problems of workers in the rural areas in the world, declares that:

● The question of food is being raised in more and more urgent terms throughout the world. Under-nourishment and malnutrition are affecting ever larger sections of the people in many countries of Asia, Africa and Latin America. In rural areas, hundreds of millions of men, women and children are daily facing the effects of underdevelopment: poverty, misery, unemployment and under-employment, illiteracy...

Also, the agricultural producers in developed countries live in more and more difficult conditions.

● The severe economic, social and cultural backwardness in rural areas, particularly in the developing countries, is aggravated by the persistence in many areas of feudal, semi-feudal and other pre-capitalist production relations. In this framework various plans for modernisation which aim only at increasing the production without modifying the existing structures only aggravate the social problems; in addition, the results in the economic field are uncertain.

These programmes are mainly inspired by transnational corporations which are the economic and financial expression of imperialism and which perpetuate the domination of the imperialist countries through neocolonialism. The policy of the monopolies in capitalist countries forces the small and middle peasants off their land, thus endangering the production potential.

● Underdevelopment is the result of the pillage and colonial oppression suffered by these young states. Their efforts for emancipation and national liberation are being hampered by the unjust economic order imposed by imperialism.

Food is used as a weapon to keep these states politically and economically dependent.

● The struggle for bread, for a better life is part of the struggle against imperialism and its various instruments of intervention and exploitation. It is imperative for mankind to end this use of food as a weapon for blackmail.

● Thus the action for the development of the rural world concerns all the workers, be they urban or rural. The satisfaction of the nutritional needs of mankind is at stake together with the serious problems faced by rural workers; these latter should occupy their rightful place in the struggle for a society of social justice, freedom and democracy.

● The problems from which the rural world suffers cannot be solved by incomplete and partial agrarian reforms which leave unchanged the basic structures of life in the countryside. It is not simply a question of the redistribution of land. It is necessary to create new social relations of production stimulating free deployment of productive forces. A new life should be generated, liberating man from all economic and social hindrances.

● The development of agriculture cannot be realised fully without a massive contribution by the state to ensure necessary material, financial and human conditions.

It is essential to reorganise agricultural production, its marketing and processing, and to develop co-operation. The aim of agricultural production should be mainly to satisfy the fundamental needs of the masses which is one of the main principles of economic liberation. This aim should be ensured by the implementation of a broad programme to intensify production of staple food crops.

Revenue from the export of agricultural products should be devoted to the economic development and social progress of the country. It should not be cornered, either wholly or partially, by the international capitalist monopolies.

● The development of agriculture cannot be realised in isolation. It is a part of a global whole. The eradication of foreign domination in agri-

culture is a natural part of the firm desire to abolish the economic and political bases of imperialist penetration in all fields of national activity. This cannot be achieved in the developing countries unless the capitalist path is unequivocally rejected since it leads only to the perpetuation of dependence and underdevelopment.

The struggle for a dignity and a better life in developed capitalist countries must include deep structural transformations and the elimination of capitalist monopolies.

In this context, the varied social and economic transformations experienced in the socialist countries take on a particular significance. The rural workers of these countries, including peasantry, organised in cooperatives, are all members of society enjoying all the same benefits of socialism as other categories of workers. Their living and working conditions are constantly improving and their level of welfare is rising.

In these developing countries where a real attempt has been made at development, with radical agrarian and democratic reform in the interest of the working masses changes are taking place based on the principle of "the land to the tiller" which aim to eradicate the economic and social backwardness. These transformations constitute a fundamental aspect of the economic and social liberation strategy which cannot fail to be resolutely anti-imperialist.

● This strategy makes it necessary to democratise political life for the benefit of urban and rural workers—the creators of all the wealth. It can be achieved progressively only through the organised and united struggle of these workers. One of the tasks of the democrats in the world is to support the rural workers in their efforts to organise themselves in trade unions or peasant unions gathering together the working peasantry.

For this reason the struggle for the recognition of and respect for the political, economic and social rights of those who work on the land goes hand in hand with the

struggle for a profound transformation of the life in the rural areas. The right to organise and trade union freedom should be guaranteed and respected in conformity with the relevant ILO norms, namely Convention No 141 and Recommendation No 149 concerning the role of rural workers' organisations in economic and social development.

● To solve agricultural problems it is essential to form an alliance of the working class and the working peasantry, and to strengthen and develop this alliance in every country.

The extent to which economic and social transformations are radical, bringing about economic and social progress for the popular masses, depends on the consolidation of this alliance; the level of consciousness and organisation of the urban and rural workers must be raised and the political and economic role of the working class and the working peasantry extended.

● The invaluable role of the working peasantry in the anti-capitalist struggle, side by side with the working class and all other democratic forces makes it essential to strengthen its organisation. The trade unions in the rural world will have numerous and varied tasks according to the political system and the level of development of their country. The guideline for all these struggles is the will to put an end to the monopolies' superprofits, capitalist exploitation and neocolonial pillage.

● In this difficult and complex struggle the unity of action of all progressive forces in each country is the first condition for the creation of a new life. The organisations of urban and rural workers and their allies will unite their actions around the priority tasks of democracy in the country.

● These efforts will lead to nothing if they are not part of the struggle for a New International Economic Order (NIEO). The order imposed by imperialism is totally unjust. Under-development is the outcome of pillage and colonial exploitation. International capitalism and imperialism are responsible for this. Therefore it is necessary to put an end to this inequality in exchanges which now takes the form of neo-colonialism. The NIEO is an integral part of the ongoing national

liberation struggles and it raises their level in conformity with the demands and aspirations of the masses.

● The trade unions gathered in Algiers demand a new fundamental elaboration of the new international economic order and recall the demands put forward by the Algiers Charter, the declarations of Lusaka, Lima, the Dakar Conference, the programme of George Town, the resolutions of Colombo and the Charter of Rights and Obligations of States. These trade unions declare themselves ready to struggle for international relations and cooperation of a new type, which should be based on equality, non-interference in a country's internal affairs and mutually advantageous and equitable relations. These new relations presuppose:

● The rejection of any new international division of labour under the auspices of multinational corporations or centered on the development of branches of activity in the interests of the imperialist monopolies;

● The reform of the world system of currencies and credits, which implies the remodeling of such bodies as the International Bank for Reconstruction and Development and the IMF so that they cease from being tools of imperialist intervention in countries' internal affairs and become instruments at the service of the people to promote their interests.

● The trade unions will have to struggle relentlessly for a more just correlation of the prices of raw materials and those of industrial products; for the creation of conditions favourable to a reduction in the rapid price fluctuations of raw materials; and also for the democratisation of methods for the transfer of technology to developing countries.

● The redefinition of the international economic order is also necessary for the working masses of the developed capitalist countries. The redeployment policy of multinationals expresses itself by the deterioration of living and working conditions, by repeated attacks against trade union and political freedom, increasing unemployment and an increasing number of other difficulties.

● The fundamental revision of the FAO's operation management and

methods of intervention in favour of greater democracy is imperative if this body really wants to fulfil its mission.

● The participants in the Algiers Conference demand that governments invite trade unions to participate in governmental and inter-governmental discussions on questions which concern workers' interests. In fact, the workers' representatives should be party to all negotiations and agreements, in order to guarantee the rights and social advantages of the working masses. Thus, all governments are urged to include the representatives of trade union and peasant organisations in their delegations to the next World Conference on Agrarian Reform and Rural Development (Rome, July 12-20, 1979).

When facing imperialism, the workers should not present a weak and scattered front; only the united action of trade union organisations on the national, regional and international level can advance their immediate demands and guarantee the realisation of their short and long-term objectives.

● The forces of peace, social progress and independence in the world impose, on the international scale, a new relation of forces which is becoming more and more favourable. This new relation of forces favours the peoples' struggle for political, economic and social emancipation.

The alliance of developing countries with the countries of the socialist community takes on a strategic character in this relentless struggle against those forces which exploit and enslave. The anti-imperialist struggle could not be consistent if the unity of non-aligned countries, national liberation movements and other progressive forces were not consolidated more and more each day. The same need to strengthen and organise links among urban and rural workers prevails also in the socialist, developing and capitalist countries. The latter suffer also from the harmful results of capitalist exploitation and from the point of view of strategy they have the same interests as the workers in other parts of the world.

This alliance of all progressive

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Cement Arbitration Award on Additional Demands

The Arbitration Board pronounced its unanimous Award on 22nd November 1978 at Bombay in respect of 5 Additional Demands referred to them jointly by the A.I.C.W.F. AND C.M.A.

BRIEF SUMMARY OF THE AWARD IS AS FOLLOWS :

1. Promotion Policy and Procedure:

Our attention was drawn to the unanimous recommendations of the National Commission on Labour in this regard. At paragraph 8.37 of the Report of the National Commission on Labour, the Commission has observed as follows:

"8.37: Seniority-cum-merit should be the basis of promotion where merit can be objectively tested. Merit is a term which includes efficiency, skill, aptitude, etc., While a combination of merit and seniority is desirable, the play of discretion in the matter of selection cannot be over looked. A sound management will always pursue a policy of properly balancing these factors. The policy can derive strength if worked in consultation with the workers. We recognise that no uniform standard can be laid down for all industries, all units within the same industry, or even all categories of workers in the same unit. Older firms have evolved policies as a result of years of experience and they are not dogmatic about the possibility of success of such policies elsewhere. As a general rule, we recommend that in the lower rungs, particularly among the operative and clerical categories, seniority should be the basis of promotion. In respect of middle-management technical, supervisory and administrative personnel, seniority-cum-merit should be the criterion. For higher managerial, technical and administrative positions, merit alone should be the guiding factor."

These recommendations are also broadly in tune with the various decisions of the Supreme Court in this regard. We would, therefore, observe that the above unanimous recommendations of the National

Commission on Labour, on which eminent representatives of employers also have served should guide the managements in their promotion policy, subject of course to the employee fulfilling the requirements we had laid down in our award in the previous reference. Since it has been admitted by the CMA in its written statement that they have not any laid down policies governing promotions, the CMA can consider adoption of the above unanimous recommendation of the National Commission on Labour. This will not amount to interfering with the managerial function, as it will always be the right of the management to choose which employee should be promoted, and it is also the right of the trade unions or the workmen to challenge any decision made by the management, if it smacks of favouritism, victimisation or other unfair practices.

We would also recommend the setting up of a high-level Committee of management in each undertaking in the Industry, so that it can provide a selfcorrecting system within the management itself against any error of judgement or possible victimisation by the middle management.

Our findings as above will also hold good for the Tally-checkers, Clerical, lower technical and Supervisory staff as for the operatives.

2. Recruitment:

The representatives of the Federations pointed out that the fundamental right of equal opportunity is only vis-a-vis the State and does not apply to private employment. They also added that this practice is already in vogue in Banks, Insurance and other Industries. To this the CMA replied that the cement employers also are in practice following this kind of recruitment not only out of compassion for the family of the deceased, or for those who were discharged, or who have resigned, but also because it is in the interests of the Industry to recruit such dependents as they have imbibed the atmosphere of the Industry and there will be conti-

nity of commitment and greater loyalty. Technicalities apart, the CMA on behalf of the management was prepared to continue this practice of giving preference to dependents of the employees who have resigned or been discharged or died in the matter of filling up of those positions, or providing employment to such dependents at the unskilled level or appropriate level, other things being equal. We feel there is no point in continuing an academic discussion on this subject, and labour should rest satisfied with this assurance extended on behalf of the management.

3. Housing

DURING the course of the arguments we put forward a suggestion to the parties, viz. that the Industry should provide in a phased manner sites for putting up houses either free or at a nominal cost, or on a long-term lease, that wherever the plants do not have adequate land to spare for this purpose, they should approach the State Government for either acquiring lands for this purpose, or they may buy outright such land from private parties for allotment of sites to the workmen. We take it that wherever the land has to be purchased outright by the Co., its cost would be within reasonable limits if the location is a bit removed from the Factory, so that a single house-site of about 90 sq metres (including open space) may not cost more than Rs. 1000/-. In all quarries attached to cement plants, there are considerable quantities of reject stones. The storing of these reject stones also is creating a problem of space. So these reject stones can be given free ex-quarry to the workmen who want to build houses. We have in our earlier award provided for the supply of 10 tons of cement at concessional price to workers with over ten years service. Now with these inputs being made available by the Industry, the workmen can form themselves into a "Co-operative House Building Society". At the present rate of wages, every work-

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Summary of Main Recommendations of the Committee on Consumer Price Index

(Rath Committee)

[In May 1977 Government constituted a Committee to go into various aspects of the Consumer Price Index Numbers for Industrial Workers compiled by the Labour Bureau under the Chairmanship of Prof. Nilakantha Rath of Gokhale Institute of Economics and Politics, Pune. The Committee submitted its Report which was laid before both the Houses of Parliament on 31.8.1978. This note gives the main Recommendations of the Report.]

Selection of Centres

1. The present basis of the selection of Centres and the present pattern of selection from three distinct groups, namely, Factory, Mines and Plantations may continue (Para 3.3. of the Report).

Coverage of Workers

2. Once a centre has been selected on the basis of its relative strength among factory, mine or plantation centres, as at present the subsequent family living surveys should cover all manual workers in the three sectors in the Centre and not be confined to only factory, mine or plantation workers (Para 3.4 of the Report). The scope of the surveys should be enlarged so as to include manual workers in other establishments. As a step towards this, the next family living survey should cover manual workers in ports and docks, electricity and generating and distributing establishments, public transport undertakings and railways (Para 3.11 of the Report). Having decided the categories of manual workers to be covered in the family living surveys, all manual workers in these categories should be covered irrespective of their income, as at present. (Para 3.12 of the Report). Contract labour engaged in factory, mine or plantation centres should be covered in the family living surveys, if necessary, by adopting tenement sampling methods (Para 3.15 of the Report).

Some Old Series of Consumer Price Index

3. There are three centre indices for Beawar, Cuttack and Barhampur, which do not form part of the all-India

index but are currently in use. The users of these indices should be persuaded to discontinue using these and to adopt suitable alternative ones, failing which the Bureau should arrange to update the weighting diagram through fresh family living surveys (Para 3.5 of the Report)

Combination of Centre Indices

4. In the 1971 series, indices for Bombay-Thana and Calcutta-Calcutta (I.R.) should be combined and a single index published in each case (Para 3.6 of the Report).

Parallel Series

5. It is desirable that the parallel series for the same Centre are discontinued. However, if some State Governments are compiling their series on the basis of accepted procedures and methodology, and want to continue them for their specific requirements, the Labour Bureau may discontinue publishing its series but continue compiling them for the all-India index. (Para 3.8 of the Report).

6. The Labour Bureau and the State Government should pool up their resources and apportion them between themselves to avoid waste of efforts (Para 3.9 of the Report).

State/Regional Index

7. The question of compiling the State level indices and regional indices may be examined in consultation with the Technical Advisory Committee and the Standing Consultative Committee recommended by the Committee (Para 3.21 and 3.23 of the Report)

Price of Rationed Commodity

8. Where rationing is introduced ration price should be utilised for index compilation with proper splicing for quality changes (Para 4.4 and 4.5 of the Report).

Weight for Ration Price

9. In compiling the price index for

an item sold in the ration shop in modified rationing areas, the weight attached to the ration price should be based on the actual off-take and not on the admissible quantity (Para 4.5 of the Report).

Black Market Prices

10. It will not be advisable to insist on the collection of blackmarket prices for purposes of index compilation (Para 4.13 of the Report).

11. The current practice of the Labour Bureau of distributing the weight of the non-ration quantum of a commodity under statutory rationing in all other items of the food group is the best alternative available and should continue to be followed in such situations. (Para 4.18 of the Report).

Rent Index

12. The present method of compiling house rent index needs improvement. The house rent index in the mining centres should not be kept frozen at 100 as at present. Henceforth, the house rent index for the self-owned tenements in the mining centres should be based on the repair maintenance, etc., cost index to be compiled by taking the raw material cost and wages of skilled and unskilled workers at the mining Centres (Para 4.20 and 4.22 of the Report).

Till such centre specific indices become available for correcting the current indices in the 1960 and 1971 series a common repair, maintenance, etc., cost index for all mining centres may be prepared by taking a simple average of the price indices for bricks and tiles from the wholesale price index of India and the simple average of the indices of wage rates of skilled and unskilled construction workers for the Delhi Centre (Para 4.23 of the Report). This rent index should also be used for compiling the rent index for free houses provided to the mining workers as well as the rented houses in the mining centres (Para 4.25 of the Report).

13. For the rent index for the factory centres, the pattern of the rent survey currently carried out by the Labour Bureau does not take into account new houses from time to time and therefore, should be changed. Henceforth, the rent survey should be based on a new and a larger sample taken every year from an uptodate list of workers (Para 4.29 of the Report).

14. For correcting the current indices, the weight given to the house rent index should be apportioned between old and new houses. For the new houses, the weight should be determined on the basis of the rate of growth of households in the centre as revealed by the population census data for 1961 and 1971. The remaining weight should be assigned to old houses. The rent index for the new houses should be the overall consumer price index, excluding the rent index, for the centre. For the old houses, the rent index calculated on the basis of the present six monthly surveys should be used. (Paras 4.31 and 4.32 of the Report).

15. House rent index for plantation centres should not be kept frozen at 100 as at present. The weighted average house rent index for all the non-plantation centres may be taken as the house rent index for each plantation centre for the current period as well as in future (Para 4.24 of the Report).

Other Free Items

16. For firewood, coal and medicine provided free of cost by employers in some centres, the price index should not be kept at 100 or reduced to zero. The price index of these commodities in nearby centres should be imputed in such cases (Para 4.34 of the Report).

17. When State abolished school fees or provides text books free to the students, the weights of these items in the index should be distributed on all other items of the index *pro-rata*. Where text books are not provided free, the average price of all the prescribed text books for all the classes upto the secondary stage should be taken for indexing. (Para 4.35 of the Report).

Tobacco and intoxicants

18. Whenever expenditure on tobacco and liquor and other intoxicants is reported in the household expenditure

surveys, the items should be included in the index subject to the following:

(a) If expenditure on liquor and intoxicants is reported in the survey even if there was prohibition, no open market price quotations would be available and therefore, the weight of this item should be distributed *pro-rata* on the other items of the sub-group.

(b) If in the above situation, prohibition is subsequently lifted, the open market price of the item should be collected and the index used after proper splicing.

(c) If there was no prohibition in the base year but is introduced later, the weight of the item should be distributed *pro-rata* to other items in sub-group (Para 4.38 of the Report).

Clothing items

19. The specification should be given in greater detail. There should be a greater check and supervision of price data relating to clothing by the regional offices of the Bureau. The State level C. P. I. Committees may arrange for verification of data in all doubtful cases and in such cases splicing may be resorted to. In case the currently specified variety is considered to be not commonly used by the working class, the specification should be changed in consultation with the State Committee and its price adopted after splicing. Instead of collecting prices for readymade garments, their weights should be attributed to the relevant cloth and tailoring in proper proportion. Tailoring charges may be included in clothing group rather than in 'Miscellaneous'. For including controlled cloth in index scheme, no special procedure is necessary (Para 4.43 of the Report).

Medicines

20. When E. S. I. is introduced after the base year of the index, the division of the workers' expenditure on medical services between the E. S. I. contribution, and private doctor's fee and medicines should be ascertained for assigning proper weight to the two categories of medical expenses for arriving at the index. (Para 4.50 of the Report).

Doctor's Fee

21. A larger sample of doctors than at present from each market may be chosen wherever possible to arrive at

the average of the doctor's fee (Para 4.53 of the Report).

Tram Fare at Calcutta

22. For 1960 index the average of the first and the second class tram fare may be taken in the current period. For 1971 series both the base price as well as the current price may be taken as the average of the first and the second class fares. (Para 4.54 of the Report).

Cinema Tickets

23. Henceforth the cinema ticket charge for the lowest but one class should be used in the index after splicing. (Para 4.55 of the Report).

Quantitative and qualitative charges

24. (i) Item of prepared food/drinks such as cup of tea/coffee saltish snack like *idli, dosa* etc. should not be priced separately. Instead their weights should be imputed to their constituent items including fuel (Para 4.56 of the Report).

(ii) The practice of pricing prepared sweets per unit of specified weight should be followed in all the centres (Para 4.56 of the Report).

Durable Consumer Goods

25. Durable consumer goods should not be priced separately in the index when less than one per cent of households report expenditure in the family living surveys but its weight should be imputed to other relevant item/items (Para 4.58 of the Report).

Imputation

26. The imputation details should be thoroughly checked for the 1971 series in respect of every one of the 60 centres and necessary corrections carried out before the series is introduced. Specifically (i) items on which significant expenditure has been reported should be separately priced and not imputed, (ii) items having higher weight should not be imputed to items having lower weight and inappropriate imputations should be corrected (Para 4.59 of the Report).

Unit of Measures

27. The units specified for collection of price data of all items of groceries and spices should be those in which the working class households make their purchases. Henceforth whenever neces-

sary changes in units should be incorporated and their price indices be appropriately spliced (Para 4.63 of the Report).
Introduction of the 1971 based C. P. I. Series

28. The new C. P. I. Numbers on base 1971 should be introduced at the earliest, simultaneously discontinuing the compilation and publication of 1960 based series of the index numbers (Para 5.5 of the Report).

(Smt. Parvathi Krishnan, Dr. Pandhe and Shri Sathaye have differed with the majority views of the Committee and have expressed that the current 1960 base series should be continued after corrections; the 1971 series should not be introduced now and a new family living survey should be launched in 1980-81.—*Editor*).

Conduct of the fresh Family Living Surveys

29. A new family living survey should be conducted at the earliest i.e. by 1980-81. The survey results should also be made available at the earliest and in any case in about 18 months from the date of completion of the field investigations (Para 5.6 of the Report).

Interval between two surveys

30. The interval between two surveys should preferably be five years (Para 5.7 of the Report).

Linking Factor

31. The linking factor between the 1960 and the 1971 series should be calculated with the help of the ratio method and should be based on the monthly index numbers beginning with January 1971 to the latest month before the introduction of this series.

Addition to markets

31. Where new working class areas and markets develop or where other conditions justify a change of or addition to existing markets, the Labour Bureau should effect such a change/addition in consultation with the State Level Committee (Para 6.5 of the Report).

Change of shops

33. Though the change of shops too frequently may not be desirable, the need for a change should be examined periodically and shops may be changed whenever considered necessary and justified (Para 6.6 of the Report).

Price Collection Machinery

34. Where the number of markets in a centre is only one or two the present system of part-time price collection may continue; and the Labour Bureau may

arrange with the concerned State Governments for allowing them more time for this work. In centres in which the number of markets covered is more than three, full-time Price Collectors should be appointed (Para 6.9 of the Report).

Training Courses

35. Training courses for price collectors and price supervisors should be arranged regularly by the Labour Bureau (Para 6.10 of the Report).

36. It is preferable that the Labour Bureau entrusts the work of price collection to the State Bureau of Economics and Statistics. The price supervisors should preferably be of middle level. A Supervisor should not be burdened with more than 4 markets to supervise (Para 6.11 of the Report).

Regional Offices of the Labour Bureau

37. Regional Offices should be strengthened and put under the charge of Deputy Directors and sub-regional offices opened in States where the number of Centres does not justify a full-fledged regional office (Para 6.13 of the Report)

Association of Users interests

38. There may not be any objection if a representative of the trade union or organisations of employers' in a centre accompanies a price collector as an observer (Para 7.10 of the Report).

39. Price quotation should be displayed regularly on the notice board or desk of the price collecting agency at the centres (Para 7.10 (ii) of the Report).

State Level Committee

40. At the State level, a Standing Committee consisting of representatives of trade unions and organisation of employers and officials of the State Government and the Labour Bureau should be constituted to meet once a month to scrutinise the price data and also examine other related questions (Para 7.10 (iii) of the Report).

All-India Committee

41. At the all-India level a Standing Advisory Committee consisting of representatives of trade unions and Organisations of employers, the Chairman of the Technical Advisory Committee and the Director, Labour Bureau should be constituted in the Ministry of Labour to advise the Government on broad issues and provide a continuing forum for consultation on matters relating to the index (Para 7.10 of the Report).

Regular Seminars on Consumer Price Index

42. The Labour Bureau should orga-

nise once a year at least in each State one day seminar of trade union workers where the various aspects of the index can be explained, their doubts clarified and their suggestions entertained (Para 7.12 of the Report).

(Contd. from page 5)

forces in the world is an essential force which has to be preserved, deepened and strengthened so as to defend more effectively freedom, independence, peace, international security and especially to achieve disarmament which would be a strong positive influence in the solution of economic and social problems.

● The trade union organisations present in Algiers will work so that the World Trade Union Conference on the Problems of Development and the Conference of Non-Aligned Countries in Havana in 1979 may blaze a trail in the struggle against multinationals and for broader economic, social and political transformations for the benefit of the working masses in all countries.

● The work in Algiers will be followed up by regional trade union conferences for radical transformations of the rural world which will examine in greater detail the practical local conditions for carrying out these tasks. They will present opportunities for the development of the links between urban and rural trade unions in a region.

● The Conference recommends that the Preparatory Committee continue its efforts so as to assure.

● The implementation of the conclusions and resolutions of the Conference.

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CEMENT AWARD

(Contd. from Page 6)

will be crediting into the P.F. not less than Rs. 1000/- a year and this includes both the worker's and the employer's contribution. If, therefore, the workmen are allowed adequate loan either by the P.F. authorities, or by the Co-operative Credit Institutions, or by both, the necessary number of houses can be built in a short span of time and the phased programme of 100% housing can be achieved within a short period.

A problem may arise when the workers cease to be in the service of the company for any reason. If the worker has an eligible dependent and as the practice in the Industry is admittedly to employ such dependents in preference to outsiders, then the house may be transferred in his name. But if a person ceases to be an employee of the company and none of his dependents is employed, he may be required to sell the house to any of the existing employees at a rate to be fixed by the Society. In doing so, the Society should take into account the appreciation in the value of the property and/or the depreciation in the value of the rupee, so that at the time of sale the employee/or his dependent does not become a loser.

WE are happy to find that our above suggestion received a ready acceptance on the part of the Representatives of the Federations. While Shri Nanavati said that he personally saw some merit in the proposal he could not commit his clients as he had no specific instructions in this regard. He said he will however commend this suggestion to them. We, therefore, hope that such a proposition will be taken up seriously by both the parties and they will embark upon such a housing project without avoidable delay.

4. Acting Allowance:

THE Federation wants that the employee who is acting in a higher post shall be paid the difference in wages he is getting and the minimum of the grade or the post in which he acts. After some argument,

the counsel for the Management (CMA) Shri Nanavati agreed to this demand. During the course of the argument, however, it transpired that in the scheme of overlapping grades, it may be that a worker on the lower grade, if he happens to be senior, as he usually is, might be already getting higher than the minimum of the next grade, in which he is called upon to act, in which case even if the demand is fully conceded, the worker acting on the higher post may not get any additional remuneration.

After some discussion, the parties agreed to a proposition made by us that if a worker is called upon to act in a higher post, he should be given the difference between the minimum of his scale and the minimum of the higher grade in which he is called upon to act, as acting allowance. While in the case of daily-rated workmen such acting allowance should be paid even if he acts for one full day, in the case of monthly-rated employees, such allowance will be payable only if he acts in the higher post for not less than seven days in a month and these seven days need not be continuous. However, if employees in any undertaking are getting acting allowance at a more favourable rate or for acting for a shorter period such benefit shall be continued. We, therefore award accordingly.

5. Prevention of Pollution:

AFTER considerable arguments

Agricultural Workers to March to Parliament

The Bhartiya Khet Mazdoor Union (All India Agriculture Workers' Union) has decided to organise a march of agricultural workers to Parliament on March 20, 1979 and to present a charter of demands to the Speaker. This is for the first time that the most exploited and oppressed section of the rural working people are undertaking a march in the capital city of India. The charter of demands to be presented to the Speaker of Lok Sabha, will highlight the following demands:

1. Stop atrocities on Harijans, Adivasis, Backward sections and

on this subject, the CMA agreed to advise its member-companies to install Electrostatic Precipitators with conditioning cooling towers wherever possible. The CMA added that they have to be cautious by qualifying its offer by the phrase "wherever possible" because of the heavy financial burden and other constraints over which the management had no control.

THIS assurance by the CMA ought to be sufficient for the time-being, and as we have already pointed out, if the Pollution Prevention Bill becomes law, then there would be a statutory compulsion, and this matter would be taken up beyond the realm of discretion of the management. We agree that prevention of pollution is not only the obligation of the cement manufacturers to their employees and their families, but is also a social obligation and we hope that preventive measures will be taken in all earnestness and without avoidable delay.

Diary — 1978 (from page 11)

November 19 — All-India Trade Union Convention in Delhi against the Industrial Relations Bill.

November 20 — Workers' March to Parliament demanding withdrawal of Industrial Relations Bill.

December 7 — Massive strike of UP Electricity Workers which continued till a settlement was reached on December 20.

December 28-29 — Bank Employees' countrywide strike demanding immediate settlement of DA and bonus issues, and conclusion of bipartite negotiations.

other agricultural workers and the rural poor, wipe out untouchability and all other social discriminations;

2. Implementation of radical land reforms;
3. Reasonable minimum wages, comprehensive Agricultural Workers' Act.
4. Allotment of house-sites and grants to construct houses;
5. Employment guarantee scheme with notified minimum wages. Abolition of bonded labour, usury and other forms of feudal exploitation.

BRIEF DIARY—1978

January 20 — Anti-Wage Freeze Day observed as per decision of the Hyderabad Public Sector Convention held on December 23 and 24, 1977.

January 24 — Maharashtra Bandh in support of the longdrawn strike of the State Government employees.

February 8 — State govt. employees strike in Punjab.

February 21 — a) Supreme Court Judgment striking down the LIC (Modification of Settlement) Act which nullified the 1974 Settlement of bonus of LIC employees.

b) Supreme Court Judgement amplifying the definition of "Industry".

March 4 — State Govt. employees of Tamilnadu went on strike.

March 9 — Longdrawn strike of Bata workers commenced which continued till 1st July.

March 23 — Security Guards attack workers at BHEL, Hardwar.

April 5 — Massacre at Bailadilla (Madhya Pradesh) of Iron Ore Mine Workers.

April 13 — Killings and repression at Pantnagar (Uttar Pradesh)

April 19 — 55 day old strike of Khetri Copper Project workers called off.

April 21 — United Token strike of Jute workers in West Bengal.

May Day — AITUC observed May Day as Anti-Repression Day.

May — Ordinance of Tamilnadu government to suppress all strike struggles.

May 11 — General Strike in Delhi called by the AITUC, INTUC, CITU, UTUC and Independent Federations against attack on trade union rights and repression.

May 12 — Firing on workers of Birla-owned Jiyajeerao cotton mills at Gwalior by security guards and hirelings of the company.

May 15 — All-India convention of Public Sector Trade Unions held in

Delhi against wage freeze. The convention gave a call for one-day strike of workers in public sector enterprises on June 28 and observance of a day on June 13.

May 1978 — The infamous Bhoothalingam Panel report was submitted which evoked protest from all sections of the trade union movement.

May 17 — 50,000 Hosiery Workers of West Bengal went on indefinite strike which continued till July 28.

May 26 — Against DA cut 7 lakh workers' strike of Jute, Textile and Engineering industries in West Bengal.

June 5 — The AITUC made it clear in a press conference that it will 'not participate in any of the consultation/discussion where this report (of Bhoothalingam Panel) is the basis. We reject the report in totality'.

June 26 — The strike of June 28 in public sector called off after a meeting of central trade unions with the Labour Minister and other ministers.

July 8-10 — AITUC Working Committee called for observance of "Week of Mass Action" from 24th to 30th July on the question of bonus, refund of CDS money and correction of consumer price index.

July 1 — Interim wage settlement in BHEL with minimum monthly increase in wages of Rs. 43.70 and maximum Rs. 93.70 from 1st September 1977.

July 18 — Solidarity strike of about 6 lakh workers of Madras and Chenglepet districts in support of the demand of reopening of TI Cycles factory.

August 21 — Demanding immediate announcement of the 1977 bonus AITUC called for dharna, hunger strike and token work stoppages beginning from 21 August. The Dharna in Delhi which started on 21 August at the Sharm Shakti Bhavan was called off on August 22 following the declaration made by the government in the Parliament.

August 30 — The new Industrial

Relations Bill, introduced in Lok Sabha which immediately provoked protests from all sections of the trade union movement, as anti-working class.

September 1 — One hour walk-out strike jointly by all unions and federations of LIC employees for early settlement of charter of demands.

Two hour walk-out strike on November 10.

September 10 — United strike of ten plantation workers of West Bengal demanding restructuring of wages, bonus etc.

September 23 — Countrywide demonstration and dharna of GIC employees during September declared as 'Struggle Month'.

September 26-27 — The AITUC Working Committee meeting called for throwing out the anti-working class and anti-trade union Industrial Relations Bill, and for observance of "Anti-Black Bill Day" on October 26. The Working Committee also decided to launch a mass signature campaign addressed to the Lok Sabha Speaker and a workers' march to Parliament on the opening day of winter session.

October 1 — After mini-Misa, the Madhya Pradesh government issued an Ordinance banning all forms of agitations by State Government employees.

October 8 — Representatives of central trade union organisations met in Bombay and adopted a programme to oppose the Industrial Relations Bill and formed a preparatory committee.

October 17 — Indefinite strike of about 5000 workers of Hyderabad IDPL for wage revision and other demands commenced which continued till second week of December.

October 18 — Strike of more than 35,000 power workers in Andhra Pradesh which continued for six days.

October 20 — UP Power Workers' One-day strike for settlement of wage dispute.

October 23 — Tamilnadu Bandh against the anti-working class policy of the ADMK Government.

October 27 — Statewide united strike in Punjab for increased minimum wages, DA and other demands.

(Contd. on page 10)

WFTU Communiqué**STOP IMPERIALIST INTERFERENCE
IN IRAN!**

The WFTU, which has been giving and will continue to give its strong support to the struggle of the workers and people of Iran and the legitimate steps they have been taking to put an end to the dictatorial and autocratic regime and set Iran on the road to democratic development with respect for the freedoms, rights and interests of the workers and people:

—highly appreciates the immense sacrifices being made by the Iranian working class under the retrograde military regime in Iran;

—adds its voice to those of the international and American organisations which organised a big mass demonstration in New York on December 17, 1978 under the slogans:

1. Hands off Iran
2. No to CIA imperialist interference in Iran
3. We don't want another Vietnam.

This campaign has unmasked the plan for military intervention against the people of Iran prepared by the White House, the Pentagon and the CIA.

In view of these worrying facts, the WFTU condemns any attempt at imperialist interference in Iran and calls on all trade unions of the world to step up their solidarity with the workers and people of Iran and to adopt a variety of measures to resist any such attempt, no

matter what form it may take, and so demonstrate their internationalist solidarity with the workers and people of Iran.

PHOTO EXHIBITION

The AITUC with cooperation of the Embassies of Socialist countries viz. The USSR, Czechoslovakia, Hungary, Bulgaria, GDR, Vietnam, Mongolia and Cuba organised a photo exhibition on the work of trade unions in socialist countries at the All India Fine Arts and Crafts Society, Rafi Marg, New Delhi.

The exhibition depicts the life of workers in different socialist countries in industry, agriculture, their social security benefits, health, recreation and sports. The exhibition was inaugurated on December 22 and remained open till the end of December. The inaugural function held on December 22 was addressed by K G Sriwastava, General Secretary, AITUC and the Bulgarian Ambassador. The diplomatic corps including the ambassadors of different socialist countries were present on the occasion.

SOLIDARITY WITH VIETNAM

In response to the call of the AITUC General Council to observe the week from 17th to 23rd December to express solidarity with Vietnam, the Delhi State Committee of the AITUC organised a mass meeting on December 21 at the Town Hall in cooperation with the Delhi State Bank Employees' Federation. The meeting was presided over by Rajinder Siyal and addressed by K. G. Sriwastava, AITUC General Secretary, B. D. Joshi, General Secretary, Delhi State TUC, the first

Secretary of the Vietnam Embassy in New Delhi and Bhupesh Gupta, M.P. who recently visited Vietnam. The meeting adopted a resolution reiterating support and solidarity with Vietnam, condemning the military provocations of Kampuchea and Peking governments and demanding "Hands off Vietnam".

**BRITISH TUC AND ILO DELEGATIONS
VISIT AITUC OFFICE**

A delegation of the British Trade Union Congress visited the AITUC office in New Delhi on November 28, 1978. The delegation consisted of David Basnett, President and Lionel Murray, General Secretary of the British TUC. Michael Wills, Second Secretary of the British High Commission, accompanied the delegation.

The delegation discussed with the AITUC leaders K. G. Sriwastava, General Secretary and Secretaries Raj Bahadur Gour, and Y. D. Sharma, the problems of the trade union movement in India and exchanged views on various national and International issues.

A delegation of ILO which was touring India and other countries to study the problems of safety in coal mines, also visited the AITUC Office on November 13, 1978 and held talks with AITUC General Secretary, K. G. Sriwastava.

The new Assistant Director-General of ILO in charge of ILO regional office at Bangkok for Asia and the Pacific, K. F. Yoshimura on his first visit to India after assuming charge paid a courtesy call at the AITUC office on December 20 and met AITUC Secretary, T. N. Siddhanta.