

TRADE UNION RECORD

JOURNAL OF THE ALL-INDIA TRADE UNION CONGRESS

Vol. 47 No. 1

5 January 1989

Price: Re. 1.00

A. I. T. U. C. WORKING COMMITTEE MEETS

The AITUC Working Committee met in New Delhi on December 25th and 26th, 1988 and was presided over by Chaturanan Mishra, President. The last meeting of the Working Committee was held on April 23-24, 1988.

The Working Committee at the outset adopted a condolence resolution on the passing away of three AITUC leaders—M. Kalyanasundaram, Vice President, Treasurer Harish Tiwary and Working Committee member Arun Sen.

The Working Committee also condolored the death of Nachhatar Singh Dhaliwal, President of Punjab Motor Transport Union killed by terrorists, Malkiat Chand Mehli of Punjab Khet Mazdoor Sabha, also killed by terrorists, Ranadhir Das Gupta, Juran Ganguli, Jatin Bhattacharya, Thangaswamy, A. P. Sharma, Tushar Chakravarty, Bejoy Bahadur, D. S. Rajratnam, L. W. Panditha, General Secretary of the Ceylon Trade Union Federation who was killed by the extremists.

The Working Committee condoled the death of all those in Punjab who have been killed by terrorists since the last meeting of the Working Committee.

The Report was placed by Homi Daji, Secretary who highlighted the urgent problems facing the working class and the major struggles conducted in different industries and States during the period and the problems of TU Unity.

Although the Government has not proceeded with the Industrial Relations Bill and the Hospitals Bill due to united and organised opposition by the Trade Unions, yet these Bills have not yet been withdrawn. Campaign against these Bills should be continued till they are withdrawn. Despite opposition of Trade Unions, the Government is found determined to impose the new 1982 Series of Consumer Price Indi-

ces. The Trade Unions demanded rectification of the 1960 Series in terms of the unanimous recommendations of the Rath Committee and rectification of the weighting diagram worked out on the basis of a family budget survey with which the Trade Unions were not associated. The Working Committee in course of a resolution warned the Government that if the Index is sought to be imposed the Trade Unions will oppose the move.

Closures lockouts etc. have become the major problem for the Trade Union movement. Employers have launched an offensive by means of prolonged lockouts to force workers to accept adverse conditions of service, increased workload, redundancy, even wage-cut. Tens of thousands of workers have been thrown out of jobs as a result of increasing closures due to so-called sickness.

The Working Committee in a resolution called upon Trade Unions to evolve tactics so as to protect the interests of the workers and their job and the closed factories are reopened.

The Working Committee condemned the dilatory tactics of the Government in the matter of wage settlement in Public Sector Undertakings and the obstruction of the BPE in this regard.

The Committee extended full support to the decision of the Committee of Public sector Trade Unions in favour of indefinite strike in the event of no settlement by 31st January.

The Working Committee reiterated its strong opposition to the privatisation of Public Sector and various jobs in different Public Sector and Government Departmental Undertakings.

In a separate resolution, the Working Committee condemned the recent increase in the levy price of Sugar by 15 paise a kilo and changing the pro-

portion of levy and free sale sugar in favour of the Sugar mill-owners.

The Committee extended support to the struggle of NPCC workers against retrenchment of permanent employees and against contracting out jobs to private contractors. The Working Committee also supported the struggle of Iron Ore Mine workers in Orissa and adjoining areas to protect their job.

The Working Committee hailed the outcome of Prime Minister Rajiv Gandhi's visit to China.

On the increasing communal tension in various parts of the country, the Working Committee expressed grave concern and urged on the Trade Unions to intensify the campaign for communal harmony and mobilising the workers against the menace threatening unity of the working class and the country.

The Working Committee also adopted separate resolutions on Gorbachev's new initiatives, on Elections in Pakistan, of the new developments in Palestine, the bright prospect of Namibian independence, demanding release of Nelson Mandela, solidarity with the struggle of Aluminium Workers, crisis in the Textile Industry, on the amendments to the Provident Fund Act, on Thermal and Atomic Power Plants and against amendments in Direct Tax laws to include all allowances in the definition of 'income'.

In course of discussions, the State TUC General Secretaries and leaders of Industrial Federations reported on the struggles and problems the workers are facing, particularly on closures and lock-outs, problems of Trade Union Unity etc.

General Secretary Indrajit Gupta reported on the last meeting of the WFTU General Council held in New Delhi in October last, the documents adopted and the state of unity in the international Trade Union movement.

NEWS

MILITANT DEMONSTRATION IN JAIPUR

AITUC affiliated trade unions and over 1000 trade union activists held a demonstration in Jaipur on December 13 in front of the state labour minister's residence on the demands of a minimum wage of Rs. 25/- per day, abolition of contract system, non-interference of police in industrial disputes. A delegation also met the labour minister and presented the charter of demands. The delegation demanded immediate Convention of the state labour advisory committee meeting.

NPCC WORKERS' COUNTRYWIDE DEMONSTRATION

Employees of National Projects Construction Corporation (NPCC) held countrywide demonstrations and dharnas on December 12 before all its state head offices and the Central office in Delhi against retrenchment and victimisation. The demonstration and dharna on December 12 is the culmination of observance of "save NPCC" week from 21 November to 26 November 1988.

CHILDREN: CHILD LABOUR

As many as 40,000 children die in Africa, Asia and Latin America every day which add up to fifteen million in a year. All these deaths are avoidable.

One percent of the money at present spent on armaments would be enough to feed 200 million hungry children for a whole year. Every year, 5 million children die for lack of immunisation.

Millions of children are forced to work for their livelihood and maintain families. Of the world's total child labour, one-third are in India.

As many as 17 million children (officially admitted) in India are forced to work in various industrial and non-industrial jobs. Among them, 45,000 work in match and fire-works factories of Sivakashi, more than a lakh are in carpet weaving of Kashmir and Mirzapur, 50,000 in the making of silk and zari sarees of Benaras, thousands in slate, stone and other quarries, in glass factories, in restaurants and eating places spread all over the country.

Unofficial estimate of the number of

children at work is no less than 100 million.

GROWING DEBT OF DEVELOPING COUNTRIES

The debt of the developing countries, disbursed and outstanding, is put at 1,020 billion dollars in 1988.

According to World Bank Report the net transfers on longterm debt from the heavily indebted countries to their creditors amounted to 74 billion dollars during 1985-87 equivalent to about three percent of their combined gross domestic product.

NEW YEAR GIFT OF THE GOVERNMENT

On the one hand, the Sugar barons have been rewarded by the Government by changing the ratio of levy and free market sugar in favour of the Mill-owners from the existing 50:50 to 45:55. On the other hand, the consumers of levy Sugar will have to pay increased price of Sugar from 1st January 1989 by 15 paise for every kilo. And this is the year when Sugar production achieved a record figure of over 90 lakh tonnes.

Consumers are thus faced with the realities insofar as Sugar is concerned that more the production, more is the price they will have to pay.

STANDARD MOTOR WORKERS DENIED WAGES FOR FIVE MONTHS

The workers of Standard Motor Co. of Madras have not been paid their due wages since July 1988. The workers launched a Satyagraha and road blockade programme in order to draw the attention of the Government and the Public at large.

Three thousand workers were arrested on December 19 when they blocked the highway to Madras City.

GENERAL STRIKE IN PUNJAB

At the joint call of state committees of AITUC and CITU over 20,000 workers in Punjab observed one-day general strike on December 16. The call was given to protest against the continuous rise in prices and failure of the government to stop killings by terrorists. After observing strike, workers in all places took out big processions.

ASIA'S PUBLIC SECTOR

By 1983 the Public Sector had become the largest employer in Bangladesh with 67 per cent of wage employment. In India, it had on the pay roll 43 per cent of the professionals, 26 per cent of the administrators and 23 per cent of the clerks in the labour market in 1981.

Public Sector jobs more than quadrupled in Malaysia from 1957 to 1985, and in the Philippines they increased more rapidly than total employment from 1963 to 1983. In Thailand this Sector between 1971 and 1983, accounted for about one-third of wage and salary employees.

At the same time another discernible trend emerged—the rising share of women in Public Service employment in Asia. In Thailand it went up to 33 per cent in 1983, in Malaysia to 29 per cent in 1986, in the Philippines to 45 per cent in 1982. Between 1978 and 1985 in India it rose from 8 to 11 per cent—45 per cent of whom were teachers and nurses, 21 per cent labourers and 14 per cent clerical workers.

There is a scope for future expansion. But it needs direction and channelled toward productive purposes, according to ILO studies on Public Sector employment in these countries. Growing pains stem mainly from the fact that most public enterprises show very low returns to invested capital. This is not due particularly to overstaffing—which is common—but more to such factors as unclear objectives, political patronage in the recruitment of managers and weak systems for investment planning.

(ILO Information)

BINNY MILLS UNDER CLOSURE THREAT

The decision of the Binny Mills Ltd of Bangalore to close down its woollen cotton and silk mills and a silk unit at Hebbal will render 6,300 workers jobless. The mills are under lock-out since October 28.

The Union sources say that the closure notice is an attempt by the management to blackmail the workers and starve them in to submission to anti-labour conditions that the management wants to impose as condition for re-opening the mills. They want to draw existing privileges, increase workload and to reduce the workforce by 1,800 badli workers and 20 per cent reduction of permanent workers.

RESOLUTIONS

(AITUC WORKING COMMITTEE : 25-26 DECEMBER 1988)

AGAINST THE NEW FRAUDULENT CONSUMER PRICE INDEX

The Working Committee of the AITUC expresses its strong indignation at the adamant attitude of the Government in pushing through the 1982 base Consumer price index disregarding the opposition of all Central trade union organisations excepting INTUC which was made known in different forums during the last few years.

Before introduction of a new series, the trade unions demanded implementation of the unanimous recommendations of the Rath Committee and to rectify the 1960 series accordingly. But the Government has refused to do so and as a result the linking factor with the new series will remain depressed adversely affecting the dearness allowance payable to workers.

Moreover, the trade unions pointed out the shortcomings and defects in the family budget survey, the weighting diagram arising out of that which will ultimately distort the Consumer Price index and will depress the actual movement of the indices.

The Working Committee considers that the adamant stand taken by the Government in imposing the new index series brushing aside all reasonable objections of trade unions is to deny workers their due compensation for actual rise in cost of living.

The Working Committee urges upon the Government of India to withhold introduction of the new 1982 series till the objections of the trade unions are met and warn that the trade unions will not accept this fraudulent index and launch countrywide struggle against it.

The Working Committee appeals to

AUCCTU SECRETARY
THANKS AITUC

In reply to the Cable of AITUC General Secretary Indrajit Gupta expressing sympathy and solidarity for the earthquake victims in Armenia, the AUCCTU Secretary has conveyed thanks in a cable.

all trade unions irrespective of affiliations to organise protest actions against this sinister move of the Government to impose this index which will adversely affect all wage and salary earners having sliding scale DA.

AGAINST CLOSURES, LOCKOUTS ETC.

The Working Committee of the AITUC draws attention of the trade unions and workers to the persistent problem of closures, lockouts, "sickness" etc. throwing out of job tens of thousands of workers, which has assumed serious proportions. It also notes that closures, lock outs etc also affect other sections of the population. Reopening of closed mills and factories and restoration of jobs has become an urgent task of the entire trade union movement. Conventions, conferences and various forms of agitations which were conducted so long have to be continued, broadbased and strengthened.

The Working Committee at the same time deems it necessary to study in depth the problems of closure of industrial units and the factors responsible so as to work out concretely the steps in the sphere of technology, finance, management etc. that can without adversely affecting the workers and their conditions of service, and help in re-starting closed units.

In respect of lockouts and particularly longdrawn lockouts, the Working Committee is of opinion that resolute solidarity actions are needed to thwart the employers from using the weapon of lockouts to browbeat the workers and to force the latter to accept harsher conditions of work to impose the charter of demands of employers, redundancy, even wage cut, etc.

The Working Committee resolves to evolve such a programme of action in cooperation with other central trade union organisations and autonomous federations.

AGAINST INCREASE OF SUGAR PRICE

The Working Committee of the AITUC strongly condemns the recent increase by 15 paise per kilo of levy

sugar and changing the proportion of levy and freesale sugar to 45-55 in favour of sugar tycoons. This decision of the Government will only fatten the sugar millowners by fleecing the consumers and the sugarcane growers who have been denied remunerative price. This fresh rise in price is all the more condemnable in a year when it is claimed that sugar production has reached record level. The Working Committee demands withdrawal of the increase in price which is totally unjustified and restoration of 70:30 ratio.

The Working Committee reiterates the demand of nationalisation of the sugar industry which will release the industry from the clutches of the sugar barons and which alone can protect the interests of the workers, cane-growers and the consumers at large.

DEVASTATING EARTHQUAKE IN ARMENIA

The Working Committee of the AITUC expresses deep shock and sorrow at the devastating earthquake early this month in Armenia in the USSR resulting in tragic death of thousands of people, injuring and rendering homeless several lakhs of people. Several cities have been completely destroyed.

The Working Committee sends on behalf of the Indian Working class deep sympathy to the victims of the tragedy and extends solidarity with the people of Armenia and of the USSR at this hour of tribulation.

The Working Committee appreciates the help promptly sent by the Government of India for the earthquake victims.

The Working Committee appeals to all trade unions to donate liberally to the funds sponsored by the All-India Peace and Solidarity Organisation and ISCUS in aid of the earthquake victims.

ON WAGE NEGOTIATIONS

The Working Committee of the AITUC is seriously concerned about the inordinate delay in wage negotiations and settlement of the demands

* ON PAGE 7

WAGE SETTLEMENT IN INDIAN AIRLINES

Pursuant to the negotiations between the representatives of the Management and the Union, the following Understanding has been reached:

SECTION I—GENERAL

The following categories of workmen represented by the Air Corporation Employees Union in the under-mentioned Scales of Pay employed by the Corporation are covered by the Memorandum of Understanding:

NON-TECHNICAL CATEGORIES

1. Rs. 250—10—410.
2. Rs. 320—10—360—15—405—20—425—25—600 (Sr. Category)
3. Rs. 320—10—360—15—405—20—425—25—675 (Drivers and Head Categories)
4. Rs. 405—20—425—25—600—30—810 (Sr. Drivers/Sr. Operators.)
5. Rs. 425—25—600—30—750—40—1110 (Operator)
6. Rs. 320—10—360—15—405—20—425—25—700 (All categories of Assistants and other categories in clerical cadres.)
7. Rs. 525—25—600—30—750—40—1110 (Sr. Category of Assistants and other senior category in clerical cadres.)
8. Rs. 320—10—360—15—405—20—425—25—600—30—750—40—1110 (This pay scale was abolished w.e.f. 1st January, 1979 except for workmen employed prior to 1st January, 1979 who could not get promoted to the scale of pay of Rs. 525—1110 for whom this pay scale would continue as personal to them.)
9. Rs. 600—30—750—40—950—50—1250.
10. Rs. 660—30—750—40—950—50—1400.

TECHNICAL CATEGORIES

(Carpenters/Tailor, Mason, Plumber, etc.)

1. Rs. 375—15—405—20—425—25—600—30—750—40—1110.

(M. T. Mechanics, Overseers and other general technicians)

2. Rs. 425—25—600—30—750—40—1110 (M. T. Mechanic)
3. Rs. 600—30—750—40—950—50—1300 (Sr. M. T. Mechanic)
4. Rs. 630—30—750—40—950—50—1450 (Leading Hand (M. T.) Master Tech., Overseer etc.)

CABIN CREW:

1. Rs. 600—30—750—40—950—50—1300 (Airhostess/Flight Purser)
2. Rs. 720—30—750—40—950—50—1550 (Sr. Category Airhostess/Flight Purser).

1.2 The Union agrees that all the demands raised in the aforementioned Charter of Demands are fully and finally settled by this Memorandum of Understanding and further agrees that during the currency of this Understanding, the Union shall not raise any further demands.

1.3 This Understanding is subject to the approval of the Board of Directors of Indian Airlines and the Government of India and shall be implemented after such approvals have been obtained and settlement as per the Industrial Disputes Act, 1947 has been signed by the parties.

1.4 Except where otherwise provided, the terms of this Understanding shall have effect from 1st October, 1985 and shall remain in force till 31st August, 1990 and thereafter until the settlement is terminated by either party by giving a minimum of two months notice of termination in writing.

1.5 The Management of Indian Airlines and the Union reaffirm their faith in the Code of Discipline in Industry and agree to abide by the same in letter and spirit. The Management and the Union agree to jointly pursue and promote industrial peace and harmony in Indian Airlines so that there is no disruption or interruption in the work of the Indian Airlines or the normal functioning of various sections and departments or to the operations of services of India Airlines.

1.6 It is further agreed that all existing benefits (obligations and practices) agreements, etc., shall continue unaffected except in so far as specifically modified by any of the terms of this Understanding or under provisions of any law for the time being in force.

SECTION II—PAY AND ALLOWANCES

Scales of Party

The parties agree that w.e.f. 1st October, 1985, the following existing scales of pay shall stand revised as mentioned against each.

Non-Technical

Existing Pay Scales

- 250—10—410
- 320—10—360—15—405—20—425—25—600
- 320—10—360—15—405—20—425—25—675
- 405—20—425—25—600—30—810
- 425—25—600—30—750—40—1110
- 320—10—360—15—405—20—425—25—700
- 525—25—600—30—750—40—1110
- 320—10—360—15—405—20—425—25—600—30—750—40—1110
- 600—30—750—40—950—50—1250
- 660—30—750—40—950—50—1400

Revised Pay Scales

- 1080—15—1245—20—1305—25—1330—30—1360
- 1185—15—1245—20—1305—25—1330—30—1450—35—1555
- 1185—15—1245—20—1305—25—1330—30—1450—35—1555—50—1705
- 1305—25—1330—30—1450—35—1555—50—1905
- 1330—30—1450—35—1555—50—2105—60—2285
- 1105—15—1245—20—1305—25—1330—30—1450—35—1555—50—1755
- 1450—35—1555—50—2105—60—2285
- 1185—15—1245—20—1305—25—1330—30—1450—35—1555—50—2105—60—2285
- 1555—50—2105—60—2405
- 1655—50—2105—60—2585

TECHNICAL CATEGORIES

375—15—405—20—425—25—	1265—20—1305—25—1330—30—
600—30—750—40—1110	1450—35—1555—50—2105—60—
	2285
425—25—600—30—750—40—1110	1330—30—1450—35—1555—50—
	2105—60—2285
600—30—750—40—950—50—1360	1555—50—2105—60—2465
630—30—750—40—950—50—1450	1605—50—2105—60—2645

CABIN CREW

600—30—750—40—950—50—1300	1555—50—2105—60—2465
720—30—750—40—950—50—1550	1755—50—2105—60—2765

2.2 The above revised scales of pay have been arrived at by merging the following allowances in the Basic Pay as on 1st October, 1985:

NON-TECHNICAL CATEGORIES OF EMPLOYEES

1. Special Allowance as on 1st October, 1985
2. Wage increase 1981
3. V.D.A. on 613 points as on 1st October, 1985 of the Average Quarterly Consumer Price Index, base 1960=100, Simla Series
4. Marginal Adjustment
5. Productivity Allowance

TECHNICAL CATEGORIES OF EMPLOYEES

1. Special Allowance as on 1st October, 1985
2. Wage increase 1981
3. V.D.A. on 613 points on 1st October, 1985 of the Average Quarterly Consumer Price Index, base 1960= Simla Series
4. Marginal Adjustment Allowance
5. Conveyance Allowance
6. Technical Pay of Rs. 30/- for the employees in the Scale of Rs. 375-1110.
7. Rs. 20/- out of Kit Maintenance Allowance of Rs. 75/- for the employees in the scale of Rs. 375-1110.

CABIN CREW:

1. Special Allowance as on 1st October, 1985
2. Wage Increase 1981
3. VDA on 613 points as on 1st October, 1985 of the average Quarterly Consumer Price Index Simla Series base 1960=100
4. Jet Allowance
5. Efficiency Bonus.

2.3. FITMENT:

The existing Basic Pay on 1st October, 1985 shall be added up with the allowances which have been merged as referred to in para 2.2. above and if the total so arrived at coincides with a stage in the revised scale of pay, the workmen shall be fitted in that stage in the revised scale. In case the total so arrived at does not coincide with the stage in the revised scale of pay, the workmen shall be fitted at the next higher stage in the corresponding revised pay scale.

2.4. VARIABLE DEARNESS ALLOWANCE:

The VDA of Rs. 503.95 at 613 points of the Average Quarterly Price Index of Simla Series, Base 1960=100 has been merged into the basic Pay. There shall not be any VDA at 613 Points from 1st October, 1985 to 31st December, 1985. From 1st January, 1986, the VDA shall be calculated beyond 613 points and the terms of the existing settlement with regard to payment of VDA shall continue to be in force. Further, in the event of Government of India, during the operative period of this Understanding or thereafter revising the Policy of neutralisation of the rise or fall in the All India Consumer Price Index (Base 1960) for workmen in the Public Sector Undertakings following the Industrial Dearness Allowance pattern, which is presently existing in Indian Airlines, the revised Policy shall be made applicable to the workmen covered by this understanding.

2.4 DEARNESS ALLOWANCE (FIXED)

The employees shall be paid Dearness Allowance (Fixed) w.e.f. 1st October, 1985 as per the slabs given below:

Basic Pay Range	Dearness Allowance (Fixed)
Rs. 701-1000	Rs. 120
Rs. 1001-1100	Rs. 180
Rs. 1101-1200	Rs. 240
Rs. 1201-1300	Rs. 360
Rs. 1301-2200	Rs. 420
Rs. 2201-2300	Rs. 540
Rs. 2301-2500	Rs. 660
Rs. 2501-2700	Rs. 840
Rs. 2701-2800	Rs. 900

The Dearness Allowance (Fixed) shall count as pay for the purpose of House Rent Allowance, Provident Fund, Gratuity, Leave Encashment and Leave only but not for any other purpose whatsoever.

2.5. HOUSE RENT ALLOWANCE:

5.1. It is agreed that w.e.f. 1st October, 1985, HRA shall be paid at the rate of 15 per cent of the revised basic Pay plus Dearness Allowance (Fixed) in class A, B-1 and B-2 cities and at the rate of 10 per cent of the revised Basic Pay plus Dearness Allowance (Fixed) in other cities subject to a maximum of Rs. 400 per month. With effect from 1st April, 1987, the workmen shall be paid House Rent Allowance at the rate of 30 per cent of the revised Basic pay plus Dearness Allowance (Fixed) in Class A, B-1 and B-2 cities and at the rate of 20 per cent of such emoluments at other cities subject to the maximum of Rs. 1000 per month for class A, B-1 and B-2 cities and Rs. 500 per month for other cities. Other terms and conditions in regard to payment of House Rent Allowance shall remain unchanged. In the case of those workmen residing in the accommodation provided by the Corporation, the existing rates of recovery of ceilings based on the pre-revised scales of pay existing on 30th September, 1985 shall continue.

2.6. CITY COMPENSATORY ALLOWANCE

The ceiling of Rs. 75 per month shall be raised to Rs. 100 per month with effect from 1st April, 1987. The other terms and conditions in regard to calculation of City Compensatory Allowance shall remain unchanged.

2.7 SHIFT ALLOWANCE

Shift Allowance shall be paid at the following rates to the categories of workmen in the scales of pay as specified below from the date of signing of the Settlement.

Pre-Revised Scale	Revised Scale	Rate for morning/ Afternoon Shift	Night Shift
250-410	1080-1360	Rs. 2.05	Rs. 6.15
320-600	1185-1555	Rs. 3.00	Rs. 9.00
320-675	1185-1705	Rs. 3.40	Rs. 10.20
320-700	1185-1755	Rs. 3.50	Rs. 10.50
525-1110	1450-2285	Rs. 5.55	Rs. 16.65
320-1110	1185-2285	Rs. 5.55	Rs. 16.65
405-810	1305-1905	Rs. 4.05	Rs. 12.15
425-1110	1330-2285	Rs. 5.55	Rs. 16.65
600-1250	1555-2405	Rs. 6.25	Rs. 18.75
660-1400	1655-2585	Rs. 7.00	Rs. 21.00

TECHNICAL CATEGORIES

375-1110	1265-2285	Rs. 5.55	Rs. 16.65
425-1110	1330-2285	Rs. 5.55	Rs. 16.65
600-1300	1555-2465	Rs. 6.50	Rs. 19.50
630-1450	1605-2645	Rs. 7.25	Rs. 21.75

Other terms and conditions for the payment of Shift Allowance, shall remain unaltered.

2.8 DUTY ALLOWANCE

Duty Allowance, which is paid at present to the workmen in the existing scales of pay is revised and the new revised Duty Allowance which will be applicable is shown below from the date of signing of the Settlement.

Pre-Revised Scale	Revised Scale	Rate of Duty Allowance
250-410	1080-1360	Rs. 41
320-600	1185-1555	Rs. 60
320-675	1185-1705	Rs. 68
320-700	1185-1755	Rs. 70
525-1110	1450-2285	Rs. 115
320-1110	1185-2285	Rs. 115
600-1250	1555-2405	Rs. 125
660-1400	1655-2585	Rs. 140

Other terms and conditions for the payment of Duty Allowance shall remain unaltered.

2.9 OVERTIME/SUNDAY ALLOWANCE/HOLIDAY PAY

The increase in the above allowances based on the revised basic Pay shall come into effect from the date of signing of the Settlement on the terms of this Understanding, unless

arrears on any of the above allowance are payable under the provisions of any law in force.

Signed this day of 4th December, 1988.

30th Anniversary of Cuban Revolution

30th Anniversary of the Cuban Revolution fell on January 1, 1989. The Cuban revolution under the leadership of Fidel Castro triumphed on January 1, 1959.

Despite economic blockade and aggressive designs of the U.S. imperialists the Cuban revolution marched forward and the people of Cuba achieved significant gains towards a better life. Cuba serves as a beacon light for the people of Americas.

JOINT STRIKE CALL IN HARYANA

For revision of minimum wages, the AITUC, CITU and BMS in Haryana have given a joint call for 72 hours strike on January 16, 17 & 18, 1989.

HOUSE FOR THE WORKING PEOPLE

The West Bengal Committee, AITUC has taken a programme supporting the initiative of the National Campaign of Housing Rights. A Day was observed on December 27 as House for the working people when unions sent letters to the Speaker, Lok Sabha in support of the petition already submitted and endorsed by many MPs and leaders of Central trade unions.

ANOTHER NEW YEAR GIFT

Quick on the heels of the increase in sugar price, the steep rise in the prices of milk in Delhi is another new year Gift of the Government. Such steep increase will take milk beyond the reach of the common people.

FOR ATTENTION OF SUBSCRIBERS

Those whose subscriptions for the **Trade Union Record** expired on or before December 31, 1988, are requested to renew the subscription before 15th January 1989 latest.

RESOLUTIONS

* FROM PAGE 3

of over 20 lakh public sector workers of our country.

Though it is more than three years since the last settlement was arrived at in some public sector undertakings, there is no sign of any understanding on the present charter of demands.

While Interim Relief has been granted to the employees it has not helped bringing the solution near. The Bureau of public sector enterprises has been giving one directive after another going against the very principles of proper negotiations and settlement. For example, one of the directives of the Government is that in those Public Sector undertakings where the settlement expired after July 1987 the managements should not pay Interim Relief; and where it has been paid the same has to be recovered. Also, proposals are made to adjust the Interim Relief paid from 1-1-86 upto the settlement in the future agreements which means deduction from their pay arrears of payment due on settlement. In respect of Dearness Allowance, the terms of reference to the Tripartite Committee itself is defective and does not mention the concept of full neutralisation and brings into focus irrelevant issues. The DA Committee of the Government of India is yet to consider the issues seriously.

It is further a matter of regret that though negotiations are being held on and off in the Public Sector, there have been no proper offers on the basis of which an agreement could be arrived at in respect of Minimum wage, rates of increment, HRA and CCA, period of agreement and other matters. On the other hand by proposing agreements from prospective dates and by giving a directive limiting the wage rise upto 12½ percent if the agreement is retrospective and 15 percent if it is prospective, the BPE and the Government of India are not only stalling negotiations but are hitting at the very roots of collective bargaining.

The AITUC strongly condemns this approach of the BPE and the Government of India which has meant purposeful delay in the wage negotiations in the public sector. It warns the Government of India to take note of the mounting discontent among the Public Sector workers, and act expeditiously

so that a proper and just settlement is arrived at.

In this connection, the Working Committee expresses its solidarity and support to the conclusions of the Committee of Public Sector Trade Unions (CPSTU), which met recently, and to the programme of action including indefinite strike if the wage negotiations are not concluded before the end of January 1989.

ON PRIVATISATION OF THE PUBLIC SECTOR

Despite several statements to the contrary, the Government of India is continuing its drive towards privatisation of the Public Sector Units. The Scooters India Ltd. is sought to be sold to the Bajajs. Captains of Industry in the Private Sector are brought on top to manage the affairs of the Air India and Indian Airlines. The Tatoja unit of Bharat Electronics Ltd, the premier Electronics industry of our country is sought to be privatised by selling the majority of shares (80 percent) to the multi-national Corvell Engineering Co. and the Indian Samtells. Number of services in Road Transport, Airlines, such as Canteens maintenance, security etc. are already handed over to private agencies.

Various projects are sought to be implemented whereby even the Defence sector will be penetrated by the Private entrepreneurs.

The AITUC strongly condemns privatisation of the public sector which is being undertaken by the Government not only to help the monopolists but also the world Bank which is pressuring for greater and greater privatisation to help the multinationals. The AITUC considers these measures as totally opposed to nationally accepted policies of self reliance and building and independent economy.

The Working Committee of the AITUC urges upon the Government of India to give up all such measures of privatisation and help the growth and expansion of the public sector.

While congratulating the Public Sector workers who by going on a day's strike on January 21, 1988 manifested in a glorious manner their opposition to privatisation of the Public Sector appeals to them to still further step up the campaign against privatisation so that the Government is forced to

give up all such retrograde moves. The AITUC wholeheartedly supports the struggle of the public sector workers against privatisation.

TRADE UNION SCHOOLS ORGANISED BY AITUC

The AITUC with the co-operation of WFTU Education Department organised three Trade Union Seminars (Schools).

Of these, two were national regional schools—one at Bangalore covering the States of Tamilnadu, Kerala, Andhra Pradesh and Karnataka and the other one at Calcutta covering West Bengal, Orissa, Assam and Manipur.

The third one was an Asian sub-regional seminar covering India, Sri Lanka, Bangladesh, Nepal and Pakistan and was held in New Delhi.

The schools at Bangalore and Calcutta were held from December 5 to 11 and the Asian sub-regional seminar from December 12 to 17, 1988.

The Bangalore school was attended by 32 trade union activists, the Calcutta by 26 trade union activists and the New Delhi seminar was participated by 9 trade union activists from Sri Lanka, Bangladesh, Nepal and Pakistan although 13 were invited, and 10 from India.

The lecturers in these schools included AITUC General Secretary Indrajit Gupta, Dr. Janek from WFTU Education Department, AITUC Vice-Presidents M. S. Krishnan and K. G. Sriwastava, AITUC Secretaries Homi Daji and T. N. Siddhanta and K. L. Mahendra. Besides some eminent educationists also co-operated at all the three schools by taking classes. The ILO Director, Regional office in New Delhi also delivered one lecture at the Delhi school.

The subjects at the three schools with some variations for the Delhi school, included History of international Trade union movement and of the WFTU, History of Indian Trade union movement, Political economy of capitalism and of socialism, New international economic order, ILO and its activities; Wages, D.A. and Bonus, Major labour legislations, Unorganised workers, Public sector, Current problems faced by Indian Working Class, etc.

The participants appreciated the endeavour and the comments and suggestions given by them have been taken note of for future guidance.

EDUCATED JOB-SEEKERS ON LIVE REGISTERS AT THE END OF 1987

S. No.	State/Union Territory	Matric	Higher Secondary	Graduate	Post Graduate	Grand Total
1.	Andhra Pradesh	816810	407000	200134	22556	1446500
2.	Arunachal Pradesh**	**	**	**	**	**
3.	Assam	307630	91735	57082	4177	460624
4.	Bihar	907949	272327	230864	4580	1505720
5.	Goa	29334	8089	6385	405	44213
6.	Gujarat	339993	58130	51905	7591	457619
7.	Haryana	215279	23647	41153	5335	285415
8.	Himachal Pradesh	168109	21516	28537	6149	216311
9.	Jammu & Kashmir	20447	11041	11574	3249	46311
10.	Karnataka	445571	56481	91586	9528	603166
11.	Kerala	1430217	158814	113822	13699	1716552
12.	Madhya Pradesh	83101	727172	148781	39196	998250
13.	Maharashtra	1157024	172513	156005	21051	1506593
14.	Manipur	104840	28145	26951	1889	161825
15.	Meghalaya	5671	1805	1143	115	8734
16.	Mizoram	6900	1601	1285	174	9960
17.	Nagaland	6357	1035	622	60	8074
18.	Orissa	268270	54235	94523	8100	425128
19.	Punjab	191043	50637	63348	10526	315554
20.	Rajasthan	166495	171471	100186	14221	452375
21.	Sikkim	*	*	*	*	*
22.	Tamilnadu	752411	321290	182154	48253	1304108
23.	Tripura	23155	17019	6264	272	46710
24.	Uttar Pradesh	647117	698210	348833	67837	1753997
25.	West Bengal	1250661	642365	410985	23355	2327366
26.	Andaman & Nicobar Islands	2023	1345	866	118	4352
27.	Chandigarh	38128	16774	17713	2030	74645
28.	Dadra & Nagar Haveli	**	**	**	**	**
29.	Delhi	235799	161834	93757	14718	506108
30.	Daman & Diu*	*	*	*	*	*
31.	Lakshadweep	1625	10	32	21	1588
32.	Pondicherry	32430	7694	6196	1145	47465
ALL INDIA:		9744389	4175935	2484688	330350	1673536

NOTE: * No employment exchange is functioning.

** Statistics not maintained.