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AITUC GENERAL COUNCIL MEETING

158

**General Secretary's Report
And
Information Materials**

BOMBAY
June 2 to 4, 1989

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A NOTE ON SOME URGENT PROBLEMS AND TASKS

-by Indrajit Gupta,
General Secretary.

Since the General Council has not been able to meet since October 1987, it would be useful to recall the main all-India tasks which we had formulated at that Calcutta Session in the then prevailing situation.

These can be briefly recapitulated as follows:-

(1) Ensuring mass participation by the trade unions, along with other mass organisations in the central rally at Delhi on December 9, to be followed by a countrywide Bandh to register popular protest against the Rajiv Gandhi Government's retrograde and anti-people policies (this took place on 15.3.88);

(2) Continuing, through the NCC, a broad based mass campaign demanding withdrawal of the proposed new labour Bills introduced in Parliament;

(3) Intensifying the struggle through the Public Sector Unions' Coordination Committee, for wage revision and broadly uniform new wage structures overcoming EPE's obstructive guidelines;

(4) Carrying forward the struggle against Government's policies of privatisation, dilution, dismantling and weakening of the Public Sector;

(5) Applying our collective experience and wisdom to the task of tackling the "E. I. movement's major headache", viz. the problem of "sick" industries, closures and prolonged lock-outs, and how to compel the Government to act against the private-sector employers through broad-based, industry-wise and State-wise mobilisations;

(6) Mobilising and organising the unorganised sector workers around the slogan of "A National Minimum Wage not lower than the poverty line level" - implementing our earlier decisions to hold central conventions in the non-coal mining industries and the building and construction sector - establishing regular and functioning liaison between the State TUCs and the BKMU branches;

(7) Mass campaigning among the workers against the growing menace of communalism and fundamentalism, with special

attention to Uttar Pradesh, Bihar, Rajasthan and Maharashtra, so that TUs are not taken unawares by physical attacks on national and class unity;

(3) Popularising the new Soviet peace initiatives, strengthening Indo-Soviet ties of friendship and cooperation, and mobilising the TUs, along with other anti-war and peace forces, against the US imperialist aggressive designs and conspiracies, especially in this region;

(9) Organisational:

- (a) = Extensive holding of T.U. classes based on the central syllabus - 2 central schools by AITUC in Hindi and English by beginning of January 1968 at Delhi, Hyderabad or Bangalore;
- (b) = Membership verification and affiliation dues;
- (c) = AITUC Building Fund;
- (d) = Punjab Solidarity Fund;
- (e) = Africa Fund (decision of 10 Central TUs);
- (f) = Improvement of T.U. Record and AITUC Samvad;
- (g) = Preparation for WFTU General Council meeting in New Delhi, November 1968;
- (h) = Holding of next AITUC Session;

Implementation:

Without attempting a detailed review, which is not practicable at this distance of time, it can be said that the AITUC Centre, the State TUC's, federations and unions have broadly attempted to work in conformity with the above tasks and guidelines during this period of 1 1/2 years. However, the degree of implementation has been uneven and partial.

= Fulfilment of Task No. 1 was successfully accomplished

= As far as Task No. 2 is concerned, we have succeeded in getting the Government to postpone passage of the anti-labour Bills through Parliament, without, however, withdrawing them. They are kept pending and we have to remain vigilant. But the Bills in their present form, are not likely to be taken up before the next elections. The WFTU's intervention was useful in staying the hands of the Government.

= Task No. 3 has also been accomplished. Unity of the trade unions in the major PSUs overcame the BPE's resistance, and broadly satisfactory agreements were achieved.

(C)

A separate Chart on these is attached. Port and Dock workers had to resort to an all-India strike for 6 days before their wage revision demands were conceded.

= Task No. 4 is an up and down, ding-dong struggle. The privatisation offensive is going ahead. However, the resistance by TUs, backed by democratic support, succeeded in blocking Governmental plans for selling out Scooters India to Bajaj, and BEL-Taloja to Sastel and Corning. But this has also been due to the compulsions of this election year on the Government. The Approach Paper to the 8th Plan advocates also power generation and privatisation of such a vital transport sector as the airlines.

= Task No. 5 remains a continuing problem and should be thoroughly discussed in the present General Council meeting and appropriate decisions should be taken. A separate Note on Closures, Lock-outs and Retrenchment is attached to show the extent of the problem in its various aspects.

= Task No. 6 poses the responsibility of carrying out our responsibility for organising the unorganised sector workers - the call of the Bangalore Session 6 years ago. A number of minimum-wage struggles have been conducted and a number of sectoral conventions and demonstrations have been organised, including of working women. But progress is still slow and unsatisfactory.

= Task No. 7 was meant to make the anti-communal campaigning an integral part of day to day trade union activities. From this standpoint, we have failed. Now the issue has assumed the proportions of a national danger and the TU's have to act in the interests of their very survival as united mass and class organisations.

= Task No. 8 retains immense scope for more planned and regular T.U. activity which is at present consciously demonstrated on special occasions like September 1 and May Day.

= Task No. 9 - our performance is generally poor, except in respect of (d) and (g). Much depends on the initiative of the AITUC Centre, and the active cooperation of the State TUCs and General Council members. These are still lagging behind the requirements and opportunities.

(D)

The Rapidly Changing Industrial Scenario:

In the midst of our preoccupation with the struggle for better wages, the trade unions are being haunted by the spectre of massive job losses. Against the background of a vast reserve army of registered unemployed of nearly 40 million, the bargaining capacity of labour, and even its very means of livelihood, are shrinking as never before. This grim reality has to be faced squarely by us.

There is an alarming incidence of so-called industrial "sickness". At the same time, large sections of Indian industry are trying to transform themselves by their own version of "perestroika". The road to cost-effective production is being paved with the introduction of computerisation and hi-tech at one end, and sub-contracting and ancillarisation on the other. The argument of "high wages" to justify these measures is nothing but a bogey.

The official Survey of Industries shows that the rate of growth of wages is progressively declining - from 15.7% in 1979-80, to 12.4% in 1980-81, to 11.4% in 1981-2. And, as is well known, not more than 3% of cases of industrial sickness were due to high wages or labour unrest.

Of course, organised labour's back-to-the-wall stand is not due only to the new managerial offensive, particularly in the private sector. It is also aggravated by the low level of unionisation (not more than 30%), trade union disunity, and splintering of the working class.

While the average membership of unions in 1947 was 1,026, this figure fell to 602 in 1980 and 595 in 1982. The number of registered trade unions has risen from 2,766 in 1947-8 to 35,753 in 1980. Today, as against the combined membership of INEUC, AITUC, IMS, CITU, BMS and UTUC, a larger membership is claimed by other unions put together.

There is no doubt that the bargaining capacity of the trade union movement has declined. This is both an incentive for, as well as the consequence of, the employers' drive for restructuring their plants so as to cut down labour costs and increase productivity. But the management's basic attitudes towards labour are by and large still very feudal, and they are reluctant to put their cards on the table or even to talk to union leaders in good faith and with an open mind.

Government's attitude is no better despite Rajiv Gandhi's tall talk about modernisation. Shri K.G. Desai, head of the department of personnel management of the Tata Institute of Social Sciences, admits that "not only is there no clear national policy on the hows, whos and whats of technology, neither the Government nor the management has any conception of the implications of the technology they import. How can we assess whether it is appropriate for us? No real cost of feasibility studies are undertaken by industry before introducing these technologies in Indian conditions. Even worse, technology is casually introduced with not a moment's thought towards its impact on health."

As long ago as in 1969-70, the Gokhale Commission on computerisation had recommended four safeguards: no retrenchment, no reduction in wages, no adverse effects on service conditions, and sharing of the benefits of efficiency and productivity arising out of computerisation. This could well apply to other forms of modernisation also. But Government has done nothing about implementation of the Commission's recommendations, nor have the trade unions fought consistently or jointly for their applications.

Now that restructuring has become inevitable on a world scale, irrespective of varying economic systems, new guidelines are necessary. And we must think of new forms of struggle, since "militancy" by itself will no longer suffice.

How to fight back on a Policy level?

Narrow concentration on winning economic demands (especially in the organised private sector) is no longer producing results, particularly in industries where employers themselves want to close down/reorganise/diversify certain departments or processes, and to impose lock-outs, if necessary, to impose the new conditions on the unwilling workers and their unions.

Has this not been the common experience in the recent period in the textile and jute industries and prestigious companies like Metal Box, Bata, Guest Keen, Hindustan Lever, etc.?

The issues involved are not just modernisation or reorganisation per se but a genuine fear of massive job losses as a result. Also, job profiles are going to undergo a change

with the services sector expanding, and existing manual jobs being replaced by skilled, highly skilled and technical personnel. This is more or less the pattern observed in all capitalist countries.

④ A key problem before us now is: in cases of lock-outs imposed as a coercive weapon to impose new conditions on the workers, how "flexible" (if at all) should be our attitude? How much "sacrifice" should the workers be prepared to accept in order to get the lock-out withdrawn and to keep the factory running? How do we assess the impact on: jobs and job security

- : earnings
- : workload
- : workers' health
- : safety at the workplace,

depending on whether the lock-out/closure is connected with modernisation, or simply imposed to effect a forcible reduction in labour costs? Degrees of resistance will vary in form and intensity, without, of course, conforming to any rigid formula. To this extent alone, can we speak of "flexibility" in trade union outlook and tactics.

An outstanding example of negotiated agreement (or conscious compromise) in the sphere of computerisation is that of the Banks. We should try to assimilate the experience of the AIBEA leadership in all its positive and negative aspects.

Wanted - a new tripartite Code:

④ The relentless logic of modernisation and restructuring prevents the trade unions from saying a blanket "No" to new technology and computerisation. But the managements, almost without exception, want to employ steamrolling tactics. Even the Tata Consultancy Services admits that "in India the management mainly take unilateral decisions - there are any number of cases where the management informed the unions about plans to introduce computerisation only after the gadgets arrived on the company premises".

The case for a new Code laying down agreed guidelines to cover proposed new changes of work methods/technologies/restructuring, to be negotiated and signed between representatives of Government, managements (both public and private sector), and trade unions, has become overwhelming. The AIFUC should take the initiative for launching a major

policy campaign for such a national Code, whose component principles should include the following:-

(1) Trade unions must be consulted at every step on the necessity, appropriateness, and impact of changes proposed in work methods or of new technologies to be introduced;

(2) Every company/plant proposing such changes must obtain a "No objection" clearance from the trade unions concerned on the following terms and conditions:-

(3) The changes proposed will not result in retrenchment of existing workers, reduction in wages, or adverse effects on service conditions including health and safety;

(4) The gains arising out of improved efficiency and higher productivity as a result of the changes will be shared with the workmen;

(5) New jobs will be created to absorb the workers rendered surplus, and their planned redeployment will include necessary retraining at management/Government expense;

(6) Voluntary retirement schemes will be applicable only to those workers who have crossed the age of 50 years;

(7) Productivity norms will be worked out by agreement between unions and management, and workers will cooperate in adhering to them;

(8) New technologies to be introduced must have a social orientation, i.e. creation of new jobs, improvement of skills of those operating them, maximum use of indigenous resources, etc.;

(9) Imposition of lock-outs with the sole object of coercing workers into acceptance of wage-cuts, increased workload on existing machinery, cancellation of past gains, reduction in labour force, etc. must be prohibited by law, if not incorporated voluntarily in the Code.

Every trade union, irrespective of affiliation or ideology, should be interested in the achievement of such a tripartite Code at national level, because it serves the interests of all workers who are today under unprecedented attack in the name of corporate restructuring. The contrast with the perestroika of the socialist countries is striking. The objective basis for the broadest possible united action

by all trade unions is being created by this capitalist development itself. The AITUC should stand at the head of a country-wide struggle for achievement of such a Code. Neither the Government nor the employers can frontally oppose it so long as they pay lip-service to ILO conventions and norms and to concepts of workers' participation in the task of raising productivity. What is needed is united mass pressure by the trade union movement to enforce such guidelines and safeguards as will curb the excesses of the employers and respect the workers' rights.

Concentrate on Unorganised Sector:

It is this sector, employing millions of men and women, which offers the best opportunities for the advance of the trade union movement in the developing countries. We neglect it only at our peril. Moreover, these units/small-scale industries which are more and more performing the functions of ancillarisation and contracting are acquiring a significance of their own as essential adjuncts to bigger industries. At the same time, the workers here remain the lowest paid and most exploited.

Numerous strikes and struggles for enforcement of statutory minimum wages, as well as for fixing a national minimum not lower than the poverty line standard, have been taking place, e.g. in Punjab, Maharashtra, Delhi, Haryana and other States.

Workers in Bidi, goverlboms, building and construction, non-coal mines, etc. have been on the move. A few meetings/conventions of working women have been held, and show their readiness to organise and agitate for their rights, economic and social. But, generally, the movement is still scattered and lacking in coordination and continuity.

Unionisation of agricultural labour is also lagging behind.

The main handicaps are failure to earmark cadre especially for the unorganised sector, and lack of adequate funds to cope with the organisational tasks.

It is high time we took some specific decisions, at both Central and State level to enable qualitative improvement of mass activity on this front. The General Council should come up with concrete suggestions.

Intensify the struggle against Communalism:

Generally speaking, our trade unions have yet to develop their independent mass campaigning against the communal forces which constitute a growing threat to the class unity of the workers. The outstanding exception is Punjab.

The recent spate of communal riots, coming in the background of the mounting tension over the Ramjanambhoomi - Babri Masjid "dispute", are a warning signal of Hindu-Muslim disruption especially in Uttar Pradesh, Bihar, Madhya Pradesh and some other Hindi-speaking States. It is essential that our trade unions should expose the game of the communalists and mobilise all sections of the workers through regular meetings, conventions, communal harmony marches, etc. to maintain peace and unity, and to organise union volunteer squads to patrol sensitive areas, keep a watch for rumour mongers and mischief makers. In the event of any disturbances breaking out, trade union activists should physically intervene and try to ensure that workers of one community give protection and shelter to workers of the threatened community.

The poisonous fundamentalist propaganda being spread among Hindus by the BJP, RSS, Viswa Hindu Parishad, Shiv Sena, etc. and by Muslim League, Jamaat-e-Islami, Ittehad-ul-Muslimeen and other organisations among Muslims is meant to drive a permanent wedge between the two communities. The working class cannot remain immune from its influence, especially where the trade unions have traditions and habits of narrow "economism". It is, therefore, essential to activate the leading cadres, and develop their political consciousness to make anti-communal campaigning a regular part of day to day T.U. activity.

Example of our Punjab trade union comrades should be propagated widely to inspire workers in other areas and give them the confidence that the organised working class can be kept out of fratricidal strife.

The Shiv Sena led by Bal Thackeray has become a powerful force for communal disruption especially in Maharashtra, with its open appeal for a Hindu religion. It tries to antagonise and intimidate Muslims, Sikhs and Dalits alike. It propagates its line both from the platform of its own trade unions as well as inside unions led by others. If this menace is not consciously exposed and countered by at least the Left-led unions, the class outlook of the movement in Maharashtra will be pushed further and further back.

The national political parties which have come up in recent years have formed their "own" trade union wings as, for example, the DMK, AIDMK, TDP, etc. Their attempt would be to exploit away problems of unemployment, low wages, etc. in terms of regional "backwardness", del^liberate treatment against their states, thereby rousing the workers, not against the socio-economic system and its need to change it, but against people of other states. This can be a dangerous game, pitting one State against another and proceeding to chauvinist activities.

Similarly, associations of industrial or unskilled caste and semi-illiterate employees are springing up, especially among Government employees, with grievances directed against other caste organisations. Based primarily on communalism, casteism, or regionalism will obviously weaken the movement as a whole. Legitimate grievances should be taken up by our unions in a democratic way, so that the aggrieved sections do not feel neglected and their sentiments are not exploited in a distorted and disruptive way.

Apart from independent, anti-caste anti-caste campaigns, our trade unions should fully cooperate with all other secular and progressive forces in joint rallies, conventions, padayatra, etc.

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DEVELOPMENTS AND WORK SINCE THE LAST GENERAL COUNCIL

The period under review has been a period of offensive by the employers and the Government on the rights and employment of the working class and mighty united struggles against such policies and for upward revision of wages.

Public Sector:

The public sector workers held a workshop and decided to submit memorandum on demands on common lines. The demand raised was for Rs. 1500 pay at 600 Index.

After the Fourth Pay Commission was implemented, on the direction of the Supreme Court Mishra Commission was set up to recommend pay and allowances for the industries that were following the Pay Commission Pattern. The Government declared interim relief for the supervisors and the executives.

The B.P.E. issue guidelines that the increase in wages in the public sector should not be more than ten per cent of the wage bill.

The public sector workers held a Convention on 29th January 1988 and planned action. This forced the Government to sanction interim relief but not the consequential benefits. Further interim relief was not sanctioned to the workers in West Bengal and also to such of the P.Us whose agreement was still in operation.

The public sector workers went on strike throughout the country on 14th, 15th and 16th March 1988 and the coal workers went on strike for six days upto 20th March demanding immediate settlement of their demands. More than a 1000 miners were arrested, and police terror was let loose particularly in Madhya Pradesh and Bihar including firing in three cases.

Subsequently the workers were given HRA and C.C.A on interim relief and those who were not given interim relief were also sanctioned from a later date. But the B.P.E. stressed that this amount shall be recovered after the wage agreements. The B.P.E. also issued guidelines that the wage should not be increased beyond 12½ percent

if the agreement is retrospective and 15 percent if it is prospective. Against this the public sector workers held a Convention on 28th May 1988 and decided to fight out the directions of the B.P.E.

The national workshop on Dearness Allowance was held on 18th and 19th May 1988, which demanded full neutralisation with a minimum of Rs. 2.50 per point.

There was a workshop on wages at Delhi too to work out common approach in view of the agreements reached in D.V.C. and Indian Airlines. An extended meeting of the C.P.S.F.U. was held on 12th, 13th December which gave a call for observance of a week from 17th to 27th January 1989 and to prepare for strike.

After failing to enforce the B.P.E. guidelines the managements were forced to restart negotiations and M.O.S. have been signed in Oil, Steel, Coal, BHEL and the Bangalore based industries. The workers have in general achieved an increase of around Rs. 100.00 in addition to the interim relief and other allowances or fringe benefits paid have not been deducted. For the first time Pension schemes have been agreed to subject to the approval of the Government.

This time there is improvement in coordination in the public sector unions of A.I.T.U.C. and also better functioning of the C.P.S.F.U. The functioning should be more organised and there should be greater coordination in future.

The public sector employees in West Bengal went on strike from 23rd November 1987 and got the interim relief. The strike lasted 35 days and they won interim relief on a flat basis. The strike in public sector jute lasted longer.

In spite of agreements in several public sector undertakings the Minister for Port and Dock and the managements were adamant. There was a complete strike in all ports from 17th April 1989 and after six days an agreement was reached and the strike withdrawn.

Mishra Commission

The Government has not taken any decision on the recommendations of Mishra Commission, because according to Government sources this will involve an expenditure of Rs.200 crores and if the same benefits are extended to the supervisors and executives of all public sector undertakings the expenditure according to Government sources shall be around Rs. 2000 crores. This means that the Government accepts that the supervisors and executives in the public sector undertakings are being paid far less than their counterparts in the Government departmental undertakings.

Bank, L.I.C. and G.I.C.

The Bank employees got a Minimum Pay of Rs. 900 at 500 points, higher incremental rates, cent percent neutralisation upto a higher level including for the staff and stagnation increments. An interesting aspect of the struggle of the Bank workers was that B.F.F.I. went to court seeking adjudication and not Bipartite Settlement. The court however threw out their petition. 7 lacs Bank workers went on a one day strike for their wage demands. Similarly the L.I.C. and G.I.C. also were able to settle their demands after hard fought struggles.

Index Fraud:

Inspite of opposition by all trade union centres the Government has introduced the 1982 series which is based on an unscientific basket. Already it is noted that in some cities the Index has gone down while the actual prices are up. The Government has stopped publishing the Index on 1960 base which in comparison would have exposed the fraud that is being played and that the Government wants to conceal the price rises.

The A.I.F.J.C. alongwith the other mass organisations with left orientation such as C.I.F.J. the Kisan, agricultural labour, youth, students and women's organisations participated in the campaign on mass issues of the people, participated in the March from Trivandrum and other centres and in the one million strong rally at New Delhi in front of the Parliament. The left parties gave a call for Bandh on 15th March demanding stepping down of Rajiv Gandhi.

The A.I.T.U.C, C.I.F.U., H.R.S., U.T.U.C and others gave a call for general strike to protest against the anti-people policies of the Central Government and there was a wide response.

Closures and Amendment of Labour Laws:

The industrial sickness increased very rapidly after an announcement of concession for sick industries. The mandays lost due to lockouts were far exceeding the mandays lost due to strikes.

On 21st December 1987 an all India Convention against closures was held and a protest day against closures was observed on 18th April 1988. This movement will have to be carried forward. A detailed note on the subject is appended in the papers.

The Black Bills:

The Government already passed an amendment of the definition of Industry in the Parliament but it is not yet implemented.

The Government hurriedly passed the Hospitals etc. redressal of grievances Bill in Rajya Sabha and finally moved amendments to the Industrial Disputes Act and the trade union act. These legislations meant an attack on right to organise, right to collective bargaining and right to strike and would introduce check-off system which is opposed by all trade union centres except the IATUC. These also provided penal provisions for violations. Hence the Industrial Disputes and the Trade Union Act was termed as the Black bill.

A National Convention was held against the Industrial Relations Bill, on 14th July, 1988 and rallies and demonstrations and ^{courting of} arrests were held before the Parliament and Assemblies on the opening day of the Parliament on 27th July 1988. The Convention also gave a call for strike on the day the bill is introduced in the Parliament. Five Labour Ministers of State Governments came out against the Black Bill.

The W.F.T.U. sent a protest telegram against the Black bill. The bill has not been moved so far. It shows

Rs. 50. The indefinite strike call given in other jute mills was to commence from 26th February 1988 but a settlement was reached on 25th February and the strike was called off.

The 45 days strike in Engineering Industry in West Bengal ended on 10.1.88 after an agreement was reached on revision of wages and D.A.

There were numerous strike struggles in Goa particularly against closures.

Eleven days strike of Singareni Collieries workers was called off after time bound agreement on permanency of Badli fillers, abolition of contract system in certain sections and promotion to next higher grade after seven to nine years in various categories was agreed.

Recently while the national level agreement was reached the radicals attacked the A.I.T.U.C. led union offices in Godavari Khani and Bellanpalli led a strike under threat for some days on the false plea the national trade union centres are delaying agreements.

There were strikes by the Government employees in Rajasthan, Uttar Pradesh, and Bihar in which the A.I.T.U.C. played an important role.

The college teachers throughout the country went on strike for common U.G.C. scales and proper grades and promotion channel.

The Bihar and Orissa teachers went on strike during the period under review.

There have been wage settlements in Greaves Cotton where the Minimum Wage is agreed at Rs. 2024.60 at July 1987 Index.

Similarly an agreement is reached in David Brown Greaves and Rs. 2190 as in June 1988 excluding of D.A. which is Rs. 500 to Rs. 650.

The AITUC affiliated union got recognition in Visakhapatnam Steel Plant securing 1551 votes as against 800 votes by INFC, 170 votes by H.M.S. and 75 votes by CITU.

As per the call of the Working Committee month of June 1988 was observed as Punjab Month to mobilise public opinion against the fundamentalists and terrorist forces and for

unity and integrity of the country.

The AITUC submitted a memorandum to the Planning Commission opposing the economic policies of the Government which gives concessions for the M.N.C's and the monopolists and leads to attacks on the working people. It should be noted that the value added per worker has increased.

A trade union committee inclusive of all Central Organisations including the J.H.T.U.C. was formed against Apartheid. The Coalminers throughout the country donated one day's wages and some more funds were raised from other trade unions for Africa Fund. Nelson Mandela's Birthday was celebrated.

1st September was observed as 'Action for Peace' day throughout the country.

Bihar earthquake relief fund was raised.

A consultative meeting of Soviet and Indian trade unions was held for further cooperation.

A delegation of AITUC led by Comrade Indrajit Gupta, General Secretary, Comrade Homi Daji, Secretary and others visited China on the invitation of the Chinese Trade Union Federation and had exchange of experience and agreed to further strengthen the ties.

The General Council meeting of the World Federation of Trade Unions-WFTU was held at New Delhi from 24th to 28th October 1958. The W.F.T.U. has given a message to the workers in India ^{which} states, "WFTU has always been with the trade unions and working class of India in their sustained struggle in defence of working class rights, for betterment of their living and working conditions and for defence of national sovereignty and unity". "The General Council reiterates its fraternal solidarity with the workers and trade unions of India in their struggle against reactionary forces seeking to destroy the unity of the working people as well as national unity and wish them success in their struggle to build a better life upholding peace, democratic advance, and social progress."

A petition of the working women to the Parliament has been drafted and already translated into some of the languages. Signatures should be collected from working women and the demands there in should be popularised.

Already meetings have been held at some of the working class centres and the representative from the AITUC Centre attended. The Maharashtra Working Women's Convention was held in Bombay. Similarly, a Convention of the employees in Anganwadis was held.

Unorganised Sector:

The Beedi workers of Madhya Pradesh organised a demonstration and offered Satyagraha in front of the Vidhan Sabha. They have secured an increase in the rate from Rs. 10.50 to Rs. 14 per thousand beedis.

3000 contract labourers of Balco and its Pukhtapur Mines organised gherao, dharna and a fifteen days strike. The movement got support from the permanent workers also and ended successfully.

Contract labour of M.T.P.C. in Sidhi district conducted a militant movement.

1000 Iron Ore Mine contract workers of Bhilai in Durg went on 9 days strike and negotiations commenced.

During this period the contract labour in various parts of the country are getting organised.

The unorganised workers are in large numbers and are below the poverty. It is necessary that all the AITUC organisers and the leaders of the organised Industry devote attention to organise the unorganised. Some all India campaigns need to be taken upto implement the task of "organising the unorganised".

Trade Union Schools:

A trade union school for women activities in Maharashtra was organised.

In January 1989 trade union schools were organised two in Delhi, one each in Bangalore and West Bengal and one by the Electricity Federation in Madras.

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N O T E O NLOCKOUTS, CLOSURES, INDUSTRIAL SICKNESS AND RETRENCHMENT.

Lockouts: The Mandays lost due to lockouts during the last three or four years are more than the Mandays lost due to strikes which is clear from the following figures:

MANDAYS LOST IN MILLIONS

<u>Year</u>		<u>Due to strikes</u>		<u>Due to lockouts</u>
1984	-	39.26	-	16.07
1985	-	11.49	-	17.75
1986	-	18.82	-	13.92
1987	-	14.03	-	21.33
1988	-	9.37	-	13.73
(Jan. to Oct.)				

It is clear that in 1985, 1987 and 1988 in mandays lost due to lockout far outstrip the mandays lost due to strike.

It should be noted that the mandays lost due to lockout in West Bengal alone are more than 50 percent of the mandays lost throughout the country and second comes Maharashtra i.e. the big and old industrial centres of the country.

MANDAYS LOST DUE TO LOCKOUTS (IN THOUSANDS)

<u>State</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>
All India	17,753	13,925	21,452
West Bengal	10,770	8,101	12,747
Maharashtra	2,858	2,105	2,759
Tamil Nadu	998	1,036	856
Bihar	186	132	1,073
Uttar Pradesh	107	335	946
Gujarat	379	541	710

One of the features is that there have been prolonged lockouts even in industries which cannot by any imagination be termed as sick units or the ones having obsolete machinery such as Bata, Hindleco, Philips, Kesoram Cotton etc. The main purpose was to force the workers to accept inferior conditions of service by way of reductions of wages or freezing of Dearness or reduction in the number of workers, increased workload etc.

Industrial Sickness

The Industrial Sickness is growing very fast specially since last five year when the Government announced certain concessions to the sick units.

	<u>Large</u>	<u>Medium</u>	<u>SSI</u>	<u>Total</u>
December 1980	409	992	23,149	24,550
December 1986	714	1,250	1,45,776	1,47,740
June 1987				1,53,225

In June, 1987 sick industries in some of the States were:-

Tamilnadu	-	25,146
West Bengal	-	18,129
Andhra Pradesh	-	14,054

(Lok Sabha 12, Aug. 1988)

Out of the Bank funds locked up in sick industries Rs. 4422 crores are locked up in 689 large and 1,28,564 small scale units.

LARGE SCALE UNITS

<u>State</u>	<u>Units</u>	<u>Amount locked</u>
Maharashtra	151	838-54
West Bengal	150	750-32
Gujarat	66	332-29
		1988-96

This means almost 45 per cent of the amount is locked up in large scale industries in the above three states which are the old industrial centres of the country.

Out of the large industries i.e. whose Bank Credit limit is Rs. one crore and above.

<u>Large</u>	<u>Bank outstanding</u>
1985 597	Rs. 2655.39 crores
1986 689	Rs. 3238.64 crores

Out of these large units

	<u>1985</u>	<u>1986</u>
Textiles	162	185
Engineering and Electrical	153	175

Out of these units considered 374 as viable and 224 non-viable. Viability of 91 was yet to be decided.

VIABILITY STATUS: DECEMBER 1986

<u>Units</u>	<u>Number</u>	<u>Amount in Rs.Crores</u>
Viable	17,703	2167.88
Non-viable	1,27,719	2421.34
Viability yet to be decided	2,513	261.77
	1,47,740	4851.79

Governor of Reserve Bank stated that major cause of sickness are obsolescence of plant and machinery lack of managerial skill, shortcoming in project planning and implementation and delay in financing were some of the major problems.

The Governor of Reserve Bank further pointed out that there is failure to rehabilitate because of a tendency towards over-emphasis on financial reliefs without paying due regard to improvements in management's stake in the unit.

The situation may have variations from industry to industry and area to area.

Andhra Pradesh has entered late in the industrial field and the report of a Committee appointed to study industrial sickness examined 321 companies which revealed the major factors responsible have been working capital problem (104 cases) dispute between partners (35) disinterest of the entrepreneurs (33) and marketing problems (29). It is also noted that labour problems are not the cause of sickness.

The report further observed, "since the Government of India announced certain concessions for the sick industries with a view to bring them back to health the incidence of sickness has suddenly increased from 1987. The report states, "some of the factors underlying the industrial sickness a charge that industrial sickness has become a profitable business, in the light of the various relief measures that are available."

TEXTILES

It is a fact that Cotton and Jute Industry are facing problems due to synthetic fibre, the problem of outdated and old machines, and diversion of capital from these industries to the other sectors which provide greener pastures than those such as Chemical, Pharmaceuticals, Plastics, Engineering, Hotel, Film and real estate business etc.

In June 1985, 70 textile mills were lying closed with 94,297 workers rendered jobless and in September 1987 there are 127 closed mills with 1,86,000 rendered jobless.

As the end of 1988, as many as 136 textile mills were closed rendering 1.85 lakh workers jobless.

In Bombay alone the number of Textile workers rendered jobless is about 60,000 with another 50 to 60 thousand Sadli workers thrown out.

Specially after the announcement of the new textile policy there is cut throat competition from Powerloom Sector. The big Industrialists have taken over large number of Powerlooms because of the low cost of production. There are no overheads, wages are low, there is evasion of Taxes and Labour legislations and hence the profit margin is very high.

The labour cost difference between the mills and the Powerloom Sector per worker per day is around 2.00/-. The handloom sector is suffering because of the high price of yarn and shrinkage of locket.

There is growing competition from Japan, South Korea, Hongkong and Singapore etc. Earlier there was smuggling and now with the liberalisation of imports there is open competition. About 50 per cent of the Handlooms are lying idle.

In this situation N.T.C. which owns 127 mills is planning to convert its Mills into Spinning Mills and either merging the loosing units or closing them. The N.T.C. is prepared to give loans free if the workers form cooperatives.

There has been neglect of modernisation in time and thoughtless modernisation now.

At present 138 textile mills are lying closed and Tamilnada tops the list with 39 (42 as on 27 February '88) and out of these 57 mills involving 112,000 workers were closed after declaration of new Textile Policy. Another 90 to 100 mills are waiting in the wings to choke off.

JUTE INDUSTRY

With 10 of the 56 functioning Jute Mills in West Bengal closed and several others running in unusual circumstances the 2.25 lakhs Jute workers are again in a predicament

One after another the Mills are being locked out. The lockout figures in Jute Mills, vis-a-vis production figures indicate that the Jute employers kept the total production figures almost stable though about 25 percent of the capacity remained idle during 1989.

There is arbitrary change in man machine ratio reducing employment potential.

Some of the Mills which were under lockout for several years have been purchased by speculators and raw jute traders. The new employers are forcing the workers to accept reduced wages and increased work-loads. Some employers are bringing pressure on Jute and other workers to accept reduced wages. The industrialists failed to overcome the crisis and speculators have entered for profits and not production.

The Government of India's belated orders for mandatory use of jute goods in packing in some areas like Cement, Fertilisers, Foodgrains, Salt, Sugar etc. have been challenged in the Supreme Court. Could change of consumption pattern be prevented by an ordinance?

The Centres order for manufacture of bags of jute and synthetic combined have posed serious problem to Jute industry. In such a situation all the workers cannot be absorbed.

Some signs of improvement in domestic and foreign market of goods are perceptible but the basic problem remains the same.

It has been admitted by the West Bengal Government that the spate of lockouts and suspension of work etc. resorted to by the employers had sharply increased in 1989.

The Labour Department review states, "The employer in general had been trying to force the workers to accept derogatory terms of employment like reduction in work force, moratorium on wages, even actual reduction in wages in certain cases, freezing of dearness allowance, curtailment of other existing benefits so long enjoyed by the workers, imposing of higher work-loads arbitrarily. Worse still some of the

employers are trying to lapse wages less than that fixed in the tripartite settlement, making major concessions like giving a portion of their money accumulated in the Provident Fund as loan to the owners."

Lockouts and suspension of business were found to be devices of the employers extracting financial concessions from various institutions and in various forms. The earned wages in some cases are not paid, S.E.I. and Provident Fund contribution is not paid and when factory is closed gratuity and the retrenchment compensation are either not paid or paid in instalments.

The employers press on the workers to accept derogatory terms on the plea that it is required to get loan from financial institutions. In reality financial institutions do not advance further loan unless it is made out that the unit can become viable.

Another feature is the non-renewal of notifications issued under the industrial (Development Regulation) Act by the Central Government in respect of some of the industries. Thousands become unemployed. The Government of India is going ahead for outright closure of some of its establishments in West Bengal. The problem is of non-viable units also.

In Andhra Pradesh, the A.P. Scooters, a State Government Undertaking was sold to Bajaj, the Allwyn diesel to the Mahindra and Mahindra and the management of the Siroilk a State Unit is taken over from Distas and is lying closed for two years. The State Government states that it is not the responsibility of the Government to enter into speculative activity. It doesn't provide necessary funds and a number of Spinning Mills in the Co-operative Sector are lying closed. In D.S.R. textiles in the Industrial Development bank is prepared to advance loan for modernisation but wants the state Government to be guarantor which it is not prepared.

In key and basic industries the trade unions can insist on nationalisation. But if the Government nationalise junk after the Milch Cow is dried up can the Government run it? Will it not be proper for the Government to start a new industry and absorb the workers who are thrown out? There are 30 million unemployed in the country and large number who were employed are being thrown out due to industrial sickness or due to modernisations, etc.

Apart from these there are also Engineering units which have obsolete machinery and were closed by the employers. The Government by notification took over the management and now does not intend to renew the notification.

The Steel industry is being modernised, but the Government has declared that by providing suitable training the workers shall be absorbed. Yet the contract labour is being rendered unemployed.

Thus the workers are faced with the problem of lock-outs to force them to accept cut in wages, freeze of dearness allowance or retrenchment.

There are industries which are sick and the managements are trying to pass on the burden to the workers instead of finding methods of reviving them to health.

The problem of replacement of obsolete machinery is there and prevention of sickness by proper monitoring.

The New Textile Policy has done harm to the workers, to the workers in the powerloom and the handloom sector. The Government has set up a Review Committee with only limited representation of labour on it.

In the jute industry the funds allotted for modernisation have not been utilised. The Consumer demand has changed. The jute employers are averse to make any investment in the industry for its improvement.

In such a situation the workers in a number of units are resisting to accept wage reduction or retrenchment. But in some units they have been forced to accept golden hand shake, or freezing of D.A. or reduction of wages, depending on the position of the industry and the capacity to fight back.

In Kanpur the workers resorted to Rail Roko programme for 107 hours and forced the Government to withdraw its notification which authorised the managements to retrench 24000 workers.

The Kanpur Conference of the Textile workers stressed that restructuring of the industry is necessary but it should not lead to loss of employment. The Government should ban lockouts which are meant to force the workers to accept reduction in their emoluments and for inferior conditions of

service. The Government should see that all the viable industries are opened and necessary steps should be taken for that.

Wherever the Government is required to takeover a sick industry it should also takeover the profit making industries of the same group.

In the case of restructuring and modernisation efforts should be made for simultaneous expansion so as to absorb the surplus labour.

In the alternative new industries should be encouraged and those who absorb the labour thrown out should be given incentives.

The Trade unions should be associated with Planning. The trade unions should be associated with the Committees that study the problems of particular industry.

United and militant struggles should be conducted against attacks on the existing facilities and unfair practices of the managements, which the managements try to impose through lockouts and closures. While conducting such struggles the unions in each case should study the position concretely understanding the mood and fighting capacity of the workers and adopt appropriate tactics.

There is an effort to pass on the sick industries to the shoulders of the workers. The Supreme Court in the case of Kamani Tube has upheld handing over of the industry to the workers cooperatives.

The Milch Cow shall be with the capitalists and when it gets dried up the workers are called to nurse it and maintain it. The Andhra Pradesh Government has prepared a legislation by which the Government shall be authorized either to transfer a sick unit or 'its' management to the workers cooperative. The Government will give certain concessions in interest rate and also restructure the loan but the workers cooperative shall be required to clear all the liabilities incurred by the previous employer. Further the cooperative is expected to compete in the market for its survival. The cooperatives in most cases are bound to fail adding to the misery of the workers. But the Government will then gleefully say, "It is the workers who failed."

The Andhra Pradesh Chief Minister has publicly stated that the state shall not get involved in economic

GROWING INDUSTRIAL SICKNESS

No. of sick units as at the end of	Large Units	Medium Units	SSI Units	Total Sick Units
December 1980	409	992	23,149	24,550
December 1981	422	994	25,342	26,758
December 1982	444	1178	58,551	60,173
December 1983	491	1256	78,363	80,110
December 1984	545	1287	91,450	93,282
June 1985	597	1181	97,890	99,668
December 1985	637	1186	1,17,783	1,19,606
End June 1987		712	1,58,226	1,59,938

Outstanding bank
credit as at the
end of

(Rs. crores)

December 1980	1342.47	178.42	305.77	1800.66
December 1981	1478.84	187.63	359.07	2025.54
December 1982	1790.60	225.76	568.97	2585.33
December 1983	2014.33	357.97	728.99	3101.29
December 1984	2330.12	428.88	879.69	3638.69
June 1985	2655.39	195.13	954.65	3805.17
December 1985	2980.24	220.02	1070.67	4270.93
End June 1987	4195.63		1542.25	5737.88

(ECONOMIC SURVEY, 1986-87, 1988-89)

The Economic Survey, 1988-89 admitted that "The growing incidence of sickness is one of the most serious problems being faced by the industrial sector in India today." The Economic Survey further stated while reviewing the overall economic situation in 1988-89, that "the other trend (besides stagnation in growth of employment) which seriously threatens the prospects of future industrial growth is the increasing incidence of industrial sickness."

Even then, no effective steps have yet been taken by the Government either to stem the growing incidence of sickness or to rehabilitate the closed units.

In the category of non-SSI sick units, engineering and textile industries accounted for about 51 percent of the total credit outstanding and 47 percent of the total number of sick units. Among the states, Maharashtra and West Bengal accounted for about 45 percent of the total credit outstanding and 36 percent of the number of total units in the category of non-SSI sick units.

The Board for Industrial and Financial Reconstruction (BIFR), set up under the Sick Industrial Companies (Special Provisions) Act, 1985, became operational on 15th May 1987. Even according to the Board, it can do very little in the matter of revival of sick units.

INDUSTRIAL RELATIONS SITUATION

Year	<u>Lockouts outstripping strikes</u>			Mandays lost (In million)		
	No.of			Strike	Lock- out	Total
Strike	Lockout	Total				
1984	1689	405	2094	39.26	16.07	55.03
1985	1355	400	1755	11.49	17.75	29.24
1986	1458	434	1892	18.82	13.92	32.75
1987	1348	451	1799	14.03	21.33	35.36
1988	861	295	1156	9.37	13.73	23.10
(Provisional) (Jan.--Oct.)						

STATEWISE LOSS OF MANDAYS (IN THOUSANDS) DUE TO STRIKES & LOCKOUTS 1985-1987

State/U.T.	1985		1986		1987 (Provisional)	
	Strike	Lockout	Strike	Lockout	Strike	Lockout
Andhra Pradesh	1,786	646	7,522	404	2,344	266
Assam	15	0	14	9	37	0
Bihar	1,031	186	385	132	236	1,673
Gujarat	583	379	643	541	1,056	710
Haryana	97	4	216	98	315	187
Karnataka	488	631	119	113	460	307
Kerala	808	253	1,861	466	1,871	292
Madhya Pradesh	222	640	579	285	156	98
Maharashtra	1,545	2,868	1,331	2,105	1,281	2,759
Orissa	102	21	146	6	135	222
Punjab	132	41	468	172	129	167
Rajasthan	710	220	512	171	796	205
Tamilnadu	2,691	908	2,493	1,098	2,617	588
Uttar Pradesh	235	107	491	36	489	940
West Bengal	623	10,770	444	8,111	1,953	12,747
Delhi	163	21	1,508	25	187	30
Goa, Daman & Diu	82	57	24	83	33	100
Pondicherry	118	0	0	0	0	0
Others	56	1	71	70	32	25
All India	11,487	17,753	18,824	13,925	14,027	21,452

SOME OF THE MAJOR TERMS OF THE RECENT WAGE AGREEMENTS

Enterprise/ Industry	Duration of Settlement	Minimum Wage (Rs)	At CPI No (1960 base)	Rate of Annual Increment	F D A	H R A	Settlement Benefit
1	2	3	4	5	6	7	8
DAMODAR VALLEY CORPORAT- ION.	from 1-1-1986 until 5th Pay Commission	1430/- (Basic)	At 608	Rs. 15 to Rs. 100/-.	FDA and VDA will expire on 1.1.86. Thereafter as per CPC.	H R A	Rs.250 to Rs.800 p.m. in Calcutta, Howrah, Delhi and Patna. In respect of Field Employees upto Rs.300/-p.m.
INDIAN OIL CORPORAT- ION.	from 1-5-86 to 30.6.90	1040/- (Basic)	At 607	Rs. 20 to Rs. 85	From Rs. 140 to Rs.520		Rs. 60/- at flat rate
BANKS	From 1-11-1987 for a period of 5 years	Rs.900 for clerical Rs.815 for sub- staff.	At 600	Rs.50 to Rs.120 for clerical and for sub-staff Rs. 20 to Rs. 50/-.			Rates 12%, 10%, 8% and 6 1/2%. Ceiling Rs.300/-, Rs.250/-, Rs.200/-, Rs.155 (Min:Rs.85/-) respectively.

1.	2.	3.	4.	5.	6.	7.	8.
BHEL	1.9.1986 upto 31.12.91.	Basic 1086/- as on 1.9.86 Minimum Wage Rs. 1186.88	At 559	Rs.20 to 90	From 1.9.86 to 31.12.87 Rs.100.05 to Rs. 421. 05 and from 1.1.88 to 31.12.91 ranging from Rs.200.05 to Rs. 521.05.	HRA payment to be continued at existing rates and on revised basic pay as effective from 1. 9. 1986.	Rs. 100/-
SISEL	from 1.1.89 upto 31.12.1991.	1550/- Basic-1350 FDR-200	At 810	Rs. 20/- to Rs. 90/-.	From Rs.200 to Rs. 435.	10% of basic pay-Min. Rs.75 per month from 1.9.86 and a minimum of Rs. 100 per month from 1.9.1990.	Rs. 85 per month plus an amount equal to one annual increment in the revised scale.
COAL	from 1.1.87 to 30.6.1991.	Basic Rs.1080.22	At 672	Rs. 18 to Rs. 80/-.	Increased from Rs.30/- per month to Rs.45/- per month from 1.7.87		Rs.85/- per month over and above interim relief from 1. 1. 1987.

1	2	3	4	5	6	7	8
PORT & DOCK	From 1.1.88 to 31.12.1992.	Rs. 1040/- per month.	At 607.	Rs. 20 to Rs. 85/-.	From Rs.140 to Rs. 520 per month.	On prervised scale upto 31.12.91. On Revised basic pay Minus 100 for one year from 1.1.92 to 31.12.92.	Rs.60 per month plus one increment in revised scale.

Enter- prise/ Industry	Duration	Minimum Wage	At CPI No.	Rate of Annual increment	FDA	VDA	HRA	Settlement benefit
1.	2.	3.	4.	5.	6.	7.	8.	9.
GIC	From 1.10.87 to 1.10.1992.	Sub-staff 215/- Asstts. 1000/-.	At 600	Rs.25 to Rs.50 for sub-staff. For Asstts. from Rs. 50 to Rs. 120.		Class IV-0.67% of basic class III(i) upto basic Rs.1650-06% (ii)Rs.1650 to Rs.2850 -0.55% of bala- nce of basic salary in ex- cess of Rs.1650. (iii) Above Rs.2850 -0.33% of balance of basic salary in excess of Rs. 2850.	10% of revised basic with a maximum of Rs.300/- per month.	For sub-staff- Net Take home difference - Between Rs.75.83 and Rs.321.24 For Assistant: Between Rs.92.22 and Rs. 423.10 .

1	2.	3.	4.	5.	6	7.	8.	9.
INDIAN AIR- LINES.	From 1st October 1985 to 31st Aug. 1990.	Rs.1980 non-technical Rs. 1265 -Technical. For Cabin Crew- Rs. 1555/-.	At 613	Rs.15 to Rs.60/-.	From Rs. 120 to Rs. 900 accord- ing to basic pay-slab.	-Zero at 613 CPI	From 1st October 1985, 15% of revised basic pay plus fixed DA in Class A, B-1 and B-2 cities and 10% in other cities subject to a maximum of Rs. 400 p.m. with effect from 1st April 1987 at the rate of 30% of revised basic plus FDA in class A, B-1 and B-2 cities and at 20% in other cities subject to the maximum of Rs. 1000 p.m. and Rs. 500 p.m. res- pectively.	

Enterprise	Duration Settle- ment.	Minimum Wage (K.)	At CPI No.	Rate of Annual Increment	FDA	HRA	Settlement Benefit
1	2	3	4.	5.	6.	7.	8.
GREAVES COTTON	From 1st July 1987 to 30th June 1991.	Basic plus DA comes to Rs. 1392.50	At 3532 Bombay Index.	For Class III ranging from Rs. 45 to Rs. 55. For unskilled Rate increased from Rs.7 to Rs.9; For skilled;Rs.15/- increased to Rs.18. For highly skilled Rs.25/- increased to Rs.30/-.	-	From Rs. 170 to 220 p.m.	As on July 1, 1987, a work- man gets a total increase ranging between Rs.330/- to Rs. 550/- p. m.

1.	2.	3.	4.	5.	6.	7.	8.
NTPC	From 1.1.1987 to 31.12. 1991.	Rs.1208/- (Basic; R.1,100 and EDA R. 108)	At 672	From Rs. 20 to Rs. 90/-.	From 1.1.87 to 31.12.87 from Rs. 108 to Rs. 510. From 1.1.88 to 31.12.91 from Rs. 208 to Rs. 610.	From 1.4.89, HRA shall be payable on the basis of actual pay in the revised Scales. Recovery on 1983 pay structure.	
ONGC	From 1.1.87 to March 31, 1991.	Rs.1238/-p.m. comprising basic pay + VDA of Rs.571/- at 500 CPI +IR merger of Rs.100/-, addit- ional benefit Rs.80/- plus Rs.132/- DA.(688- 608)CPI.	At 608	Ranging from Rs.25 to Rs.90 per month.	-	Rates increased to 15%, 17.5% and 30% effective from 1.1.89 on Revised basic pay <u>minus</u> Rs. 100/-.	Rs. 80/- and one increment in revised scale.
LIC	From August 1987	Minimum Basic for sub-staff Rs.815/- Assistant Rs. 1000/-	At 600	-	VDA 100% neutralisation upto basic 1850.	Maximum rate increa- sed from Rs.200/- to Rs. 300/-.	

1.	2.	3.	4.	5.	6.	7.	8.
HAL, BEL, IPI, BEML & HMT.	Five years from 1.1.1987 to 31.12.91.	Minimum basic increased from Rs.550 to Rs. 1100 and added to it Rs.7/- VDA and Rs.100 as FDA. The total is Rs. 1207. As of Aprill, 1989, is Rs.1,556, and by July 1,1989, HRA and CCA will give an additional amount of Rs.343.17 at the minimum level.	At 672.	Enhanced by Rs.9 at the unskilled Grade to Rs.20 and by Rs.35 at the highly skilled level at 85 with fixation at the next high- er stage.	From January 1,1987-Rs.100 to Rs.420 p.m From 1.5.88, Rs.200 to Rs.520/-.	HRA and CCA from July 1, 1989, will be calculated on revised basic pay as on 1.1.1987.	
CEMENT	From 1.1.89 to 31.3.1992.	Rs.1444.30 as on 1.1.1989 comprising Rs. 520.00 -basic Rs. 824.30 fixed DA Rs. 100.00 increase in basic.	At 810	No change.	Rs. 824.30	No Change.	Rs.100/- incre- se in basic pay from 1.1.89 which will qualify for all bene- fits. Settle- ment benefit Rs.50/- p.m. from 1.1.89, further Rs.40 p.m. from 1.1.90 to 31.3.92 "Se- lement bene- will not qu- lify for an- fringe bene

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PROFILE OF CENTRE'S PUBLIC ENTERPRISES

	Unit	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88 (Provisional)
1. Number of running Public enterprises	Number	163	188	193	201	207	211	214	221
2. Capital employed	Rs. crores	18207	21935	26526	29851	36382	42965	51835	58125
3. Turnover	Rs. crores	28635	36482	51989	47272	54784	62360	69088	81367
4. Gross Margin (Profit before depreciation, interest and tax)	Rs. crores	2401	4012	5184	5771	7386	8230	9897	11246
5. Depreciation*	Rs. crores	983	1358	1719	2205	2758	2983	3376	4133
6. Gross Profit before interest and tax	Rs. crores	1418	2654	3465	3565	4628	5287	6521	7113
7. Interest	Rs. crores	1399	1630	1923	2086	2529	3115	3420	3592
8. Net Profit before tax	Rs. crores	19	1024	1542	1480	2079	2172	3101	3521
9. Tax	Rs. crores	222	579	928	1239	1190	1000	1330	1338
10. Net Profit after tax	Rs. crores	-203	445	614	240	909	1172	1771	2183
11. Internal resources generated (Gross)	Rs. crores	1225	2261	2753	3695	4251	5068	6014	7022
12. Gross profit to capital employed	Per cent	7.8	12.1	13.1	11.9	12.7	12.3	12.6	12.2

*Includes deferred revenue expenditure

(Economic Survey, 1983-89)

2183 2453

COST AND VALUE ADDED IN SELECTED PUBLIC ENTERPRISES

Enterprises	Man-Power Cost/ Cost of Production(%)				Value Added per man month (Rs.)				Average monthly emolu- ments per employee (Rs.)			
	84-85	85-86	86-87	87-88	84-85	85-86	86-87	87-88	84-85	85-86	86-87	87-88
1	2	3	4	5	6	7	8	9	10	11	12	13
DISCO	28.0	23.1	21.6	26.2	1999	3777	3,687	3438	2053	2129	2303	2657
AIL	13.4	12.8	14.4	14.5	4073	5801	5,151	6328	2006	2216	2518	3513
ALCO	7.7	7.0	8.2	8.9	4819	3494	3,251	7716	1617	2116	2299	2382
Industan Copper	23.4	23.2	25.5	27.3	3413	3740	4,107	6907	1781	2005	2298	2771
EDC	11.4	11.5	22.9	23.0	3930	7043	5,374	5794	1831	N. A	2357	2333
Rayveli Lignite	29.7	30.8	28.1	25.0	5615	5155	5,742	9004	1817	1884	2200	2478
Marath Petroleum	1.6	1.6	1.9	1.3	23594	29261	28,627	30342	2903	3023	3492	3953
Hindustan Petroleum	1.2	1.2	2.0	1.5	30898	39644	47,116	58188	3169	3532	4419	4340
Indian Oil	1.1	1.3	1.3	1.2	16875	19367	30,416	26003	3032	3365	3698	3659
ONGC	0.9	1.0	0.8	0.9	61271	59544	66,116	69063	2912	3173	3996	4313
Fertiliser Corpn.of India	7.9	8.0	7.8	9.2	9157	4466	9,082	9771	2644	2933	3330	3712
EDPL	18.3	20.2	24.3	19.4	2015	1988	1,545	3193	1706	1973	2163	2305
Indian Petrochemical Corporation	6.0	6.0	6.2	5.5	22197	24711	24,218	26368	3264	3693	3813	3917
WEL	15.1	15.3	15.8	13.3	6918	7911	8,950	10054	2432	2755	3201	3231
REC	23.3	22.8	21.6	18.6	2882	3245	4,431	6247	1903	2184	2715	2508

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1	2	3	4	5	6	7	8	9	10	11	12	13
MAMC	29.3	27.9	27.4	28.1	2217	2586	3,783	2921	2007	2142	2368	2564
BEL	33.1	29.2	22.5	19.8	5859	6476	7,612	8625	2347	2618	2933	3300
Hindustan Cables	12.5	10.9	10.1	9.0	8067	7079	8,918	114581	2203	2520	2799	3307
HMT	24.4	24.5	23.2	24.2	5657	5799	6,122	6672	2255	2561	2745	3159
HAL	22.3	22.6	22.5	24.6	5357	6427	6,169	7042	2192	2378	2653	3099
Mazagon Dock	10.0	13.1	13.2	16.4	5007	5911	10,900	5742	2418	3000	2691	3117
NEPA	13.5	12.6	14.0	16.2	3520	3446	5,315	4891	1405	1674	1985	2223
Coal India	18.7	17.6	11.2	11.6	5310	5333	5,722	N.A.	1920	1912	2267	2402
Hindustan Shipyard	23.8	16.1	18.5	21.6	2051	2677	2,343	N.A.	2334	2568	2614	3000
Madras Refineries	0.3	0.4	0.5	0.5	52033	83578	76,424	71090	3168	3737	4789	4768
Indian Telephone Industries	35.1	23.7	23.9	19.9	4133	4658	6,459	7455	2169	2268	2543	2769
Oil India Ltd.	3.8	4.7	4.1	11.9	32284	28849	32,125	32007	2010	1325	1430	3208
Cement Corporation of India	8.4	8.8	8.8	8.4	9783	9362	10,672	19435	1623	2162	2398	2816
National Hydroelectric Power Corporation	-	10.4	9.0	6.7	-	11136	9,080	11316	-	3297	2838	3414
National Thermal Power Corporation	-	4.1	4.1	4.8	-	18029	20,352	24863	-	1787	2102	2329
Garden Reach Ship Builders	-	28.8	25.8	31.1	-	2599	3,264	2464	-	2123	2365	2307
Maruti Udyog Ltd.	-	2.2	1.9	2.1	-	17312	20,823	39180	-	1983	2450	3108
National Textile Corporation	-	13.0	13.4	11.6	-	2512	2,385	2334	-	1714	1944	2522
Air India	-	20.0	20.9	20.0	-	37266	39,203	43285	-	7182	8041	9428
Indian Airlines	-	15.5	15.3	15.8	-	27625	30,660	34809	-	3954	4348	5055
Vayudoot	-	8.1	8.1	9.2	-	21833	21,833	15584	-	2000	2000	2059
IEDC	-	28.7	30.8	30.9	-	6436	7,544	6423	-	1763	2183	2453

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MINIMUM WAGESREVISED RATES OF WAGES IN SCHEDULED MINING EMPLOYMENTS
FROM 25-10-1988.

[REVISED WAGES AT CPI=753 (12 MONTHLY CPI AVERAGE
IN JUNE, 1988)]

	Above Ground	Below Ground
Unskilled -	Rs. 15.30	Rs. 18.45
Semi-skilled -	Rs. 19.05	Rs. 22.85
Skilled -	Rs. 23.75	Rs. 28.15
Clerical -	Rs. 23.75	

RATE OF SPECIAL ALLOWANCE FOR EVERY 4 POINTS RISE OR FALL IN CPI NUMBER BEYOND 753 FOR INDUSTRIAL WORKERS TO BE ADJUSTED ON HALF YEARLY BASIS IN OCTOBER AND APRIL

	Above Ground	Below Ground
Unskilled -	8 paise	10 paise
Semi-skilled -	10 paise	12 paise
Skilled/Clerical -	12 paise	15 paise

REVISED RATES OF WAGES AT (CPI=753 (12 MONTHLY AVERAGE IN JUNE, '88) FOR CONSTRUCTION/MAINTENANCE STONE BREAKING/CRUSHING EMPLOYMENTS IN DIFFERENT CLASSES OF CITIES (A, B1, B2, C&D) FROM 14.10. '86.

	A	B-1	B-2	C	D
Unskilled	Rs.17.80	Rs.15.65	Rs.14.70	Rs.12.80	Rs.11.90
Semi-skilled	Rs.21.00	Rs.19.70	Rs.18.15	Rs.16.25	Rs.15.00
Skilled/Clerical	Rs.31.60	Rs.23.35	Rs.22.50	Rs.21.25	Rs.18.75
Highly Skilled	Rs.34.70	Rs.31.50	Rs.28.75	Rs.25.00	Rs.24.10

RATE OF SPECIAL ALLOWANCE FOR EVERY 4 POINTS RISE OR FALL IN CPI NUMBER BEYOND 753 FOR INDUSTRIAL WORKERS TO BE ADJUSTED ON HALF YEARLY BASIS IN OCTOBER AND APRIL

	For areas A&B-1	For areas B-2, C&D
Unskilled -	9 paise	7 paise
Semi-skilled	11 paise	9 paise
Skilled & Clerical	14 paise	12 paise
Highly skilled	18 paise	15 paise

STATEMENT SHOWING RATES OF MINIMUM WAGES FOR
 AGRICULTURAL WORKERS IN DIFFERENT STATES

Name of the State	Date from which effective	Minimum Wages per day
1. Andhra Pradesh	9-2-87	Rs.8.50 to Rs. 11.00
2. Arunachal Pradesh	1-9-86	Rs.15.00 to Rs.18.00 accord- to areas.
3. Assam	1-7-88	Rs.19.00
4. Bihar	16-10-86	Rs.10.00 or 5 Kg. paddy or any other kind of grain of the same value.
5. Goa	1-7-86	Rs.12.00
6. Gujarat	5-2-86	Rs.11.00
7. Haryana	1-4-87	Rs.16.25 with meals or Rs.20.25 without meals
8. Himachal Pradesh	15-4-87	Rs.15.00
9. Jammu and Kashmir	7-7-84	Rs.10.50
10. Karnataka	21-7-88	Rs.12.00 to Rs.17.65 per day
11. Kerala	1-6-84	Rs.12.00 to Rs.15.00
12. Madhya Pradesh	26-6-87	Rs.11.00
13. Maharashtra	1-5-88	Rs.12.00 to Rs.20.00
14. Manipur	1-4-86	Rs.12.00 to Rs.13.40
15. Meghalaya	1-3-87	Rs.15.00
16. Mizoram	1-1-87	Rs.15.00
17. Nagaland	6-5-87	Rs.15.00
18. Orissa	15-7-86	Rs.10.00. Preliminary noti- fication for Rs.11.00 issued.
19. Punjab	1-4-87	Rs.18.48
20. Rajasthan	1-3-87	Rs.14.00
21. Sikkim	1-10-87	Rs.14.00
22. Tamil Nadu	5-4-83	Rs. 8.00 to Rs. 13.00
23. Tripura	8-8-86	Rs.12.00
24. Uttar Pradesh	28-5-87	Rs.11.50 to Rs. 12.50
25. West Bengal	1-10-87	Rs.18.02

(Annual Report, 1988-89 of the Ministry of
 Labour)

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