

JOINT NATIONAL WORKSHOP OF WORKERS IN CPSUs

Hyderabad-22nd October 2017

CONCLUSIONS OF THE WORKSHOP

This joint National Workshop participated by the leading representatives of unions functioning in CPSUs irrespective of affiliations notes with grave concern the arrogant pursuit of hostile and destructive policies of the NDA Government of the day against the Public Sector Enterprises and the work force in CPSUs as whole.

Present policy regime seeks to completely dismantle the entire public sector network of the country, gloriously serving the national economy, through disinvestment/privatization/strategic sale through various means. Such move is utterly detrimental to the interest of the national economy and the people. The CPSU workers have already been struggling against such policies unitedly.

At the same time, the Government has been pursuing a policy of extensive changes in the labour laws designed to impose virtual slavery on the workers depriving them of even the core and basic rights. The Code on Wages Bill, Code on Industrial Relations Bill and the Code on Social Security Bill designed by the Government of India have already been brought in public domain which makes the evil intention of the Government amply clear.

In this regard the Workshop condemns the NDA Government for the most undemocratic ban imposed on participation of INTUC in all tripartite and bipartite forums. Such shocking step against the largest central trade union of the country clearly speaks about the authoritarian and vindictive attitude of the NDA Government against trade union movement. We must fight it jointly.

The Government has issued pay revision notification for the Executives in CPSUs, in acceptance of the recommendations of Justice Satish Chandra Committee, imposing atrocious conditionalities and dictats in the name of "affordability", "financial implications", "stringent conditional fitment formula" "10-year tenure"; denial of wage revision for huge numbers of CPSUs in the name of affordability, many of them in core and strategic sectors of the economy and despite having excellent physical performance but financial performance not in full commensuration with such bright physical performance, not to speak of the sick PSUs.

It should be noted that despite capabilities, the profitability of CPSUs is not getting fully realized only because of the anti-PSU and pro- private-corporate and pro-MNC policies of the Government. Most of the sick CPSUs have turned sick owing to same hostile policies of the Modi Government at the centre. Such a situation cannot be accepted by the trade union movement irrespective of affiliations in CPSUs. Workers must be mobilized to resist such atrocious move of the NDA Government.

The Workshop unanimously concludes that in the aforementioned challenging situation we have to conduct negotiations for the forthcoming 8th round of wage-revision. To defeat the conspiracy of the Government to deprive the CPSU workers of their right to have satisfactory upward revision of wages, allowances, perks, social security benefits;

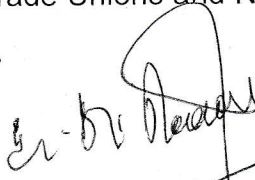
'Unity and Struggles' of the CPSU workers irrespective of affiliations is a must. The Coal wage revision agreement will definitely give us big advantage to achieve our aims.


Further, this Joint National Workshop of Workers and Unions in CPSUs unanimously formulates the following basic requirements to be observed / implemented by the CPSU unions in all their collective activities including the wage negotiations process:

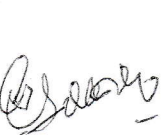
- No to Disinvestment/Privatization/Strategic Sale of PSUs
- No to Contractorisation / Outsourcing of permanent and perennial nature jobs in PSUs
- Financial and Policy support for revival of sick PSUs and wage revision for the concerned employees.
- Tenure of wage revision should be not more than five years as already achieved by the six CPSUs noted above
- Wage revision for the workman category must ensure improvement of relativity of wages in favour of the workman vis-à-vis the executive category.
- Anti-worker terms and conditions being imposed by DPE Guidelines on wage revision must be totally opposed and resisted in the wage negotiations forums of all the CPSUs with united struggles.
- Upward revision of wage, allowances, other monetary and non-monetary benefits must not be linked with productivity;
- Separate incentive scheme and not Performance Related Payment (PRP) may have linkage with productivity.
- Wage rise for the contract workers in PSUs ensuring at least the minimum wage and benefits available to the permanent workers in all the respective PSUs.
- Filling up of all vacancies for workman category in PSUs through fresh recruitment of regular workers.

All the CPSU unions have to maintain close coordination and exchanges information among themselves while participating in the negotiations in the respective CPSUs. And in all the CPSUs we must make serious collective effort to defeat the utterly negative and extremely restrictive recommendations of Justice Satish Chandra Committee and the related DPE guidelines in the process of wage negotiations in CPSUs.


The Workshop appeals to all public sector workers to actively participate in the 3-day 'Relay Dharna' near Parliament house, New Delhi, on 9 -11 November 2017, targeted to be participated by lakhs of workers, to press for the 12-point Charter of Demands (includes very prominently the above demands of PSU workers) adopted by all Central Trade Unions and National Federations in the country.



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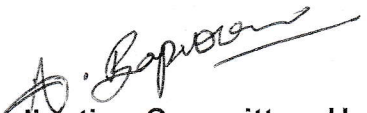

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