

All India Convention of Central Public Sector Workers

New Delhi: 30th May 2018

DECLARATION

At the outset we recall that today's convention has the stimulating background of the Joint National Workshop of CPSU trade unions held on 22nd October 2017 at Hyderabad followed by the broad based meeting participated by around 350 leading representatives of CPSU trade unions held at Ernakulam, Kerala on 8th April 2018 (the relevant documents of both the events are circulated again today). In fact today's convention is a step in implementing a major decision of the Ernakulam meeting.

Major issues in focus at the Ernakulam Meeting were opposition to reckless disinvestment / privatization of CPSUs by the Government and demand for scrapping of Government notification on 'Fixed Term Employment'. On the current burning issue of wage revision in CPSUs, the meeting denounced the authoritarian and atrocious interference of the Government under the guise of 'DPE Guidelines' for wage negotiations in CPSUs. It is nothing but infringement on right to free and fair wage negotiations amounting to clear violation of ILO convention No. C98.

The Action Programmes adopted at the Ernakulam meeting included, One Week long propaganda, campaign and agitation from 7th to 11th May 2018 culminating into a day of massive demonstration in all PSUs and sending Fax/Message to Prime Minister, Minister of Heavy Industries and Department of Public Enterprises on 11th May 2018. The Convention notes with great encouragement that the action programmes have been successfully implemented with massive participation of public sector workers all over the country.

The convention notes that totally neglecting the opposition of the trade union movement, the Government of the day has been **aggressively intensifying privatization of CPSUs** through various dubious measures. In the meantime the managements of private and public sectors have resorted to massive fixed term employment. Job protection and trade union rights for permanent workers would be worst victims under the regime of fixed term employment.

Attack on contract workers is also continuously aggravating. Wage, welfare measures and trade union rights provided in various laws for contract workers continue to be violated. Shockingly Contract Labour (Abolition and Regulation) Act, 1970 is being amended to throw away lakhs of contract workers outside the jurisdiction of the Act. In totality it is a dangerous design of the employers' class facilitated by the Government of the day to bring the working class as a whole – permanent, contractual, fixed term and so on - under the clutch of enslavement.

The already delayed 8th round of Wage Revision exercise in CPSUs is not proceeding in positive direction. The atrocious 'guide lines' of the DPE and the iron hand remote control operated by the Government is the hurdle. The stipulations unilaterally imposed by the DPE for the Executives that "additional financial impact in the year of implementing the revised pay-package for Board level executives, below Board level executives and Non-Unionized Supervisors should not be more than 20% of the average Profit Before Tax (PBT) of the last three financial years preceding the year of implementation", and other derogatory directives, such as, reduced fitment benefit, review of profitability every three years, reduction of wage based on review outcome etc. are the stumbling blocks.

It is very important to note that although the **DPE Wage Policy** for 8th round of wage negotiations for workers in CPSUs does not include the above conditions applicable for the executive

categories, the CPSU managements are forcing these adverse stipulations for workers also. This must be resisted by CPSU workers.

Fitment Benefit granted to executives is 15% on the total of basic pay plus DA as on 1.1.2017. But executives are in higher basic pay bracket and workers are in lower basic pay bracket. Justice and arithmetical logic demand that the percentage of fitment benefit must be higher for workmen category than executive category. It is very important to note that 'DPE Policy notification' for 8th round of wage revision for workers has left this crucial issue of '**Fitment Benefit**' to be negotiated between the management and trade unions in CPSUs. Trade Unions in CPSUs must take carefully note of this point and press for during negotiations.

Workers of so called financially weak CPSUs are virtually denied wage revision under the plea of DPE directive and are worst sufferers. The major CPSUs in this category with many thousands of workers include BHEL, SAIL, BSNL and of course there are many more. Workers of these CPSUs must not be left to themselves to fight for their rights. The dirty game of the Government to divide public sector workers in the name of financial viability and sustainability must be defeated by united struggles of CPSU workers as a whole.

Public Sector Coal Workers have successfully refused to accept any DPE guidelines and achieved a very good wage revision settlement with FIVE years periodicity with a fitment benefit of 20% on the total amount of Basic pay plus Attendance Bonus plus Special DA plus VDA much before the notification of wage revision guideline by DPE. The Coal Minister tried to stall the conclusion of the settlement by putting pressure to wait for the DPE guide lines. Coal workers under the leadership of their Federations launched joint agitation and even prepared to go for strike action to force the Government to conclude the settlement. United leadership of the five federations of coal workers led by the central trade unions including INTUC, AITUC, HMS, CITU have played crucial role. (The salient Features of the Coal settlement is again circulated in today's convention for ready reference).

The DPE (at that time it was called BPE) was set up in the year 1969. Up to the 4th round of wage revision effective from 1-1-1987 to 31.12.1991 in CPSUs there was no DPE guide lines. The wage negotiations used to take place strictly on the basis of free collective bargaining between management and trade unions.

The first act of atrocity by DPE on CPSU workers was the imposition of BAN ON WAGE NEGOTIATIONS vide their notification dated 17.10.1991. Actually the Government had hidden agenda to scrap bipartite wage negotiations system in public sector permanently and impose unilateral pay commission system. The public sector workers had to conduct bitter long drawn struggles including Strike Action and compelled the Government to withdraw the then ban on wage negotiation. But for this successful struggle, wage negotiations in CPSUs would have been killed and buried and public sector workers would have been put under the unilateral regime of pay commission. And the current system of wage negotiations in CPSUs would have become a system of the past.

The present day anti-worker guidelines by DPE imposing restrictions on free and fair wage negotiations and stipulating anti-worker directives was first issued on the eve of the 5th round of wage revision for CPSUs vide their notification dated **12th April, 1993.**

The message is loud and clear. Without struggles neither the past achievements can be protected, nor can new benefit be achieved. Self critically today's convention notes that there is urgent necessity for CPSU trade union movement to introspect and act urgently to recapture the past glory of joint struggles and the recover the lost ground.

Attack of privatization of CPSUs, in fact, has been the main agenda of the neo-liberal policies

launched in India in the year 1991. Thus it is clear as broad day light the anti-worker guidelines of DPE is also the product of neo-liberalism. Therefore fight against privatization and fight against DPE guidelines are inter connected and not totally separate.

DPE guidelines are not Act of Parliament. These are policy decisions of the Government to deceive CPSU workers by imposing various anti-worker restrictions in the process of wage revision. Such policies have been defied and defeated by CPSU workers in the past as noted above and even now by Coal Workers. United struggles of the public sector workers can certainly defy the anti-worker dictates of DPE for the current round of wage revision as well.

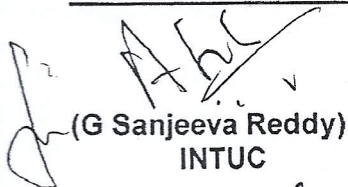
Expressing serious concern and noting the agony and anguish of workers, in view of the anti-national and anti-worker policies of the Government of the day as captured above and also the authoritarian act of neglecting the trade movement in its entirety, the All India Convention of Central Public Sector Workers being held today at New Delhi unanimously resolves to launch strong united propaganda and agitation including one day All India Strike Action at the earliest by all the workers, both permanent and contractual, in all CPSU establishments in the country to protest the anti-public sector act of the Government and press for the demands noted above.

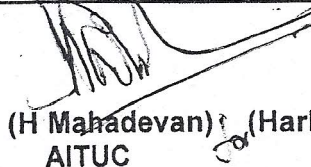
Noting that trade unions in coal and power sector are in the advance stage of consultation to finalise a strike action date soon, the convention decides to co-ordinate with the trade unions in these sectors and decide a common date of strike. Convention authorises the united leadership of the undersigned trade union organisations to collectively decide and declare the strike date.

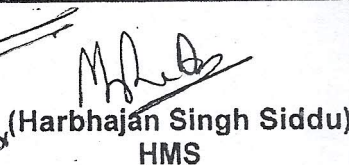
In the meantime today's convention appeals to all CPSU workers irrespective of affiliations and also the independent ones to start massive propaganda, campaign and agitation including poster, leafleting, squatting, gate meetings, black badge demonstrations, processions in industrial centers and townships etc. All the trade unions in each CPSUs should jointly organize industry wise national conventions. All these programmes must be completed within the month of July 2018.

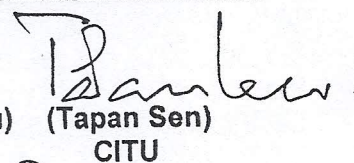
The issues and demands to be highlighted in course of the above noted actions must include

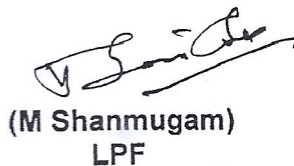
1. No disinvestment/privatization of CPSUs,
2. Revival of CPSUs suffering due to anti-public sector policies of the Government
3. Scrap 'Fixed Term Employment' notification'.
4. Wage revision to contract workers also in continuation with permanent workers.
5. No amendment to Contract Labour (Abolition and Regulation) Act 1970, with the intention to throw out contract workers outside the purview of the Act
6. Immediate conclusion of satisfactory wage revision settlement in ALL CPSU's
7. Atrocious DPE stipulations on profitability and review of wage agreement after every 3 years must be scraped
8. The tenure of settlement must be Five years and no imposition of ten year tenure.

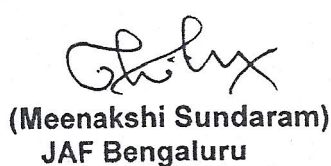

(G Sanjeeva Reddy)
INTUC

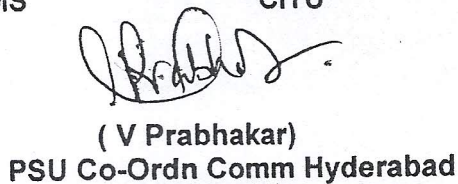

(H Mahadevan)
AITUC


(Harbhajan Singh Siddu)
HMS


(Tapan Sen)
CITU


(M Shanmugam)
LPF


(Meenakshi Sundaram)
JAF Bengaluru


(V Prabhakar)
PSU Co-Ordn Comm Hyderabad

View of Presidium



View of Audience



View of Audience

