

JOINT NATIONAL CONVENTION OF CENTRAL PUBLIC SECTOR UNDERTAKINGS WORKERS

JOINT DECLARATION Bangalore: 13th January, 2012

The Joint Convention of CPSU Workers held on 13th January 2012 at the Ghatge Convention Centre in the premises of Hindustan Aeronautics Limited, Bangalore was attended by workers and unions of all affiliations as well as independent unions from all the major Central Public Sector Undertakings (CPSU).

The Joint Convention expresses jubilation at the all-in-unity of the entire trade union movement of the country composed of Central Trade Unions and Industrial Federations in the struggles on the most burning issues facing the working people of the country and welcomes the all-in-united call for countrywide **General Strike on 28th February 2012**.

The Five point policy related demands formulated jointly by the Central Trade Unions are: **(1) concrete measures to contain price rise (2) generation and protection of employment (3) strict enforcement of all basic labour laws with no exception or exemption and stringent punishment for violation of labour laws, (4) universal social security cover for the unorganized sector workers without any restriction and creation of a National Social Fund with adequate resources and (5) stoppage of disinvestment in central and state PSUs.** Further the following demands have been raised for urgent action by the Governments:

(i) No contractorisation of work of permanent/perennial nature and payment of wages and benefits to contract workers at the same rate as available to the regular workers of the industry/establishment (ii) Amendment of Minimum Wages Act to ensure universal coverage irrespective of the schedules and fixation of statutory minimum wage at not less than Rs. 10,000.00 per month (iii) Removal of all ceilings on payment and eligibility of Bonus; Provident Fund; and increase in the quantum of gratuity (iv) Assured Pension for all (v) Compulsory registration of trade unions within a period of 45 days and immediate ratification of ILO Conventions 87 and 98.

The Joint Convention expresses serious concern at the continuing disinvestment process of the profit making PSUs which is paving the way for gradual privatization. As of now, the Govt- share holding of the following Maha Ratna/Nava Ratna CPSUs stands already pruned drastically as follows: SAIL = 85.82%; NTPC = 84.50%; BHEL = 67.72%; COAL INDIA=90% ONGC=69.14%; IOC=78.92%; BPCL=54.93; HPCL=51.11%, BEL= 75.86%, GAIL= 57.34% etc. During the financial year 2010-2011 an amount of Rs. 22,500 crore was raised by disinvesting shares of CPSUs like Coal India Ltd. Power Grid Corporation Ltd., NTPC Limited, Oil India Limited, National Manganese Ore India Ltd., Sutluj Jal Vidyut Nigam, EIL, NMDC. Again the current year's target is to realize Rs.40,000 crore through further doses of disinvestment of ONGC, SAIL, PFC, IOC, MMTC, RINL, NBCC, Hindustan Copper, BHEL, HAL etc as shortlisted by the Department of Disinvestment. Such a situation poses a big threat to public sector units as a whole.

It is unfortunate that the continuously excelling financial performances by CPSUs and their signal contribution to country's GDP and economic might are totally neglected while resorting to privatisation/disinvestment. The following financial achievements of CPSUs are worth noting: **PROFIT** of profit making CPSUs stood at Rs.1,08,435 crore in 2009-10 compared to Rs.98,488 crore in the previous year. **CONTRIBUTION** of CPSUs to the Central Government by way of excise duty, customs duty, corporate tax, interest on loans, dividend and other duties and taxes was Rs.1,39,830 crore in 2009-10, **RESERVE and SURPLUSES** of all CPSUs went up from Rs.5,36,212 crore in 2008-09 to Rs.6,05,648 crore in 2009-10 registering a growth of 12.42%, **NET WORTH** of all CPSUs went up from Rs.5,87,286 crore in 2008-09 to Rs.6,60,245 crore in 2009-10 showing an increase of 12.42%. Thus disinvestment/privatisation process of CPSUs, if

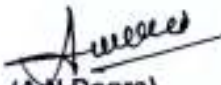
continues unabated, will lead to 'killing the goose that lays golden eggs', much to the detriment of the interests of national economy.

The Joint Convention expresses concern at the sharp decline in number of permanent workers and alarming increase in number of contract workers in CPSUs. Since 1980s, the number of regular employees in CPSUs has drastically declined from around 23 lakhs to 17.62 lakh in 2003-04 and further down to 14.91 lakh in 2009-10. Alongside this reduction in permanent employees, the number of contract workers is increasing phenomenally. Moreover contract workers are being deployed in huge number in core operational activities, making them an indispensable contingent in the entire process of the industry concerned.

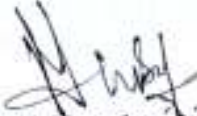
The most sorrowful fact is that despite huge contribution by contract workers in production, productivity and profitability of PSUs concerned, these workers are paid atrociously low wages, besides being deprived of any social security benefit in most of the places. Therefore a situation is so created that in most of the CPSUs, the contract workers, even those deployed in core-operational activities in PSUs, are getting less than one eighth or even less of the wages drawn by the regular workers at the entry point. Such a situation of dichotomy and discrimination is unsustainable and it poses multifarious threat for the already deteriorating industrial relations situation in the country.

The Convention while upholding the demand for immediate ratification of ILO Conventions no 87 and 98, demands the application of the principles enunciated in C97 and C98 for contract workers and besides ensuring at least the payment of entry-point wages of the regular workers of the PSUs to the contract workers. The Convention also stresses on the immediate issue of collective bargaining for the PSU workers on "DA merger" in line with the previous instance prior to seventh round wage-revision, since the amount of DA has already crossed the 50% mark of basic pay as on November 2011.

This Joint National Convention of CPSU workers extends full support to the call of countrywide strike on 28th February 2012 and appeals to all permanent and contract workers in all the CPSUs irrespective of affiliations to join in the strike and make the strike a total success in due reflection of the total unity of CPSU workers demonstrated in today's historical convention.



(A.N. Dogra)
BMS

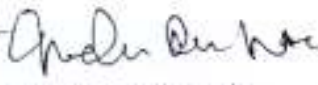

(R.A. Mital)
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(B. V. Manohara)
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(Dr. G Sanjeeva Reddy)
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(Tapan Sen)
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(J. Raghava Rao)
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