

Centre of Indian Trade Unions (CITU)

Working Committee Meeting

27 – 29 August 2013, Jaipur, Rajasthan

CONDOLENCE RESOLUTION

Com Samar Mukherjee

The Working Committee of CITU, being held in Jaipur on 27 – 29 August 2013 pays respectful homage to Com Samar Mukherjee who passed away on 18th July 2013 at the age of 100. Com Samar Mukherjee leaves behind an indelible imprint of an eventful life of a revolutionary, a leader of the working class movement with a vision and determination to work for ending the exploitative system.

Com Samar Mukherjee joined the freedom movement in his early youth. He was associated with the trade union movement of the country since the early days of his political life and played a frontline role in building and expanding the working class movement in the country. He played a leading role in the historic railway workers' strike in 1974 as a leading figure in NCCRS.

He was one of the founding figures of CITU and contributed immensely in building the organisation and movement brick by brick. He led the CITU as its general secretary during 1983-1987 and thereafter as a central office bearer till 2007. He was popular and highly respected in the entire trade union movement, irrespective of affiliation.

Samar Mukherjee became a member of the Communist Party in 1940 and served the communist movement in various capacities including as a member of the Central Committee of CPI (M) and its politburo. He earned immense popularity and distinction during his long tenure as a Member of Parliament, both in Lok Sabha and Rajya Sabha. He was always ready to hear the problems of the workers and people from whichever part of the country they came from and take up their problems with the government.

Comrade Samar Mukherjee's entire life was an example of dedication and commitment to the revolutionary cause. He spent a major part of his life in a Party Commune. His simplicity, accessibility to all and love for the working class will be remembered forever, by all.

CITU is proud of having a leader like Com Samar Mukherjee. While paying tributes to the departed leader, the CITU Working Committee pledges to carry forward his ideals and vision and the dream he cherished throughout his life.

R A Mittal

R A Mittal, secretary, Hind Mazdoor Sabha, passed away on 16th June 2013. He started his trade union life as railway worker in his early youth and played an active role in the railway workers' movement. He rose to the national leadership of the HMS, functioning from its national headquarters,

till the last day of his life. The CITU working committee expresses heartfelt grief in the sudden demise of RA Mittal and offers respectful homage to him.

C Kuppuswamy

C Kuppuswamy, leader of the Labour Progressive Front and former DMK MP passed away in Chennai. He was instrumental in building the LPF. We pay homage to him.

The CITU Working Committee pays homage to Bhabatosh Roy, a leader of the state government employees' movement in West Bengal and founder working president of AIFAWH who passed away on 30 May 2013.

Vina Mazumdar, one of the founders of women's studies in India, passed away on 28th May 2013. She played a crucial role in bringing the women's unpaid work into the agenda of the trade union movement and the nation.

SN Singh, member of the Jharkhand state committee of CITU and secretary of Steel Workers Federation of India passed away on 27th July. He was also the secretary of TISCO Karmchari Union.

Freedom fighter and veteran communist leader Satpal Dang, scholar and activist Prof. Asgar Ali Engineer, great musician V V Dakshinamoorthy, and several other eminent personalities in various fields also passed away during this period.

CITU Working Committee pays homage to all of them.

This Working Committee expresses its deep grief at the loss of thousands of lives in the flash floods and rains in Uttarakhand since 16th June 2013. It conveys its heartfelt sympathies to their families. It calls upon the working class in the country to extend all possible help to the victims and involve in rescue and rehabilitation operations.

23 children died after consuming mid day meal in a school in the Mashrakh block in the Saran district of Bihar. The Working Committee expresses profound grief and shock at this incident and demands the government to take effective measures to prevent such incidents.

The Working Committee of CITU expresses its deep shock at the ghastly accident in the Kulda open cast mines dumping yard of Basundhara Garjanbahal area of the Mahanadi Coalfield in Sundergarh district of Odisha. More than 40 workers were trapped in a huge dump of overburden due to the utter negligence of the management. Till now 14 dead bodies have been recovered. The Working Committee of CITU pays condolence to the accident victims and extends sympathies to the bereaved families.

The Working Committee of CITU also expresses condolence at the death of all those who succumbed to workplace accidents in various parts of the country and all over the world.

On Martyrs

Comrade Dilip Sarkar, CITU working committee member and secretary of its Bardhaman district committee was brutally killed on 9th June 2013. He was an active leader of the steel workers and various other sections of the working class. We pay homage to the martyr and demands exemplary punishment to those who are responsible for the murder.

The TMC goons with the active support of the state administration in West Bengal continue their attacks on the activists of the trade union and democratic movement. Since the announcement of the panchayat elections, till now, more than thirty activists of the left and democratic movement including many CITU activists have been killed.

The Working Committee of CITU salutes these martyrs who had sacrificed their lives in defence of democracy and left ideology. It expresses solidarity with the fighting comrades of West Bengal.

This Working Committee meeting of CITU pays its respectful homage to all the leaders, cadres and activists of the working class and democratic movement who have laid down their lives facing police atrocities or murderous attacks by reactionary forces in different parts of the country and all over the world. They will continue to be a constant source of inspiration for the CITU and the working class in their struggle against exploitation and for the cause of the people.

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INFORMATON DOCUMENT

Recommendations of 45th ILC

The recommendations on “Service conditions, wages and social security for various categories of workers employed in different Central Government and State Government schemes (Anganwadi, Mid-day meal, ASHA, Sarva-Shiksha Abhiyan and other schemes) under various Ministries of Central Government”.

- 1) They should be first recognized as “workers” and not volunteers or honorary workers.
- 2) They should be paid minimum wages.
- 3) They should get all social security benefits like pension, gratuity, maternity benefits etc.
- 4) To begin with, the social security schemes for unorganized workers like Aam Adami Bima Yojana (AABY) and Rashtriya Swasthya Bima Yojana (RSBY) should be extended to these workers.
- 5) Anganwadi Centres should be in pucca building in good conditions with all basic amenities. Similarly, for ASHA workers also, suitable working space with basic amenities should be provided.
- 6) They should have right to organize and collective bargaining.
- 7) Respective Departments should formulate “Employment Standing Order” for these workers to regulate their employment and service conditions (wherever not existing).
- 8) For Anganwadi Workers & Helpers, who have already retired or retiring in near future, one time gratuity / lump sum payment should be given.
- 9) Such workers, as are kept on contract basis, should be retained for all such subsequent activities.
- 10) Service conditions of the teachers and staff of the National Child Labour Project (NCLP) schools should be ameliorated along with appropriate infrastructure and amenities.

Representatives from Department of School Education & Literacy and Ministry of Women & Child Development did not concur with the recommendations mentioned at Sl. No.1 (regarding recognizing them as „workers’), No. 2 (regarding payment of minimum wages), No. 3 (regarding provision of pension) and No. 8 (regarding one-time payment of gratuity /lump sum payment).

Recommendations on Social Security with special reference to Assured Pension with indexation for all workers including self-employed

1) Universal social security coverage be provided for the entire working population of the country.

Further, appropriate steps should be taken to remove the prevalent hurdles, such as making different social security schemes eligible only for BPL beneficiaries, to achieve this objective.

2) The entire working population of the country should have access to assured pension at the end of their working life.

3) The EPS 1995 should, as a first step, provide a minimum assured pension of Rs. 1000/- p.m.

4) The pensionary benefits available to the beneficiaries should be responsive to price rise.

5) The New Pension Scheme (NPS) should be suitably modified also to provide for assured pension.

6) The committee reiterates implementation of the recommendations on social security made at the 44th Session of ILC.

7) The current Government spending on social security schemes as a percentage of GDP being very low as compared to many other countries should be increased.

8) Similar to Right to Information and Right to Education, the Government is requested to examine enacting legislation for "Right to work and Pension".

Recommendations on Labour Law for Micro and Small Enterprises

1) Any suggestions or proposals made for rationalization or simplification of procedures in compliance of labour laws will be examined by the Ministry of Labour & Employment for appropriate action.

2) A Tripartite Committee having representatives of all stakeholders including the Employers' Associations, Trade Unions, Central Government and State Governments will be constituted for examining all aspects of labour laws affecting the working of the Micro and Small Enterprises and submit its recommendations regarding any further action required to the Government.

Recommendations on Measures to improve Employment and Employability

1) Enhancement of off-farm and non-farm employment opportunities for rural youth. Specific measures should be decided and quantified for implementation.

2) Continued investment in infrastructure development such as roads, ports, airports, power, etc for enhancing employment opportunities should be made.

3) Promotion of domestic and export oriented manufacturing and services sector units to enhance employment opportunities.

4) Channelise more investment in labour intensive industries to upscale employment.

- 5) Establishment of a well-structured holistic Labour Market Information System (LMIS) to bridge the supply-demand gap between industry and skill providing institutions.
- 6) Increase outreach of skill development to rural, hilly, inaccessible and unserved areas.
- 7) Increase access of skill development to SC, ST, OBCs, Minorities, persons with disabilities with special focus on women by starting skill development centres and ITIs.
- 8) Increase number of institutes for training of trainers for ITIs and Skill Development Centres.
- 9) Industry should enhance seats for apprenticeship training by suitably amending the Act. Stipend under the Apprentices Act should also be enhanced.
- 10) Micro, Small and Medium Enterprises (MSME) should be brought under the purview of Apprentices Act to promote employability among larger number of youth.
- 11) National Skills Qualifications Framework should be put in place to ensure quality assured training, horizontal and vertical mobility and life-long learning opportunity.
- 12) Faster implementation of Employment Exchanges Mission Mode Project (EEMMP) to provide better employment services to job-seekers and employers.
- 13) Ban on recruitment to be lifted and existing vacancies should be filled up.
- 14) National Employment Policy should be finalized on priority.
- 15) Public awareness campaign on skill development should be taken up, particularly in the rural areas.