

**All India Petroleum Workers' Federation      National Federation of Petroleum Workers      Petroleum & Gas Workers' Federation of India**

**All the Chairmen and Managing Directors**

**Oil & Natural Gas Corporation Ltd  
Indian Oil Corporation Ltd  
Bharat Petroleum Corporation Ltd  
Hindustan Petroleum Corporation Ltd  
Oil India Limited  
Gas Authority of India Limited  
Balmer Lawrie & Co Ltd  
Engineers India Limited  
Mahanagar Gas Corporation Ltd  
Tide Water Oil Co. Ltd  
Lubrizol India Pvt. Ltd  
Reliance Manufacturing Unit  
Pawan Hans Ltd**

**18<sup>th</sup> August 2015**


**Dear Sirs,**

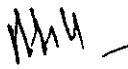
**Sub: Notice of Strike**

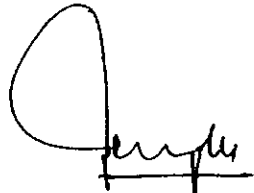
**In accordance with the provision contained in sub-section (1) of Section 22 of the Industrial Disputes Act 1947, we hereby give you notice that we have jointly called a nationwide strike from 6.00 A.M. on 2<sup>nd</sup> September 2015 to 6.00 A.M on 3<sup>rd</sup> September 2015 (in both the holding companies and their subsidiary companies) for the reasons explained in the annexure.**

**Thanking you,**

**Yours sincerely,**

  
**(L.M. Uniyal)  
General Secretary  
All India Petroleum  
Workers' Federation**

  
**(N. A. Khanvilkar)  
General Secretary  
National Federation of  
Petroleum Workers**

  
**(Pradeep Mayekar)  
President  
Petroleum & Gas Workers'  
Federation of India**

**Copy to:**

**Chief Labour Commissioner of India,  
Ministry of Labour,  
Shram Shakti Bhavan,  
Rafi Marg,  
New Delhi**

# **JOINT NATIONAL CONVENTION OF ALL CENTRAL PUBLIC SECTOR UNDERTAKINGS WORKERS**

## **JOINT DECLARATION**

**Bengaluru 25<sup>th</sup> July 2015**

The Joint National Convention of CPSU workers held on July 25, 2015 at Bengaluru was attended by the Central Trade Union leaders and representatives of unions of all affiliations as well as independent unions from all the major central PSUs. The convention resolved participation of CPSU workers of all affiliations to the nationwide General Strike on 2<sup>nd</sup> September 2015 jointly called by all central trade unions and industrial federations on 12 points Charter of Demands on the most burning issues confronting the working class.

### **Deadly Disinvestment Drive:**

The convention notes that Public Sector Units have been the prime target of attack of the Central Government. The Government has fixed a disinvestment target of Rs 69,500 crore for 2015-16. Union Cabinet clearance for disinvestment for a number of CPSUs has already been accorded. The disinvestment department has lined up over one dozen PSUs for further stake sales of 5% to 10%. These include a 5% disinvestment in DCIL, 10% in Nalco, 5% in BHEL, 5% in ONGC, 10% in Indian Oil Corporation and a 10% disinvestment in NMDC. Additionally, it also plans to sell 10% government equity in SJVN Ltd and MOIL Ltd along with disinvestment in NHPC, NTPC, Powergrid, Power Finance Corp, Rural Electrification Corp. Approvals are also in place for initial public offers in Hindustan Aeronautics Ltd and Vizag Steel Plant (RINL). Active move is afoot to corporatize the major ports to pave the way for disinvestment/privatization.

Apart from privatization through stakes sale, the government has decided to allow Foreign Direct Investment (FDI) in almost all key sectors including Defence Industry, Railway Operations and Maintenance, Banking, Insurance, Pension Funds, Coal, Petroleum, Mining, Power Sector, Telecom, Civil Aviation, Satellites, Construction, Multi brand retail, Pharmaceuticals and so on.. This convention is of the firm opinion that this policy will lead to a serious situation of losing effective control of the nation over most of the strategic and core sectors of the national economy thereby seriously affecting our economic sovereignty further.

### **Contribution of CPSUs to National Economy and Exchequer:**

It is very important to note that public sector is still in the commending height with a contribution of at least 30% and above in GDP of the country with contribution to government exchequer to the tune of Rs. 2 lakh crores per annum in the form of taxes, dividends etc.

The overall performance of CPSUs in year 2013-14 in comparison to year 2012-13 was excellent in all aspects. The overall net profit of CPSUs was Rs 1, 29,109 crore, registering an increase of 12.29% in comparison to year 2012-13. The total

contribution of CPSUs to Central exchequer by way of excise duty, custom duty, corporate tax, interest on Central Government loans, dividend and other duties & tax in year 2013-14 was Rs. 2,20,166 crores registering an increase of 11.86% over the year 2012-13. Total investment (Equity plus long term loans) was Rs 9, 92, 971 crores which is 17.46% higher than previous year. Total Turnover/Gross revenue from operations was increased by 5.96% amounting to Rs 20, 61, 866 crore in year 2013-14. Reserve & Surplus also increased by 9.77% and reached to a figure of Rs 7, 51, 350 crores. Government is ignoring long pending demand of Trade Unions for revival of sick CPSUs through financial and policy support.

### Dismantling Labour Laws; Snatching All TU Rights and Protections:

The Convention notes with horror and anger the unprecedented attack on the workers by the government at the centre and also by some of the State governments by dismantling the Labour Laws and thereby snatching away vital trade union rights and legislative protections to workers. Such move shall adversely affect the workers of public sector very seriously.

Five draft Labour Code Bills have been proposed by the NDA Government of the day by merger of present 44 Labour Laws and effecting abolition and alteration of the existing provisions relating to rights and protection of workers in all the labour laws which are now being lined up for adoption in Parliament. The disastrous outcome of these processes will be earth shaking for the world of work.

More than seventy per cent of the industrial establishments in the country and their workers are thrown out of the purview of almost all labour laws. Technology intensive new units of even old CPSUs like NTPC with very small number of regular workers shall be worst victim of the ongoing labour law dismantling exercise of the NDA Government.

Major Labour Legislations like Trade Unions Act, Industrial Employment (Standing Orders) Act Industrial Disputes Act, Payment of Wages Act, Payment of Bonus Act, Minimum Wages Act, Equal Remuneration Act, Factories Act, and so on are designed to be abolished and merged into the proposed draft Labour Codes.

Prohibitions on strike have been so re-designed in the concerned proposed Labour Code that practically workers are denied the universally exercised right to strike. Draconian and atrocious measures against trade unions have been prescribed in the proposed Labour Code even for day to day trade union activities like demonstration, deputation, so called 'go slow' etc. While the concerned proposed Labour Code provides for penalties of heavy amount to be paid individually by workers, there is no such provision against management for unilaterally acting against the workers vindictively. Shockingly this Government has even provided provision for heavy amount of penalty for not submitting annual returns. Very liberal rights have been granted to managements to go for retrenchment, layoff and closure of establishments. Social security benefits like PF, Pension, Gratuity, ESI etc. are under attack through different anti-workers policies of the Government. 66 centrally sponsored schemes are targeted to be closed.

# NATIONAL CONVENTION OF WORKERS, 26.5.2015, DELHI

## DECLARATION

This National Convention of Workers being held under the banner of joint platform of all the Central Trade Unions of the country along with independent national federations of all sectors and service establishments expresses deep concern over anti worker, anti-people and pro-corporate actions of the present Govt. at the Centre in pursuance of the policy of globalisation. During this period the Govt. has been over-busy in amending all labour laws to empower the employers with unfettered rights to "hire and fire" and stripping the workers and trade unions of all their rights and benefits besides aggressively pushing through almost unlimited FDI in strategic sectors like Railways, Defence and Financial Sector. Also, through sweeping changes in the existing Land Acquisition Act, farmers' right to land and agri-workers' right to livelihood are being sought to be drastically curbed and curtailed.

The Govts' aim in aggressively pushing through sweeping changes in labour-laws is nothing but to push out overwhelming majority of workers out of the coverage of all labour laws and to drastically curb the trade union rights. The CTUs had besides other issues raised the issue of strict enforcement of labour laws and universal social security but this Govt. is doing away with all rights-components in all the labour laws aiming at creating conditions of bonded labour in all the workplaces. EPF and ESI schemes are proposed to be made optional which is also aimed at demolishing the PF and ESI schemes dismantling the basic social security structures available to the organized sector. And for the vast unorganized sector workers, old schemes are being repackaged and renamed, without providing for funds and implementation-machinery/network with a view to befool the people. The Govt. has not taken any step to curb price rise of essential commodities and to generate employment except making tall claims of containing inflation in the media. On universalising public distribution system, the Govt. is trying to scuttle it through Direct Benefit Transfer resulting further squeeze on the common people.

During the year with the support of the present Govt, various state governments have brought about drastic anti-workers changes in basic labour laws viz., Industrial Disputes Act, Contract Labour (Regulation & Abolition) Act, Factories Act and Apprenticeship Act, Trade Unions Act etc introducing "hire & fire", throwing more than 71% of factories out of coverage of Factories Act and making all contractors employing up to 50 workers free from any obligation towards workers. The Central Govt. on its part has introduced amendments to Factories Act raising doubly the limit of workers for registration of factories, put in public domain the proposals for new Small Factories (Regulations of Service conditions) Bill which prescribes that major 14 labour laws will not apply to factories employing upto 40 workers. Labour Code on Wages Bill and Labour Code on Industrial Relations Bill which under the cover of amalgamation seek to make registration of unions almost impossible, making retrenchment and closure almost free for the employers class. These bills have been put in public domain without consulting the trade unions thereby violating the provisions of ILO Convention 144 on Tripartite Consultation. Amendments have also been brought in EPF & MP Act and ESI Act to make it optional with a sinister design to finally demolish the two time-tested statutory schemes for the workers. The Prime Minister's office has written to the Chief Secretaries of States to follow Rajasthan Model in labour laws. All these amendments are meant to exclude 90% of the workforce from application of labour laws thereby allowing the employers to further squeeze and exploit the workers.

The Convention also expresses dismay over the Govt's total inaction in implementing the consensus recommendations of 43<sup>rd</sup>, 44<sup>th</sup> and 45<sup>th</sup> Indian Labour Conferences on formulation of minimum wages, same wage and benefits as regular workers for the contract workers and granting status of workers with attendant benefits to those employed in various central govt schemes like anganwadi, mid-day-meal, ASHA, para-teachers etc. On the contrary, the Govt drastically curtailed budget allocations to all those centrally sponsored schemes meant for poor peoples' welfare. It is also noted with utter dismay that the present government is also continuing to ignore the

twelve point demands of entire trade union movement pertaining to concrete action to be taken for containing price-rise and aggravating unemployment situation, for strict implementation of labour laws, halting mass scale unlawful contractorisation, ensuring minimum wages for all of not less than Rs 15000 per month with indexation and universal social security benefits and pension for all including the unorganized sector workers, etc. The demands also include compulsory registration of Trade Unions within 45 days and ratification of ILO Conventions 87 and 98. Even the legislations passed by Parliament on the issue of Street Vendors is not being implemented appropriately.

The National Convention also denounced the retrograde move of the Govt. in hiking/allowing FDI in Defence, Insurance, Railways and other sectors and also its aggressive move for disinvestment in PSUs including Oil and financial sector aiming at total privatisation which will be detrimental to the interests of the national economy, national security as well as mass of the common people. The National Convention also condemned the sweeping change sought to be brought in Land Acquisition Act permitting forcible acquisition of land from the farmers and putting in jeopardy the livelihood of agricultural workers. It is disgusting to note that 147 workers of Maruti-Suzuki at Manesar are being forced to languish in Jail for more than two years on false and fabricated charges. It is unfortunate that even after the assurance of Prime Minister to revive the closed NOKIA Sriperumbudur unit, the recent decision to sell it out demonstrates Government approach to deny protection to workers. The coal sector has already been opened for commercial operations by private sector. In the banking industry also, the govt. wants to push their anti-people banking sector reforms while no effective action is being taken to recover the huge bad loans (NPA) from the Corporate Sector.

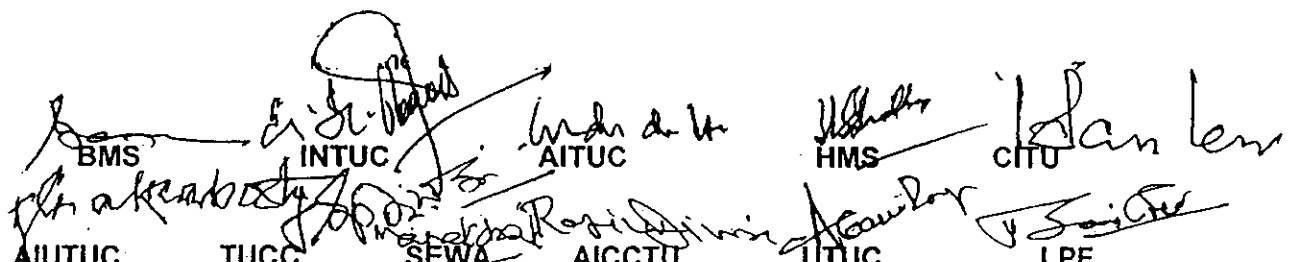
The Convention supports the decision of the constituents of JCM of Central Govt. employees to go for indefinite strike from 23<sup>rd</sup> November, 2015 and will decide at appropriate stage the form of solidarity action to be taken. The Convention also congratulates coal, postal, transport and telecom workers for their strike against policies of the Govt.

The Convention demands upon the Central Govt. to stop forthwith the process of making retrograde amendments to the labour laws. The Convention also demands immediate steps to implement the consensus recommendations of successive Indian Labour Conferences and also positive response to long pending demands of the entire trade union movement of the country. The Convention urges the Central Govt. to desist from mindless drive for disinvestment in CPSUs and liberalising FDI in defence, insurance, Railways etc. and the convention also condemns the Govt. move of corporatization of major ports and postal services etc. The Convention urges the Govt. to reverse the direction of the ongoing economic policy regime which has landed the entire national economy in distress and decline affecting the working people most.

The Convention calls upon all the trade unions, federations across the sectors to widen and consolidate the unity at the grass-root level and prepare for countrywide united movement to halt and resist the brazen anti-worker and anti-people policies of the Govt and in preparation to the same undertakes unanimously the following programme:

- 1) Joint conventions and campaigns during June-July in state, district and industry level wherever possible and taking initiative to involve common people in support of workers struggle
- 2) ALL INDIA GENERAL STRIKE ON 2<sup>ND</sup> SEPTEMBER 2015

The National Convention calls upon the trade unions and working people irrespective of affiliations to unite and make the countrywide General Strike a massive success.


  
 BMS, INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICTU, UTUC, LPF
   
 and All India Federations of Banks, Insurance, Defence, Railways, Central/State Govt.
   
 Employees and other Service Establishments

The long standing time tested practice of collective bargaining universally in vogue in public sector industries in our country on all matters of human resource relations, service conditions of workers and vitally the periodical wage negotiations are bound to suffer serious set-back due to the atrocious stipulation in the proposed Labour Code imposing ban on holding trade union office by non-worker trade unionist with long standing experience and huge exposure in the field. It is directly an attack on the Right to Association and Right to Collective bargaining and violation of ILO Conventions 87 and 98 respectively. The convention considers it as a very huge challenge to the workers and trade union movement in public sector in the country.

#### **Menacing Situation of Contract Workers:**

The Joint Convention expresses serious concern at the alarming increase in number of contract workers and decrease in permanent workers in CPSUs. Contract workforce has already attained extra ordinary numerical and strategic strength in PSUs as a whole. This situation calls for more close cooperation between regular and contract workers. Despite huge contribution of contract workers in the production, productivity and profitability of the PSUs concerned, they, (the contract workers) are victims of despicable exploitation in the matter of terms and conditions of employment including wages and benefits, social security and safety. Their wages are atrociously low compared to regular workers doing the same and similar nature of job.

#### **Fixed Term Employment:**

By an administrative order the NDA Government has amended several sections of I.E (Standing Orders) Act. Now once the new provision is put into practice, the employers shall start recruitment of workers under 'Fixed Term Employment' without fixing any minimum period of employment (It can be for a year or even lesser period). Now with this disastrous provision at their disposal the managements of CPSUs shall solely go for recruitment of regular workers on fixed term basis and over a period there shall be hardly any permanent worker in the CPSUs. It will lead to virtual destruction of regular jobs in the industry. It will be executive-supervisor-fixed term worker-contract workers chain and the age old system of regular permanent workers shall be abolished. This is going to spell disaster for trade union movement in CPSUs. Apart from total job insecurity the rule, empower employers to throw out any such worker without any notice pay or compensation. In the absence of job security what will be the fate of trade unions in CPSUs is not difficult to comprehend.

#### **Prepare, Participate and Make 2<sup>nd</sup> September Strike a Grand Success:**

The CPSUs where Five year settlements were signed have already got the benefit of DA merger in course of their next Five year settlement. But the workers who are under ten year settlements are suffering due to Government's refusal to grant DA merger. However both categories of settlements are fixed to terminate next year. Thus a big challenge is knocking the door of public sector workers. Serious problems are persisting in the matter of pension scheme for CPSU employees. There are disparities within Industry between executive and non executives and also amongst the CPSUs. Despite DPE guideline for formulating pension schemes with funding by the CPSUs,

# **JOINT NATIONAL CONVENTION OF PETROLEUM WORKERS**

**Mumbai: 18<sup>th</sup> August, 2015**

## **DECLARATION**

Jointly organized by all the three national Federations of Petroleum Workers, a national convention of the workers from Oil and Natural Gas Industries was held on 18<sup>th</sup> August 2015 in Mumbai. Leading representatives from the trade unions functioning among the workers of oil PSUs from all over the country attended the convention.

The convention noted that all the Central Trade Unions including BMS, INTUC, AITUC, HMS, CITU and all the Independent Industrial and Service Sector Federations adopted a Declaration in a National Convention of Workers held at New Delhi on 26th May 2015 and have given a call for a All India General Strike on 2<sup>nd</sup> September 2015 over a 12 point Charter of Demands. This convention further noted that a Joint National Convention of All Central Public Sector Undertaking Workers was held at Bengaluru on 25th July 2015 have also adopted a Declaration extending full support to the 2<sup>nd</sup> September 2015 strike call.

The Mumbai convention of the Petroleum Workers endorsed both the Delhi and Bengaluru Declarations and supported the decision of All India General Strike on 2<sup>nd</sup> September 2015. It is noted that amongst the 12 point demands, the ones directly concerning the Central Public Sector employees are: Stoppage of disinvestment in central profit making PSUs; No contractorisation of work of permanent/perennial nature and payment of wages and benefits to the contract workers at the same rate as available to the regular workers of the industry/establishment concerned and strong opposition to retrograde changes in labour laws.

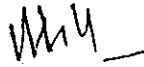
Regarding the twin danger of disinvestment and attack on labour laws the Mumbai convention noted that as a result of already sold out shares of oil PSUs the government holding in ONGC has come down to 69.23%, in IOCL 58.57%, in BPCL 54.93 in HPCL 51.11% and in Oil India 67.64%. Shockingly if the current move for further disinvestment by the NDA Government is not sopped then these oil PSUs shall be passed on under the controlling grip of Indian and foreign private big business. The NDA Government's aggressive approach and steps to dismantle and amalgamate 44 centrally administered labour laws into 5 Labour Codes aims at eliminating almost all rights and protections in existing labour laws. The retrograde

introduction of 'Fixed Term employment' in the Industrial Employment Standing Orders Act shall render workers without any trade union right and shall impose condition of slavery in work places.

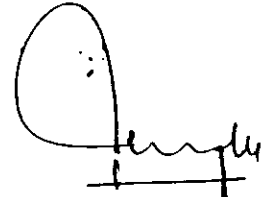
The joint convention of petroleum workers called upon the entire regular and contract workers irrespective of affiliation working in the Oil & Natural Gas Industries to join with full strength in the 2nd September 2015 strike action and make the strike a historic success befitting to the total unity of the working class in the country.



**(I. M. Uniyal)**  
**General Secretary**  
**All India Petroleum**  
**Workers' Federation**



**(N. A. Khanvilakar)**  
**General Secretary**  
**National Federation of**  
**Petroleum Workers**



**(Pradeep Mayekar)**  
**President**  
**Petroleum & Gas Workers**  
**Federation of India**



sector has been consistently increasing reaching almost 90 per cent of the total workforce in the country. But more alarming is that, in the organized sector itself, while the number of permanent worker drastically declined, they were more than replaced by contract and temporary workers with identical service condition of unorganized sector workers. This means, the employers in the organized sector sought to further reduce their labour cost drastically by increasingly shifting to informal low-paid employment taking advantage of the unemployment among skilled and young workforce in the country in order to retain and also increase their level of profit even in the midst of economic slowdown. But there is a limit to manage the slowdown and economic gloom when impoverishment among the mass of populace got widened and deepened. So despite a low-wage scenario throughout the country, with the share of workers with working condition conditions like unorganized sector reaching almost 70% in the private organized manufacturing sector, the manufacturing sector's growth started dipping since last couple of years reaching a negative figure in the last quarter of the last financial year. This phenomenon explodes the myth that "hire & fire" regime and suppression of labour will lead to increase in employment.

This is the reality, not only in India, but the entire world is witnessing the same phenomenon. The World Employment Report published by ILO had once observed that the empirical evidences of employment scenario show that the countries with higher labour flexibility do not have any brighter performance in employment generation either. Hence the lie-campaign justifying the move for retrograde pro-employer amendments in labour laws by those in governance exposes their total servility to the interests of corporate/big business, both domestic and foreign.

#### **United Combat –the Need of the Hour**

Such crime on the working people of the country who only create GDP, generates revenue in public exchequer and also profits for the employers being perpetrated by the corporate servile Govt must be combated resolutely. The lie campaign by stooges of the capitalist lobby in governance and their politics must be thoroughly exposed and all out united resistance have to be built up in every workplace of the country.