



BANK EMPLOYEES FEDERATION OF INDIA

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To All Units/CC/GC Members

Dear Comrades,

Sub: Workers' Charter adopted by National Convention of Workers

A National Convention of Workers was held on 5th March 2019 at Constitution Club Annexe, New Delhi. The Convention was participated by more than thousand workers from the unions affiliated to INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, LPF & UTUC and also by representatives from the all India Federations of employees of Banks, Insurance, Defence, Central and State Govt. establishments. BEFI was represented by Com. C J Nandakumar, President; the undersigned and Com. Sunil Mehendiratta, our CC Member. More than 25 comrades from Delhi also attended the Convention.

The Convention while congratulating the working people of the country for their massive participation in the two days' countrywide strike on 8-9 January 2019 against the anti-people, anti-worker and anti-national policies of the Govt. at the Centre took stock of the present situation. The Convention felt that the country is in deep crisis. All aspects of daily life of common people including the peasants, agricultural workers and other working people are under severe stress. Hard won trade union and labour rights are under attack. The joint trade union movement of the country has been repeatedly raising the issues of concern related to the working class for the last several years concentrating on 12 point charter of demands.

The present Govt. at the Centre, ignoring all these opposition, is stubbornly moving ahead with its neo-liberal economic policies inviting miseries in the lives of the common people. It is clear like day light that the Govt. is working overtime for the benefit of their corporate masters. It is also resorting to authoritarian measures to suppress opposition and resistance to its policies. Social and human rights activists working to safeguard the democratic rights of dalits, minorities and workers are branded as 'anti national', prosecuted leveling false charges and even killed. The Govt. is promoting hatred and animosities as well as encouraging spreading communal venom by various communal organizations. These are meant to divide the workers and other sections of toiling people, disrupt their unity and weaken their struggles against neo-liberal policies.

The country is going to face elections for the 17th Lok Sabha within a short period from now. It is amply clear that the main ruling party at the centre will not change its pro-corporate policies. The Convention held on 5th March 2019 reiterated its call of the Convention of 28th September 2018 for ouster of the Narendra Modi Govt. in the forthcoming general elections and called upon the working class as a whole to campaign for the same throughout the country.

The National Convention unanimously adopted a "Workers Charter" elaborating the demands for reversal of the anti-people policies and calling upon the political parties in opposition to the present regime to include the demands in their manifesto and also commit to work for the same. It is also to be noted that besides issues of other sectors, many burning issues relevant to the banking industry viz. menacing effects of NPA; amalgamation of public sector banks; closure of bank branches; higher service charges and reduction of interest rates on deposits; scrapping of NPS and restoration of Old Pension Scheme; strict implementation of equal pay for equal work; outsourcing of perennial nature of job etc. have found place in the "Workers Charter".

The "Workers Charter" as adopted in the National Convention is appended below. We call upon all state units to take necessary initiative for wide circulation and campaign of the issues among the bank employees as well as entire working people in an organised manner in view of the ensuing Lok Sabha polls.

With greetings,

Yours comradely,



(Debasish Basu Chaudhury)
General Secretary.

WORKERS' CHARTER

- Fix national minimum wage as per the recommendations of 15th Indian Labour Conference and Supreme Court judgement in the Raptakos & Brett case, which has been reiterated unanimously by subsequent 45th and 46th Indian Labour Conference.
- Abolish Contract Labour system in perennial nature of job pending which strictly implement equal wage and benefits to contract workers doing the same job as permanent workers, as per Supreme Court judgement.
- Stop outsourcing and contractorisation of jobs of permanent and perennial nature.
- Strict implementation of equal pay for equal work for men and women as per Indian Constitution and equal remuneration act and also reiterated by Supreme Court.
- Minimum Support Price for the produce of the farmers as per the recommendations of Swaminathan Commission, strengthen public procurement system.
- Loan waiver to farmers and Institutional credit for the small and marginal farmers.
- Comprehensive legislation covering social security and working conditions for all workers including agricultural workers.
- Take immediate concrete measures to control sky rocketing prices of essential commodities; ban speculative trading in essential commodities. Expand and strengthen public distribution system; no compulsory linkage of Aadhar to avail services of PDS.
- Check unemployment through policies encouraging labour intensive establishments; link financial assistance/incentives/concessions to employers

with employment generation in the concerned establishments; fill up all vacant posts in government departments; lift the ban on recruitment and 3% annual surrender of government posts.

- Assure minimum pension of Rs 6000 per month and indexed pension to all.
- Recognise workers employed in different government schemes, including anganwadi workers and helpers, ASHAs and others employed in the National Health Mission, Mid day Meal workers, Para teachers, teaching and non teaching staff of National Child Labour Projects, Gramin chowkidars etc as workers and pay minimum wages, social security benefits including pension etc to all of them.
- Immediately revoke 'Fixed Term Employment' which is in violation of the spirit of ILO Recommendation 204 which India has ratified.
- Stop disinvestment/strategic sale of public sector undertakings. Give revival package to the important PSUs in the public interest.
- Revival and opening of sick Jute industries and Tea plantations, as thousands of workers in these industries are facing distress, malnutrition and deaths due to closure.
- Revoke the decision to privatise Railways, Defence, Port and Dock, Banks, Insurance, Coal etc. Immediately revoke decision allowing commercial mining of coal mines.
- Stop privatising Defence production and closure of Defence Units. Strengthen and expand State Owned Defence Industry to achieve self reliance in Defence.
- Stringent measures to recover bad loans in Banks, take criminal action against deliberate corporate defaulters, Do not pass on the burden of bad loans on banking public through penalties and higher service charges. Stop merger and amalgamation of public sector Banks. Stop closure of Bank Branches. Increase interest rate on Bank deposits to offset inflation rate.
- Periodical wage revision to all CPSU Workers without insisting any affordability condition.
- Withdraw the Motor Vehicle Act (Amendment) Bill 2017, and Electricity (Amendment) Bill, 2018.
- Immediately resolve the issues of the central government employees related to the recommendations of the 7th Pay Commission.
- Scrap NPS and restore the Old Pension Scheme.
- Stop anti worker and pro employer amendments to the labour laws and codifications. Ensure strict implementation of the existing labour laws.
- Implement paid maternity leave of 26 weeks, maternity benefit and crèche facilities for women workers; no incentive be given to employers who are following amended provision of Maternity Benefit Act as proposed by the Government.
- Strict implementation of the Prevention of Sexual Harassment of Women at Workplace Act. For increased political participation immediate enactment on 33% reservation for women in state legislatures and Parliament.
- Ratify ILO Conventions 87 and 98 on Freedom of Association and Right to Collective Bargaining along with the ILO Convention 189 on Domestic Workers.
- Stop dilution of OSH & Welfare provisions through merger of 13 Acts in one Code. Ensure implementation of existing Acts and rules. Vacant posts of factory inspectors, Mines inspectors etc are to be filled up and lift ban on inspections. Ratify ILO C-155 and recommendation 164 related to OSH & Environment. Tripartite audit of human and financial loss due to accident should be mandatory.
- Strengthen Bipartism and Tripartism; make recognition of trade union by the employers mandatory in every establishment; no decision should be taken

on any issue related to labour without consensus through discussion with trade unions, ensure regular, meaningful social dialogue with workers representatives.

- Cut the subsidies given to the corporates.
- Right to work as fundamental right by amending the Constitution.
- 300 days of work under MGNREGA. Enact similar legislation to cover urban areas. Fix minimum wages not less than minimum wages of the state.
- Strict measures to stop the inhuman practice of manual scavenging. Compensation, as per Supreme Court judgment, to the families who die while cleaning sewers.
- Strict implementation of the SC/ST Prevention of Atrocities Act
- Immediately fill up all backlogs in the posts reserved for SC/ST; reservation of jobs for SC/ST in private sector employment also.
- No eviction of Adivasis from their habitats, strict implementation of Forest Rights Act for Adivasis.
- Protect couples opting for inter-caste and inter-religious marriages. Ensure strict actions against those encouraging/ resorting to so called 'honour killings'.
- Ensure strict punishment for all guilty of rape and other cases of violence against women. Make such offences "Rarest of the rare" with capital punishment to ensure safety of women in letter and spirit.
- Ensure effective implementation of Article 51 A of the Constitution that calls upon all citizens to promote harmony, spirit of common brotherhood, diversities and to transcend religious, linguistic, regional and sectional culture and to denounce policies derogatory to the dignity of women.
- Free and compulsory education to all children up to Class XII along with technical education. The budget allocation for education should be 10% of the GDP.
- Free health care for all. Strengthen health infrastructure, particularly in the rural and tribal areas. Increase government expenditure on health to 5% of GDP.
- Portable drinking water be provided to whole populace.
- Protection of street vendors should be ensured. States should frame rules accordingly.
- In order to protect the interests of Home Based Workers which is women dominated sector ILO Convention 177 for Home Work be ratified alongwith an Act for Home Based Workers.
- Workers should have active and effective participation in all Welfare Boards constituted for their welfare. The unspent amount of cess collected under Building and Other Construction Workers Welfare Board be spent only on welfare of workers. Welfare Boards should have adequate workers representation. The functioning of the boards should be strengthened so that the workers can get registered with the board and have easy access to welfare benefits.
- The Government should direct the States to frame the rules for inclusion of waste recyclers of the solid waste management in the cities at all levels.
- Working Journalists Act should be amended to include journalists and workers from all media organisations to ensure decent wages and job security. Constitute new wage board for journalists in print, electronic and digital media to revise wages in media organisations.