

R E S O L U T I O N

5 YEARS PERIODICITY FOR WAGE REVISION OF PUBLIC SECTOR EMPLOYEES

The Public Sector Employees are due for their wage revision from 1.1.2017. In the past the periodicity of wage revision of the Public Sector employees has been 5 years till the wage revision in 1997. It was for the first time the Government has constituted 1st PRC for the wage revision of Executives and non-Unionised Supervisors in CPSEs in 1997. The PRC for the wage revision was mostly based on the PRC of Central Government employees periodicity of which was always 10 years. By imposing the periodicity of 10 years through the DPE guidelines the employees of Public Sector are experiencing immense hardship financially. The 2nd PRC for the executives of PSEs in 2007 also envisaged the periodicity of 10 years which was followed by the Workers subsequently with difference. The difference in DPE guidelines for 2007 wage revision was an option given to the employees to opt for the periodicity “not lesser than 5 years and not more than 10 years”. The guidelines have allowed for 100% DA neutralization. Whereas, the 3rd PRC which was constituted for the wage revision of the executives from 1.1.2017 has given its recommendations to follow the 7th Pay commission for the periodicity of wage revision which shall be common to the Executives, non-unionised supervisors and Unionised workers. Obviously, it is for 10 years which was recommended by the 3rd PRC to all the employees of Public Sector.

In this context, it is also to point out another condition which was incorporated in the recommendations of the 3rd PRC is that “while revising the wages and benefits of the workers it shall not come into conflict with the wages and benefits of Executives”. It is clear that the wages of the workers shall not be more than that of the Officers. This is a retrograde view of the 3rd PRC considering the 70% of population of PSUs toil for the growth of the Industry who are obviously workers. The benefits shall not be discriminated 30% against 70%.

It is therefore, the Bharatiya Mazdoor Sangh in its All India 18th triennial Conference resolve to demand the Government as follows:

1. The Periodicity of wage revision of the workers of CPSUs shall be 5 years from 1.1.2017
2. The wage revision of the executives shall not be a bench mark for extending wage revision benefits to the workers. Such as Scales, Fitment, Perks and allowances, Terminal Benefits etc., as workers have right to negotiate and enter into tripartite settlements as per the sections 12(3) and 18(3) of Industrial Disputes Act 1947.
3. The DPE guidelines shall not be enforced where the provisions of ID act prevails
4. The employees of the sick PSUs shall also be extended the wage revision as of remaining PSU employees.
5. Sectoral wages and benefits shall be extended to all the Casual and Contract Labour working in the CPSUs on par with the regular employees.
6. The negotiations for wage revision shall be commenced and conclude the settlements w.e.f. 1.1.2017 without further delay.
7. The Orders for increase of Gratuity with the increased ceiling of 20 lakhs shall be issued to the workers immediately effecting them from 1.1.2017
8. The statutory benefits such as Provident Fund, Gratuity shall be excluded from the 30% terminal benefits which shall be borne by the managements

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