

# CONFEDERATION OF CENTRAL GOVERNMENT GAZETTED OFFICERS' ORGANIZATIONS

Convenor: S. MOHAN  
Secretary General, All India  
Audit & Accounts Officers Assn  
Old No.4, New No.7, First Street  
V.V. Colony, Adambakkam,  
Chennai – 600 088.  
Mobile No: 09445040751

Joint Convenor: Bhaskar Bhattacharya,  
Secretary General, Income Tax Gazetted  
Officers Association, A-10 D MIG Flats  
Vatika Apartment, Mayapuri  
New Delhi 110064,  
Mobile No: 08902198888

=====  
Cicular No /Confdn/2014 -15/3

Dated: 06.10.2014.

**“If we all stand together we are a force that can shake the whole world”.**

To

**Secretary General,  
All the constituent organizations**

Dear Sir,

**I. National Convention:** The National Convention calls upon the trade unions and working people irrespective of affiliations to unite and make its programme a massive success paving way for countrywide united struggle to resist the onslaught on the life and livelihood of working people throughout the country. This National Convention of Workers held under the banner of joint platform of all the Central Trade Unions of the country along with independent national federations/organizations from all the sectors and service establishments on 15<sup>th</sup> September 2014 at New Delhi expressed deep concern at the unilateral move to amend the labour laws by a number of state governments and by the Central Govt. Most of the amendments sought to be carried out in the labour laws will have serious negative impact on the working condition and trade union rights of the workers and employees.

In essence, the proposed amendments in the labour laws, both by the Central Government and by the Govt in Rajasthan, are aimed at empowering the employers to retrench/lay off workers or declare closure/shut down at will and also resort to mass scale contractorisation. These are also designed to ease out more than seventy per cent of the industrial and service establishments in the country and their workers out of the purview of almost every labour law, thereby allowing the employers a free hand to further squeeze and exploit the workers.

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

**1. State level joint conventions during September-October-whenever possible initiative may be taken to hold district-level and industry-level joint conventions**

## **2. National Protest Day 5.12.2014 through massive joint demonstration in all state capitals. At Delhi Joint demonstration of workers from the neighbouring state will be held.**

Based upon this call, all central unions, Federations in the Central Government, in railways, defence and other Central Government Employees have come together and decided to hold one day Convention for opposing FDI in railways and Defence, Scrapping of the new Pension Scheme, Demanding DA merger and Demanding Interim relief. The date of the Convention will be announced later. Definitely, we the Gazetted Officers of Confederation of Central Government Gazetted Officers Organisations, have moral responsibility to discharge its duty towards the common cause in a befitting manner.

It needs to be appreciated that if the Governments' move succeeds it will be only a matter of time before the existing rights of the Government employees are subject to the same fate as of and the trade unions of this country. The amendments in labour legislations aim at creating sophisticated slavery of the entire working class. It is imperative that we take all steps against this sea of anti labour waves and by opposing end them.

**II. Mass Dharna on 25th Sept:** The Confederation of Central Government Employees and Workers has submitted a memorandum to the Government presenting a eleven point charter of demands including merger of DA with pay, Interim Relief etc and has been conducting programmes to press the demands. As part of their agitational programmes to press the demands, the Confederation organised massive dharna at Jantar Mantar, Parliament Street on 25.09.2014 which was attended by more than 500 comrades. The Confederation sought our participation also in all the agitational programmes. The charter of demands of the Confederation of Central Government Employees and Workers contain issues which are being pursued by us also and it would strengthen our position if their programmes succeed. In this back ground, the Confederation of Central Government Gazetted Officers Organisations also participated in the Massive Dharna. Officers of All India Audit and Accounts Officers Association, Pay and Accounts Officers, Postal Accounts Officers, Income tax Gazetted Officers Association also participated.

**III. Meeting with Smt.Meena Agarwal:** Shri.S.Mohan and Shri.T.C.Gambir, met Smt.Meena Agarwal Secretary to VII pay Commission and Shri. Jayant Sinha, Joint Secretary of the VII pay Commission on 25th September in their respective cabin and insisted that suitable time may be granted to respective officers' Federation to record their oral deposition with respect to their respective departmental memorandum. Further it has been requested that the time schedule should also be intimated to the respective federation in advance so as to enable the Federation leaders in attending the meeting with Pay Commission. The Secretary VII pay commission has agreed to consider the issue.

**IV. Our Task ahead:** It has been our experience with the successive pay commissions that Gazetted Officers have been treated as ordinary staff and sometimes even lower. Our representations to the pay commissions, to the Ministry and every authority concerned have been simply ignored or rejected off hand without any justification. The sixth Pay Commission is no exception. It has in fact added insult to injury by deliberately denying even the minimum benefit to the Gazetted Officers.

A culture of human exploitation and disrespect for the law prevails, and we are expected to enforce public accountability at cheaper cost without any claim for the recognition and benefits. Disrespect for human beings is in the DNA of the current system. While slavery is,

of course, the most extreme situation in the field level offices, the truth is that the Gazetted officer is being ruthlessly exploited. Our Officers perform backbreaking work, at the very low pay scales; have no benefits and virtually no protection to their self-respect. Historically Gazetted Officers have been and continue to be excluded from Indian fair labour standards and are prevented from unionizing. The cruelty of modern-day slavery prevailing in the Government has motivated our officers to continue fighting for their rights, prompting the Government agencies to support our demands that include better pay scales and working conditions and new environment.

Pay commissions have been viewed, or at least portrayed, as a stable watch dog of our economy, looking out for everyone's good like a kind of gentle Big Brother. Any one attacking these Commissions' Reports particularly the members of the Association, have been dubbed as crazy radical. We wouldn't survive without the Pay Commissions, is what most of our Gazetted officers believe. What we fail to see is the reality that the door to the Pay Commission is a revolving one with the Finance Ministry of India. What we do not see is that the Pay commission is a ruling class agency that manufactures policy in the interests of that class. Our job now is to unite every resource available and put every shoulder to the wheel. A strong united movement of employees and Gazetted officers alone can change the status of the Gazetted officers and render Justice.

Our thirst for justice has remained unquenched for six decades. In fact it has been deliberately allowed to be aggravated by repeated injustice by the Pay Commissions and by the Authorities who seem to have taken upon themselves the task of suppressing us further and further in to virtual slavery. Our thirst for justice is real acute and painful. We can quench our thirst for a fair deal only when we, every one of us, establish emphatically that we are capable of sustained struggle. Our thirst will be quenched when every one of us demonstrate that **"it is nobler to take arms against the sea of trouble and by opposing end them"**

Yours Fraternally,



**(S.Mohan)**  
Convenor

**'Obstacles can't stop you, Problems can't stop you, Most of all other people can't stop you, the only one who stops you is yourself.'**