



CONFEDERATION OF CENTRAL GOVERNMENT GAZETTED OFFICERS' ORGANISATIONS

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B.Indra Reddy

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Puneet shrivastava

Confederation/Circular/2016-17/4

Dated: 05.08.2016

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

To

All Office bearers and the Secretary General's
Of Constituent Organizations'

Dear Friends,

Struggle is inevitable

The 7th CPC Notification and Revised Pay rules have just been issued by the Government. The CCGGOO recalls its constituents who participated in creating an environment for struggle before the indefinite strike from 11th July. The situation created by them has forced the Government to give an assurance to reconsider the minimum wage and fitment Formulae. But the injustice towards the Gazetted Officers in Central Government continues. The Government has not shown any inclination in resolving the problems of Gazetted Officers by establishing the Grievance Redressal Mechanism.

In our administrative system, the direct recruitment takes place at four places, viz. at clerk level, UDC level, Group B Level and Group A level. The recruitee in all other levels are permitted to go beyond their recruitment point, whereas, the recruitee in Gazetted Group B level alone are not allowed to go beyond their level by way of increase of pay or promotion except some percentage at the induction level of Group A. This Great Injustice has been continuing for years together. Some deviation may be here and there, but, overall improvement is not tangible. The policy of the Government is the reason for all these injustices. To change the policy decision, sustained struggle is inevitable. It is therefore the birth of CCGGOO to strengthen our struggle for fight these injustices and fight core issues. It is no doubt that CCGGOO played a pivotal role in the historic struggle against the Government during the 7th Central Pay Commission. Our sustained and untiring struggle will continue till our goal is

achieved. Do build strong state level CCGGOO in every state, to fight out this injustice.

2nd September 2016 - All India General Strike

The Joint platform of Central Trade Unions (CTUs) of the Country along with Independent National Federations of employees of different industries and services including Confederation of Central Govt. Employees and Workers have decided to organize All India General Strike on 2nd September 2016, against the anti-people, anti-workers policies and authoritarian attitude of the NDA Government. The attitude of the Government is profoundly negative and immensely challenging to the working class including Central Govt. employees and its Gazetted Officers. The issues in the Charter of demands submitted by the Trade Unions to the Govt. relate to basic interest of the country's economy and also issues concerning the livelihood of the working people of both organized and unorganized sectors.

The offensive policies of the Govt. like downsizing, outsourcing, contractorisation, corporatization and privatization have affected the Central Govt. departments and employees in a worst manner. Along with the "Ban on creation of new posts", "Introduction of the New Pension Scheme (NPS)", the Govt. has shown its clear apathy in regularizing the services of casual, contingent and contract workers, lifting the 5% ceiling on compassionate appointment and enhancement of the bonus ceiling from Rs.3500/- to Rs. 7000/- applicable to Central Govt. Employees. The Govt. is not ready to modify the 7th CPC recommendations, which is worst ever made by any Pay Commission. The assurance given to the staff side regarding enhancement of minimum pay and fitment formula is yet to be implemented. All other retrograde recommendations like reduction in the percentage of HRA, abolition of 52 allowances etc. are yet to be modified. Overall the attitude of the Govt. is totally negative towards the Central Govt. Employees, Gazetted officers and Pensioners.

There is a serious struggle ahead of us to restore our right, Self-respect, improved wages which were better than the Pay Commission recommendations. The Gazetted Officers intend to record their presence in the struggle and need to come forward to participate and involve in these struggles. Let us join together and move forward to achieve our goals. In this backdrop the CCGGOO supported the strike call given by the Joint platform of Central Trade Unions.

The Strike Notice will be served by the respective Organisations to the Cabinet Secretary, GOI, on 12-08-2016 along with the 12 Point charter of demands of the working class and the demands pertaining to the Central Govt. employees

& Gazetted Officers.

All the Constituent Units of CCGGOO are requested to participate in the All India General Strike on 2nd September 2016 either joining in the Strike action by serving the proper notice to the Head of the Department by the respective Associations/Federations or adopting programs expressing solidarity to the Strike action. The respective Associations/Federations will deliberate and decide upon the mode of joining in the All India General Strike on 2nd September 2016 by themselves and the Secretary General; CCGGOO may be intimated accordingly on or before 10.08.2016.

Yours Fraternally,



**S.Mohan
Secretary General**

CHARTER OF DEMANDS

PART - A

1. Urgent measures for containing price rise through universalization of public distribution system (PDS) and banning speculative trade in commodity market.
2. Containing unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws.
4. Universal social security covers for all workers.
5. Minimum wage of not less than 18000/- per month with provisions of indexation (for unskilled worker).
6. Assured enhanced pension not less than 3000 per month for the entire working population (including unorganized sector workers).
7. Stoppage of disinvestment in Central/state public sector undertakings.
8. Stoppage of contractorisation in permanent/perennial work and payment of same wage and benefits for contract workers as that of regular workers for the

same and similar work.

9. Removal of all ceilings on payment and eligibility of bonus, provident fund (PF) and increase in quantum of gratuity.

10. Compulsory registration of trade unions within a period of 45 days from the date of submitting application and immediate ratification of ILO conventions C-87 and C-98.

11. No FDI in Railways, Defence and other strategic sectors.

12. No unilateral amendment to labour laws.

PART - B

Demand of the Central Govt. Employees & Gazetted Officers

1. Avoid delay in implementing the assurances given by Group of Ministers to NJCA on 30th June 2016, especially increase in minimum pay and fitment formula. Implement the assurance in a time bound manner.

2. Settle issues raised by the NJCA, regarding modifications of the 7th CPC recommendations, submitted to Cabinet Secretary on 10th December 2015.

3. Scrap PFRDA Act and New Pension System (NPS) and grant Pension/Family Pension to all Central Government employees under CCS (Pension) Rules 1972.

4. No privatization, outsourcing, contractorisation of Government functions.

5. (i) Treat Gramin Dak Sevaks as Civil Servants and extend all benefits on pay, pension and allowances of departmental employees.

(ii) Regularise casual, contract, contingent and daily rated workers and grant equal pay and other benefits.

6. Fill up all vacant posts by special recruitment. Lift ban on creation of new posts.

7. Remove ceiling on compassionate appointments.

8. Extend benefit of Bonus Act amendment 2015 on enhancement of payment ceiling to the Adhoc bonus/PLB of Central Govt. employees with effect from the financial years-2014-15. Ensure payment of revised bonus before Pooja holidays. Ensure Bonus/Ex-gratia to all Gazetted Officers.

9. Grievance Redressal Mechanism to the Gazetted Officers.