

IndustriALL Global Union

ICT, E&E World Conference

Petaling Jaya, Malaysia

11-12 June, 2015



Welcome



Shramik Ekta Mahasangh

Introduction

Mrs. Sarika Hemantkumar Bhosale

Co-Ordinator of IndustriALL India Women
Committee

Vice President of Shramik Ekta Mahasangh

Ex. Vice President of Yazaki India Employees Union



Shramik Ekta Mahasangh

Shramik Ekta Mahasangh (SEM)

Affiliated to IndustriALL Global Union

Maharashtra State, India

Regd. No. 3634

Federation of United Workers



Shramik Ekta Mahasangh

Shramik Ekta Mahasangh (SEM)

Affiliated to IndustriALL Global Union

- ❖ Shramik Ekta Mahasangh is registered under Indian Labour Law (Trade Union Act 1926), operational since last 9 years. (6th June 2004).
- ❖ Shramik Ekta Mahasangh is officially affiliated with
IndustriALL
Global Union, Geneva.
- ❖ Around 122 Unions are members of Shramik Ekta Mahasangh .
- ❖ Almost 22000 members are in the Shramik Ekta Mahasangh.

❖ 980 Women members are in Shramik Ekta Mahasangh.

Shramik Ekta Mahasangh



Shramik Ekta Mahasangh continuously motivating & trying to arrange different types of Training programs & workshops.



श्रमिक एकता महासंघ
SHRAMIK EKATA MAHASANGH

Reg. No. PN3634 Office No10 Jay towers Pune Mumbai Road Kalbhor Nagar Chinchwad
Pune - 411019 - www.semindia.org

AFFILIATED - INDUSTRI ALL (GLOBAL UNION) Geneva
Workshop On " Women Leadership Development "
"महिला नेतृत्व विकास कार्यशाळा"

Mr. Kishor Dhokale President
Mr. Dilip Pawar Working President
Mr. Keshav Gholve Gen. Secreatry



Shramik Ekta Mahasangh

IndustriALL Global Union also continuously motivating & trying to arrange different types of Training programs & workshops for SEM women members.



Shramik Ekta Mahasangh

Shramik Ekta Mahasangh arranging Women's Day Celebration program every year.



Shramik Ekta Mahasangh

Shramik Ekta Mahasangh Communication System

- ✓ Website of SEM which is www.semindia.org



Shramik Ekta Mahasangh



Act / Law related Women Employees

In India most of Act are same for male & female employees like

- ✓ Factories Act 1948
- ✓ The Employees' Provident Funds And Miscellaneous Provisions Act, 1952
- ✓ The Payment of Gratuity Act, 1972
etc.

But some laws / Facilities made only for female employees like

- ✓ Maternity Benefit Act, 1961
- ✓ Prevention Of Sexual Harassment at Workplace Act, 2013
- ✓ Crèche Facility for Women Employees etc.



Issues of Women Employees

Lots of Employers not giving following facilities

- ✓ Maternity Benefits to Women Employees
- ✓ No Crèches
- ✓ No Bus facility in night timings
- ✓ No Security in time timings
- ✓ No seating facilities for Pregnant women



Occupational Diseases of Women Employees

- ✓ Miscarriage
- ✓ Spondylitis
- ✓ Leg pain
- ✓ Neck pain
- ✓ Lung diseases



Following problems of Women Employees not resolves properly due to....

- ✓ **Government Machinery** – Due to Shortage of Government Officers nobody is verifying employers are following or not Labour Laws properly. Also huge corruption in Government Machinery, so employers are breaking Act / rules continuously & taking disadvantage.
- ✓ **Judiciary System** – We don't want to go in the Court because process is very lengthy & costly.
- ✓ **Lack of Political Will** – All Politicians only assuring to workers that they will support to us but after election they supports to employers only. There is huge lack of political will.



Future Plan of Shramik Ekta Mahasangh for Women Members

- ✓ We are planning to circulate Women employee related pocket diary of Labour laws to all SEM Women members.
- ✓ Planning to increase Women representation in SEM committee.
- ✓ Organizing Training programs & Workshop related to Leadership development & awareness of Labour Laws.



Thank You!



Shramik Ekta Mahasangh