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South Asia Regional Office

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President: Berthold Huber
General Secretary: Jyrki Raina

7th October 2015

Shri. Bandaru Dattatreya
Hon'ble Minister for Labour & Employment
Government of India
Shram Shakti Bhawan, Rafi Marg
New Delhi – 110 001
E-mail : bandaru@sansad.nic.in

Subject : Stop Exploitation of Contract/Women workers & say No to Precarious Work

Respected Sir,

Kindly find attached a memorandum on behalf of IndustriALL India Women's Committee.

Thanking you,

Yours sincerely,

APOORVA KAIWAR
Regional Secretary

Encl : As above.

7th October 2015

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Respected Sir,

IndustriALL Global Union, represents more than fifty million workers in the mining, energy and manufacturing sectors in 143 countries across the globe. IndustriALL India Women's Committee is a National Women's Committee of IndustriALL Global Union (Geneva) and represents Women Workers.

The IndustriALL Women Committee is committed to fight against precarious work and raise the voice of contract workers, specifically women workers in precarious work. Women have increasingly become part of the paid workforce and of trade unions and are found in large numbers in precarious, low-skilled, low-paid jobs. Regular, permanent and direct employment remains under constant attack from multinationals and other forces that are promoting precarious work.

Today is the day for 'World Day for Decent Work', October 7 is a day on which unions around the world mobilize against precarious work as part of IndustriALL's 'Stop Precarious Work' campaign. Precarious work includes temporary, casual and contract work that is unsafe, insecure and has lower wages and benefits than the permanent workers. Mostly women workers are found in unsafe and insecure jobs and have to work in precarious working conditions like, low wages, long hours, unhygienic, unsafe and hazardous working condition, no job security with almost no nominal social security and lack of legal protections. The Unions, Industrial Federations along with the Global Unions are making sincere efforts to fight against the precarious work and campaign unitedly for decent work for all.

We therefore demand:-

1. Stop massive expansion of Contract Employment in perennial nature of jobs.
2. Same wage and benefits for contract workers as regular workers for same and similar work- 'Equal Pay for equal work of the same value'.
3. Minimum wage not less than Rs.15,000/- per month.
4. Promote equality at the workplace and the full integration of women in trade unions including in their decision making bodies.

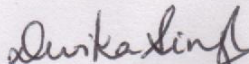
5. Ratification of ILO Convention 183, which would mean no pregnancy discrimination, safe and healthy pregnancies and minimum 14 weeks paid maternity leave for all working women.
6. Assure Contract workers effective rights to 'Freedom of Association and Collective Bargaining' and 'right to organize'.
7. Universal social security cover for all workers.
8. Assure pension for the entire working population.

We seek your support in achieving decent work for all and our fight against precarious work.

Thanking you,

With Regards,

For IndustriALL India Women's Committee


Devika Singh 07/10/15
Chairperson