

IndustriALL Global Union

Steering Committee Meeting on

ICT, Electrical & Electronics



Tokyo, JAPAN

06-07 April 2016

Welcome



Shramik Ekta Mahasangh

Introduction

Miss. Rupali Ramchandra Polekar

Secretary of Shramik Ekta Mahasangh

Joint Secretary of Shramik Ekta Mahasangh,

Womens Division

Ex. Committee Member 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 11 years. (6th June 2004).
- ❖ Shramik Ekta Mahasangh is officially affiliated with **IndustriALL Global Union**, Geneva.
- ❖ Around 133 Unions are members of Shramik Ekta Mahasangh .
- ❖ Almost 23000 members are in the Shramik Ekta Mahasangh.
- ❖ Around 1020 Women members are in Shramik Ekta Mahasangh.



Shramik Ekta Mahasangh

Formation of Maharashtra Contract Labour Union for Fight Against Precarious Work

- ✓ **Shramik Ekta Mahasangh has registered Maharashtra Contract Labour Union on 5th October 2015 for Precarious Workers.**
- ✓ **Shramik Ekta Mahasangh Women Committee also inaugurated on 15th October 2015 for increasing power of Women workers.**



Agitation Against Precarious Work With The Help Of IndustriALL Global Union



Shramik Ekta Mahasangh

Training Programs & Workshops of Shramik Ekta Mahasangh



श्रमिक एकता महसंघ
SHRAMIK EKATA MAHASANGH

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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.



Women Employees Facing Following Types Of Problems

Till the time so many women employees far from following rights

- ✓ Maternity Benefits to Women Employees
- ✓ No Crèches
- ✓ No breaks or sufficient timing for taking care of infants / child.
- ✓ No Bus facility in night timings
- ✓ No Security in night timings
- ✓ No seating facilities for Pregnant women



Occupational Diseases of Women Employees

- ✓ Miscarriage
- ✓ Spondylitis
- ✓ Breast Cancer
- ✓ 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

- ✓ Planned to increase power of Contractual (Unorganized) Male / Female workers
- ✓ Training programs for Contractual (Unorganized) Male / Female workers
- ✓ 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