

To Azad Maidan!

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Hind Mazdoor Sabha – Maharashtra Council

**30, Shri Building, 2nd floor, Ranade Road, Dadar (W),
Mumbai – 400028**

Nationwide workers' strike on 28 and 29 March 2022 against the central government's anti-worker policies and four labour codes and a big morcha on 29 March 2022 at 2 pm at Azad Maidan, Mumbai

Comrade,

You know that the country's central government is executing anti-worker policies and making decisions at the discretion of the industrialists. On 22 September 2022, the central government changed the 44 labour laws into 4 labour codes.

Through this anti-worker policy of the central government, the 44 labour laws that workers' unions had achieved after fighting for 150 years have been destroyed, and instead, 4 labour codes have been passed. This has destroyed workers and the workers' movement and threatened the security of permanent jobs. In the Indian constitution, workers had achieved the rights to organise, form a union and negotiate with the ruling class for justice, wages and other issues, as well as for job security. Through these rights, we were able to form a long-term contract with the owner and improve the quality of life of ourselves and our families. If we do not force the government to repeal the four labour codes, then our children will be deprived of these rights and they will have to work as forced labourers under the owner.

By passing the Industrial Relations Code, the government has scrapped the 1923 Trade Unions Act, 1947 Industrial Disputes Act and nine other important laws. These laws have created the foundation to allow permanent workers to be replaced by fixed-term or contract workers. These codes also give the government the right to cancel the registration of trade unions over trivial reasons. These codes are weapons of attack against workers and trade unions and a conspiracy to finish trade unions.

The Code on Social Security scraps the provident fund and ESIC Act. It has brought the PF rate down from 12% to 10% for the profit of the owner. Moreover, this code facilitates the handing over of hardworking workers' PF deposits to private companies. The Occupational Safety, Health and Working Conditions Code cancels the 1970 Contract Labour Act, 1948 Factories Act and other laws. This labour code has a provision to increase the working hours of

workers. These codes have snatched the meagre rights of contract workers, excluding workers on long contracts and places with more than 50 contract workers. Not only this, the codes also allow permanent jobs to be contractualised.

The Code on Wages has replaced the 1936 Payment of Wages Act, 1948 Minimum Wages Act and two other laws. This code builds the foundation to lower the existing minimum wage and snatches the right for full pay for part time work. We should remember that if we do not strongly oppose these four labour codes and force the government to repeal them, our children will have to work as slaves under big capitalists.

The Modi government did not consult any workers' union before passing these four labour codes. This decision has been taken by the Modi government to allow big capitalists to loot hardworking workers to increase their wealth. Hind Mazdoor Sabha calls on the Maharashtra state government to completely oppose these regressive labour codes passed by the central government and ensure that these codes are not implemented. We make the following demands to the central and state governments.

Demands

- 1) The four labour codes passed by the central government to replace the 44 labour laws should be scrapped.
- 2) Electricity Amendment Bill should be scrapped.
- 3) Privatisation of any public sector in any form should be stopped.
- 4) Families who do not pay income tax should be given food and income support of Rs. 7500 per month.
- 5) Increased allocation for MNREGA and extension of Employment Guarantee Scheme to urban areas.
- 6) Social security should be provided to all workers in the informal sector.
- 7) Statutory minimum wage and social security should be provided to Anganwadi, ASHA, midday meal and other workers.
- 8) Proper protection and insurance facilities should be given to frontline workers serving people during the pandemic.
- 9) To revive the national economy, the wealthy class should be taxed more via income tax, etc. and this money should be invested in agriculture, education, health and other important public services.
- 10) The central excise duty on petroleum production should be reduced, and remedial measures should be taken to stop inflation.
- 11) Contract and scheme workers should be regularised and equal pay for equal work should be ensured.
- 12) NPS should be scrapped and the old pension scheme should be restored.
- 13) Mathadi board should not be converted into a corporation.

The country's main workers' unions have called for a nationwide strike on 28 and 29 March 2022 for these demands. Hind Mazdoor Sabha will participate in this strike. Through this leaflet, the Hind Mazdoor Sabha calls on its member organisations to participate in the strike in their sector by organising gate meetings, demonstrations and protests to condemn the government's anti-worker policies. On 29 March 2022, the Maharashtra Council has organised a big morcha at Azad Maidan. This morcha will start at 2 pm at the ground outside Chhatrapati Shivaji Terminus Platform no. 18 and a meeting will be held at Azad Maidan. The morcha will be addressed by senior leaders of Hind Mazdoor Sabha. We request you to participate in thousands to raise our voice against the central government's four labour codes and demand that they are repealed. Thank you!

Your comrades

Hanumant Taate Consultant	Shankar Salvi President	Sanjay Vadhavkar General Secretary	Sudhakar Apraj President	Nivrutti Dhumal Treasurer
JR Bhosale National Treasurer	Mahabal Shetty National Vice President	SK Shetye National Vice President	Shashank Rao General Secretary	Venu Nair NRMU
Kishor Kotwal Mathadi and Dock workers leader	Kersi Parekh Dock workers leader	Amarsingh Thakur Ship workers leader	Abdul Gani Serang Ship workers leader	Shiv Yadav General Secretary, K. Mazdoor Sabha
Ramchandra Sharmale Secretary, Pune Division	Madhukar Bhondve Secretary, Pune Division	Vikas Magdum Secretary, Sangli Division	Rajesh Taakekar Vice President, Nashik Division	Sandeep Shinde President, Youth Committee

***Against all oppression, our slogan is struggle!
Long live Hind Mazdoor Sabha!***

Long live workers' unity!