

# Report on

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## *ITF-LO-TCO SOUTH ASIAN FUTURE PLANNING WORKSHOP 4-5 FEBRUARY 2013, NEW DELHI.*

The FUTURE PLANNING WORKSHOP was organized to analyze for p.e year 2010-12 and future planning for p.e year 2013-15. The Aim of the workshop was to analyze Union present capacity and future planning to strengthen themselves, reach out to their members and mobilize the women and young workers in their union as well as to unorganized sector.

The nomination from AIRF-INDIA were Com. L. N. Pathak, Com. Vikas Gupte, Com. Dinesh Panchal, Com. Jaya Agarwal, Com. Elven Barla, Com. V.V. Dixit and Com. Seema P Kahar as youth representative.

Day I-4 Feb 2013

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Opening words of the workshop was given by **Mr. Mahendra Sharma, ITF A/P Regional secretary** followed by **Simon Strannard, LO-TCO, Sweden; Alana Dave, ITF Education Officer; Annica Barning, SEKO Sweden.**

Workshop starts with participants' feedback summary given in future planning seminar at Secunderabad India, on the objectives of the project 2010-2012 by **Maria, LO-TCO, Sweden,** highlighted the points :-

### **CHALLENGES for young workers ahead:**

- Lack of sufficient fund.
- Lack technologies and amenities.
- Neglecting.
- Anti-Union obstacles.
- Lack of proper planning.
- Under-representation of women and youth.
- Staff shortage and reimbursement,

### **IMPACT ON WORKERS:**

- Precarious and insecurity.
- Compromise with work safety.
- Labour law violations.
- Security and pensions.

- Uncertainty about wages.
- Working hours.
- Harassment, deterioration of working conditions.



- Wage discrimination.
- Gender sensitization.
- Organizing them by educating them.
- Leisure nature and attitude/resisting to organizing.

*The challenges were directed to write on coloured cards and all the cards of challenges were displayed on a pillar, the simple concrete pillar converted in a pillar of challenges among young workers.*

Now, it was time for group activities.

#### **ACTIVITY I :**

#### **REGARDING CHALLENGES FOR YOUNG TRANSPORT UNION WORKERS IN SOUTH ASIA:**

- Trade unions necessity/unaware/lack of vision.
  - Job security and social security, harassment.
  - Safety (hires and fire system).
  - Unsecured working conditions, open to exploitation.
- Largees Scheme/ New Pension Scheme(NPS) in Indian Railways
  - No education of newly introduced technologies, lack of skill training.
  - Appointment of people as executives to contract workers.
  - Fear to lose job if unionized.
  - Work under stress (non filling of posts).

## **GROUP ACTIVITY**

The house was divided into 3 groups randomly to get the challenges in different transport industries in South Asia Region.

**Q) Prioritize 5 challenges that young transport workers are facing; Identify three main reasons (for each challenges) as to why young workers has to face these challenges???**

Ans: The major challenges for young workers in transport industries in South Asia ans its reasons were discussed and outcome are:-

### ***1. Lack of awareness about Trade union:***

- i. Non-imparting of Trade Union education.
- ii. Non-inclusion of Trade Union movement history in Academic syllabus.
- iii. Achievements of Trade Union.

### ***2. Job security:***

- i. Engagement on contract term basis.
- ii. Massive unemployment que.
- iii. Poor enforcement of labour laws and rights.

### ***3. Working conditions:***

- i. Discrimination.
- ii. Social security.
- iii. Lack of Training skill.

### ***4. Multiplicity of Unions;***

- i. Politicalisation.
- ii. Cast creed and religionalism.
- iii. Categorization.

### ***5. Exploitation;***

- i. Less wages.
- ii. Excessive working hours.
- iii. Unhygienic and improper workplaces.

A beautiful rainy day in Delhi welcomes all the participants to the.....

# Day II-5 feb 2013

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Now this is the time for sector wise group activity

## **GROUP ACTIVITY II-**

In this sector wise group activity, each sector planned to develop the strategies for the objectives set out on the previous day:

The team of AIRF/INDIA represented the group '**JNDJAN RAJWAYS**' .....along with members of other federations.

### **5 Strategies to develop for the objectives:**

- 1) There should be one **Education director** (office bearer) at divisional and zonal level for execution of plans and for monitoring.
- 2) **Separate budget allocation** for education programme.
- 3) **Improvement of communication skills through technology and networking** (websites, e-mails, social networking sites).
- 4) **Mapping of unorganized young workers** to organize them.
- 5) **Up gradation of knowledge** and skills of educators for addressing (TOT-Training of Trainers)-should have knowledge of labour laws and alteration of trains in terms of new technology.

In support of Indian Railway Strategic planning presentation statistical comparative figures was presented for participation of women workers-young worker comes under NPS scheme-new workers-all other workers through pai graph. A statistic analysis was also presented between organized workers and unorganized in India to make them understand increasing volume of unorganized worker and need to organize them.

## **GROUP ACTIVITY III:**

### **Decent Work conditions:**

*Future Planning of activities:-*

- 1) **Better awareness about trade-unions education-** *Education programmes for young women, Men, youth and unorganized separately for unionizing and imparting training as they are the future of trade union movement so it is important that they are educated about the labour and are organized into trade union .*
- 2) **No multiplicity of unions-** *Conduct Joint programmes with other trade union as May Day, Women Day etc, joint media campaigns.*

- 3) **Improved job security-** Capacity Augmentation to be able to influence the decision maker, work undertaken by young people can lack job security as they are more likely to be employed on a temporary basis, especially if work is outsourced.
- 4) **Improved working conditions and less work load/stress-** *Develop skills and technologies and filling up of vacancies.*
- 5) **Capacity to adapt to rapid changes in industry due to globalization-** *Mapping and unionizing by organizing the unorganized, many young workers may not be unionized particularly if they are employed on a casual or temporary basis, which means they won't be able to exercise their trade union rights .*
- 6) **Reduced harassment and exploitation-** *Anti harassment committee should be formed at each workplace.*
- 7) **Improved social security-** *Awareness programme regarding NPS, REHLS, LARGEES etc.*
- 8) **Better understandings of employers and government about issues of workers-** *Formation of co-ordination committee better dialogs between Govt. and employee.*

The workshop concluded with the squashing of its purpose;

**Key points:**

- Leadership building amongst youngsters.
- Young educators needed.
- Create link between counterparts through ITF and other federations.
- Developing organizing skills to reach youngsters.
- Identify and trace the common problem young workers are facing.
- To build our structure.
- Building of solidarity and strengthening to fight for eradication of exploitation and social injustice.

We would like to thank our federation AIRF for nominating us privileged to attending such a zealous and opportunistic workshop of ITF, we would also like to thank ITF for making me a part of your enthusiastic campaign, and on behalf of AIRF we assured to implement the words into the practical.

Jointly reported by

*JAYA AGARWAL  
CONVENER AIRF/WOMEN'S WING  
&  
SEEMA PREMLAL KAHAR  
YOUTH REPRESENTATIVE/AIRF*

And I being a young worker, would like to be the part of the campaign that my senior leaders are doing for the young workers which will act in global solidarity to fight for their rights and for removal of discrimination and social injustice, work to eliminate the communication barriers that divide workers, again want to commit myself fully in this struggle.