

Work Report and Analysis - Oct, 2020 to Jan, 2021

Adopted on the Executive Committee meeting held on 24th January 2021.

1. Sub committees works:

1.1 Research Sub Committee

Committee met a few times but was unable to perform any planned tasks.

1.2 Data Entry Operators Sub Committee

Committee met a few times but was unable to perform any planned tasks.

1.3 Planned Activities Sub Committee

Planning Subcommittee was constituted on July 21, 2020 with the following aims

- a) Campaign on Need of Union and Collective Bargaining
- b) Expand organizational reach

The planning committee meets once every fortnight to study progress and plan.

Circles were formed with active union members, the role of circles are as below

1. They will be entry level engagement points, currently working together to create social media content.
2. To understand the need for union.
3. To understand organising inside the office
4. To work towards formation of regional circles

1.3.1 Work done in the period

- 5 meetings of the sub committee.
- Till 10 December circles worked on labour laws. 15 to 20 December circles worked on creating posters for wfh campaign.
- Wfh document was discussed in most circles.
- For both sessions (WFH and education) circles were personally reached to participate with some results. (Of 18 active participants, 10-12 have been consistently participating)
- 1 proposal for outdated list of occupational diseases from Com Indu.
- Off late there has been a slow down in activity which has to be looked into.

1.3.2 Social Media Activities

- 3 protest collages
- 15 news articles

- Wfh white paper and education sessions
- 21 posters including general ones. Out of which 10 were from circles. 7 on labour laws and 3 wfh highlights.

1.3.3 Recommendations from Circles

- Work on labour codes
- To do recruitment drives for the union
- Members of circles to directly participate in social media campaigns, videos etc
- Campaign on gender equality in workspaces to be taken up.

2. Cases updates:

Company	Type	Act	Section	Status
TACTV - Assistant Technical Assistant	Collective	ID Act	2K	No Progress
TACTV - ESevai DEOs	Collective	ID Act	2K	Conciliation Failed
Indium	Individual	ID Act	2A	Conciliation Completed
Livspace	Individual	ID Act	2A	Conciliation Stalled
Wipro	Collective	ID Act	2K	On going
GSR Business Solutions Pvt. Ltd.	Individual	ID Act	2A	On going
Buma 3D	Individual	ID Act	2A	Conciliation Stalled
Lapiz	Individual	ID Act	2A	On going
TACTV - ESevai DEOs	Collective	ID Act	33 C2	No Progress
Hexaware	Individual	ID Act	2A	Conciliation Stalled

3. Office Bearers works:

Date	Activities
October 11, 2020	Protest against NASSCOM's Policy recommendations on WFH
October 12, 2020	WFH regulation demands submitted to Labour Commissioner
November 25, 2020	International Day for Elimination of Violence against Women

November 26, 2020	Notes on Labour Codes for Campaign
November 26, 2020	General Strike Solidarity and Social Media Action
December 7, 2020	Extending solidarity with the Bharath Bandh
December 11, 2020	Extending solidarity with BPO Industry Employees Network(BIEN)
December 16th to 19th 2020	White Paper on Work From Home (WFH)
January 4, 2021	Welcoming Alphabets Workers Union
January 7, 2021	Three years of unionization and the way forward
January 7, 2021	Statement opposing Cognizant's 10 hours work day announcement
January 3rd & 10th 2021	Workshop on Trade Unionism and Leadership
January 23, 2021	Protest and arrest of members against anti-employees codes and anti-farm laws

Apart from these renewal of memberships were conducted, E-form submission successfully completed, initiative to start a Pondyicherry specific union is under process.

4. Analysis:

Though our activities during October 2020 to January 2021 has given a consistent impression, our important organizational activity of engaging Circle members shows a decline. We can also see a decline in the active number of Circles. Parallely, almost zero activity on the Research Sub committee and DEO Sub committee is a serious concern which needs immediate discussion and action.

Indian Union Government is aggressively pushing to bring out the Labour Codes, their drafts are all published. Central Trade Unions are consistently opposing the undemocratic aggressive and demanding for a detailed discussion on the draft and policy. Like the farmers' struggle, the Union Government was not ready to yield for the Central Trade Union demands. On this background, Central Trade Unions have given calls to start consistent protests against the anti-employees, pro-employer, regressive codes.

IT & ITES employees are still unaware of the consequences these Labour Codes are about to bring on them. Our activities should be concentrated on exposing the ill effects and one-sidedness of the Labour Codes among the IT and ITES employees. To reach maximum IT & ITES employees we need to use all our Circles and its members to full potential. Our next three month work should be more broader and specific. Broader in numbers, i.e. all EC members, Circle members to be engaged in campaigning, specific in the aim of taking forward the ill effects of the Labour Codes.

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General Secretary
Behalf of Office Bearers