



# CONFEDERATION OF CENTRAL GOVERNMENT GAZETTED OFFICERS' ORGANISATIONS

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Circular No/Confndn/2016-17/5

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**“If we all stand together we are a force that can shake the whole world”.**

To

All Office bearers and the Secretary General's  
Of Constituent Organizations'

Dear Friends,

**I. General Strike on 2<sup>nd</sup> September 2016:** CCGGOO congratulates all the affiliates and their members for having actively participated in the solidarity action in support of general strike on 2<sup>nd</sup> September 2016. The strike itself was an action of 'collective will' of common people and the toiling masses, not driven by any ideology of left, right or centre but as a result of the urge to protest against the situations they are facing. This is the historical Strike, 17<sup>th</sup> time by the Indian working people against the real problems they face, participated by more than 18 crore. If you include their family members, this strike involves more than 40 crore of people, more than the total population of many countries, making it a mammoth event in the recent history. This is the biggest strike just not only in India but biggest dissent event in the entire world. **No struggle would ever go in vain.**

CCGGOO, as a result of democratic and transparent function, is growing in strength and becoming the vociferous voice of Gazetted Officers. This resulted in giving strike notice for strike in July which acted as catalyst for negotiations between the NJCA and the Group of Ministers. Taking into consideration the real position and in consultation with all, a conscientious decision was taken to give a call for solidarity action based on the reality of the local conditions. This included participation in the strike where possible.

Accordingly, CCGGOO requested its Constituents to support the All India General Strike on 2<sup>nd</sup> September 2016 either by joining in the Strike action by serving the proper notice to the Head of the Department by the respective Associations/Federations or by adopting programs expressing solidarity with the Strike action. The response had been overwhelming. According to the initial reports, the Income Tax Gazetted Officers' Association (ITGOA) participated in the strike and made it 100% success. In IAAD, the officers abstained themselves from work in many states, in certain states the executive

members participated in the strike, while in other states wearing black badges and demonstrations were observed. It was purely decided by the local units based on the prevailing ground realities. In the units of the PAO, they expressed solidarity and support by wearing black badges and conducting demonstrations. Officers of the Postal and Central Excise expressed their support by massive demonstrations. In all other departments they were reacting according to their local condition. CCGGOO congratulates all the Constituents and assures that we shall continue our Gazetted Officers movement till our all demands are achieved.

**II. Condemn invoking of ESMA on Nurses in Delhi:** The CCGGOO is not accepting the treatment meted out by the Striking Nurses in Delhi by invoking the Essential Services and Maintenance Act (ESMA). Instead of settling their genuine grievances of anomalies arising out of the 7<sup>th</sup> Central Pay Commission, the power was used against the Nurses who were on peaceful Protest. The CCGGOO insisted the Government to settle the genuine demands of Striking Nurses, and ensures the peaceful working environment in their respective work places.

**III. Let us rise up to the occasion:** The Ceiling for calculating the productivity linked bonus was enhanced after a bitter struggle. Then a question naturally arises. What about bonus to Gazetted Officers? Before finding an answer to the question let us see the evolvement of the concept of Bonus in the Central Government.

There was a concept of weekly wages to the workers in India. But when British started ruling India they came up with concept of Monthly salary. If we consider 4 weeks in a month, 13 salaries should be distributed whereas in the monthly structure they were giving only 12 salaries in a year. People realized that it was a loss to them- a month's salary. There were many rallies opposing this in Maharashtra during 1930-1940. To come up with a solution to this problem, British held discussions with leaders about how to distribute this 13<sup>th</sup> monthly Salary and they decided unanimously that Diwali being the biggest festival of India, they would distribute this 13<sup>th</sup> Salary during Diwali, today known as Diwali Bonus. This was implemented from 30<sup>th</sup> June 1940. In respect of Central Government employees, Bazle- Karim Committee recommended the same. But the recommendation was not implemented. As a result of great struggle, Non Gazetted employees got the bonus. Gazetted Officers are also thus eligible for the 13<sup>th</sup> month Salary obviously. But our right for the wage is expressly ignored. Gazetted officers thus face great injustice. Not recognizing and compensating the labour is certainly a great injustice to the Gazetted officers and so the demand for Bonus is just and sustainable. But we continue to face the injustice.

**Why this has happened to Gazetted Officers?**

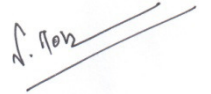
We are not fully organised. We shy away from fighting and avoid organising ourselves. For example, despite repeated call for of State level CCGGOO, only in very few states the organisation has been formed. State level CCGGOO is a basic necessity for at least passing resolutions against injustice done to

Gazetted officers. WhatsApp and website would only spread information. But agitation, struggle, has to be carried out only by the members. Formation of State Level CCGGOO has to be carried out by the State Level Leaders of the respective Associations and Federations. To fight against the injustice, unity amongst the Gazetted officers is imperative need at this juncture.

When this demand was raised before the Pay Commission, there was a knee jerk reaction from the members of the Pay Commission. The knee jerk reaction from the authorities reflected their attitude towards our demand and ignorance of the genesis of the bonus and they refused to analyse the reasons and justice behind it. The reason is also very simple. In India, all middle level officers in Banks, Public Sector Undertakings and in all Government Sector have been denied of Bonus under the pretext that they form part of the managerial cadre. In real sense they are not part of the managerial cadre but they are supervisory cadre. An illusion that Bonus is an inferior form of compensation, paid only to the menials as give away has been deliberately created. In reality bonus is nothing but *unpaid, earned salary/wages*. Hence our demand is just. We need to show our resentment against the injustice and demonstrate that we are willing to fight for justice.

Let us build the momentum. Petitioning our issue to the appropriate authorities would only communicate our wish. Mere petitioning to the Government would not fetch results. Petitioning should be supported by the organizational action such as passing resolutions, communicating unhappiness about perpetuating injustice on Gazetted officers and peaceful demonstrations. Hence strong organisation is a must. Let us build the Strong State Level CCGGOO.

**Yours Fraternally,**



**(S.Mohan)  
Secretary General**