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All India Railwaymen's Federation
(Estd, 1924)

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INDIA

**PROCEEDINGS OF THE 87TH ANNUAL CONVENTION OF ALL INDIA RAILWAYMEN'S FEDERATION
HELD IN CHENNAI FROM 14-16 NOVEMBER, 2011**

As per notified schedule, the 87th Annual Convention of All India Railwaymen's Federation was held on 14-16 November, 2011 in Chennai.

Thousands of participants, which included office bearers of the affiliated unions, delegates and observers, started reaching Chennai by special trains and split coaches, right from the afternoon of 13th December, 2011 and all of them were full of enthusiasm and zeal.

The host union, i.e. Southern Railway Mazdoor Union, had made excellent arrangements for the reception, and both Chennai Central and Egmore Railway stations were decorated in a befitting manner. The entire Metropolitan City of Chennai in general and Railway premises in particular were colourfully decorated by wall paintings, posters, cut-outs, flags, slogans, etc. etc.

The Convention started at 10:00 hrs. in the morning of 14th November, 2011 with the conference of All India Committee of Railway Women Workers of AIRF at Railway Sports Complex, Chennai, wherein more than 1,000 women participants belonging to various categories took part.

The Conference was inaugurated by the General Secretary AIRF by lighting of **"Deep"** jointly with **Coms. Smt. D. Shaleel**, Chairperson, All India Committee of Railway Women Workers' of AIRF, **Smt. Jaya Agarwal**, **Smt. Renuka Lakshmi** and Chairpersons of the Women Wings of different Zonal Railways.

Congratulating the participants, **Com. Shiva Gopal Mishra** in his inaugural speech expressed satisfaction over day-by-day increasing strength of women employees in AIRF's Annual Conferences and told that their active participation in union activities would definitely help strengthening the zonal unions and ultimately AIRF. The General Secretary expressed his hope that as per the decision taken in the last conference of AIRF held at Nagpur from 28-29 December, 2010, Women Committees would be formed shortly, right from Branch to Zonal level wherever these are still to be formed and informed the audience about various achievements of AIRF for Railway employees in general and women employees in particular.

He further added that in decision making machinery also, AIRF has succeeded in securing two additional berths for women representatives in PNM Forum at the apex(Railway Board) level and similar facility, he expected, shall be extended at Zonal and Divisional levels in the near future.

The General Secretary called-upon the participants to be unite and strengthen their respective unions so as to secure their own rights and for the betterment of all the Railwaymen under the banner of All India Railwaymen's Federation and assured that AIRF shall leave no stone unturned to protect their rights and to ensure redressal of grievances and facilitate their unity and strength.

The Conference was chaired by Ms D. Shaleel, Chairperson, All India Committee of Railway Women Workers and Ms. Jaya Agarwal presented the report for the intervening period. Thereafter, the Chairpersons of different unions in Zonal Railways and Production Units also submitted their reports for the information of the House.

Women activists offered warm welcome to AIRF leadership, which included **Coms. Rakhil Das Gupta, Shiva Gopal Mishra, N. Kanniah, C.A. Rajasridhar, J.R. Bhosale, Ch. Shankara Rao, V.P.R. Pillai, R.D. Yadav, P.R. Menon, U.C. Tyagi, Harbhajan Singh Sidhu, Subhendu Mukherjee, S.K. Brahma, Salil Lawrence, Mukesh Galav, Ch. Gandhi, K.L. Gupta, A.M. D'Cruz, M.N. Bajpayee** and others present on dais, by presenting them shawls.

Bro. David Cockroft, General Secretary, International Transport Workers' Federation, was also present on the occasion as guest of honour.

Bro. Mahendra Sharma, Regional Secretary, Asia/Pacific Region, ITF, also graced the occasion by valuable presence.

A resolution comprising of major demands and grievances of women employees was also unanimously passed in the Conference. The Conference was then concluded with the vote of thanks to the Chair.

AIRF Working Committee Meeting

Working Committee of AIRF also met simultaneously from 12:00 hrs. in ICF Railway Officers Club, Chennai, and was chaired by **Com. Umraomal Purohit**, President AIRF.

Coms. Rakhil Das Gupta, Shiva Gopal Mishra, N. Kanniah, J.R. Bhosale were on dais as also **Bro. David Cockroft**, General Secretary ITF.

At the outset, Com. Rakhil Das Gupta offered warm welcome to AIRF Office Bearers and Working Committee Members present in the meeting.

Minutes of last Working Committee Meeting were first confirmed as circulated, and thereafter, Com. G. Eswaralal, Asstt. General Secretary, Southern Railway Mazdoor Union, briefed the programme of the Convention, and it was decided that the Convention may be concluded by lunch hours on 16th November, 2011.

Speaking in Working Committee Meeting, General Secretary AIRF also extended heartfelt welcome to the participants and told that Chennai is a beautiful Metropolitan City of Southern India. He expressed pleasure that thousands of participants have reached Chennai by special trains and coaches from different corners of the country. The host union, Southern Railway Mazdoor Union, he added, had tried its level best for making proper arrangements for the stay and comfort of the participants, and still in case any inconvenience is experienced, our comrades shall ignore the same being soldiers of this strong organization and contribute constructively in making the Convention a memorable event.

The General Secretary mentioned that there are various challenges which are being faced by the Railwaymen and there is an urgent need to have serious and constructive deliberations on them for deciding proper and appropriate course of action.

Com. P.R. Menon, General Secretary, National Railway Mazdoor Union, proposed that the General Secretary's Report and the Resolutions should be placed before the House separately so as to have fruitful debate on these two aspects. He also proposed that proportionate time should be fixed for different unions in Zonal Railways

and Production Units to take part in the debate on General Secretary's Report and thereafter to debate Draft Resolutions.

Com. Umraomal Purohit, President AIRF, reacted that it would not be practicable to place the report of the General Secretary first and organize debate on the same and thereafter placed Draft Resolution for separate discussion on the same because of paucity of time and to have fruitful discussions on both of them. He also clarified that all the speakers of the General Council have equal status to take part in the deliberations, irrespective of the size of the unions in Zonal Railway and Production Units

Concluding the discussions, Working President AIRF, Com. Rakhil Das Gupta opined that in case programme of Delegate Session is modified, as proposed by Com. P.R. Menon, the speakers may not find adequate time for debate and there may be a situation when some of the speakers shall be deprived of expressing their views on General Secretary's Report and Draft Resolutions. He clarified that because of this, General Secretary's Report, Statement of Accounts and Draft Resolutions are, therefore, customarily placed simultaneously so as to ensure fruitful discussions on these three issues at a time by the speakers, otherwise in case Draft Resolutions are placed at a later stage separately, there may be every likelihood that the same are resolved without any discussion on the same. All the members of Working Committee were in the agreement with the idea of the Working President and, therefore, the programme was accordingly approved and the meeting of the Working Committee concluded with the vote of thanks to the Chair.

Massive Rally and Procession

A massive and well attended procession was taken out by Southern Railway Mazdoor Union, which was also attended in masses by the office bearers and delegates of different unions in Zonal Railways and Production Units. Passing through different important streets, this procession reached Railway Sports Complex, Chennai and culminated into a mass meeting, which was attended by around 40,000 participants from Southern Railway Mazdoor Union and other affiliates of AIRF.

The rally was so voluminous and massive that the Hon'ble Minister for Railways, **Shri Dinesh Trivedi**, had to walk on foot to reach the dais of the Open Session. He was accompanied by **Shri K.H. Munniappa**, Hon'ble Minister of State for Railways, **S/Shri A.K. Vohra**, Member Staff, **A.P. Mishra**, Member Engineering, **Shri Sanjiv Handa**, Member Mechanical, Railway Board, besides General Manager Southern Railway, **Shri Deepak Krishan**.

Open Session

The Open Session of the Convention started with a welcome song presented by the artists of the host union, which was largely appreciated by the audience.

Along with the office bearers of AIRF, **Bro. David Cockroft**, General Secretary ITF, **Bro. Sergey Chernov**, Deputy President, Trade Union of Railwaymen and Transport Construction Workers of Russia and **Ms Mariya Pavlova**, Correspondent of the union's newspaper, **Bro. Ajay Kumar Rai**, President, Nepal Yatayat Mazdoor Sangh(NETWON), **Bro. Mahendra Sharma**, Regional Secretary, Asia/Pacific Region, ITF, **Com. U.S. Jha**, Secretary General, All India RPF Association and **Shri Elengovan**, Member Parliament, North Chennai, were also present on the dais as guest of honour.

Thereafter, **Com. N. Kanniah**, General Secretary of the host union - Southern Railway Mazdoor Union, offered warm welcome to **all the dignitaries, honourable guests, AIRF leadership and the General Secretaries of the affiliated unions** by garlanding and presenting them memento and shawl.

The gathering was shouting slogans in enthusiasm, "**AIRF - Zindabad! SRMU - Zindabad! Com. Umraomal Purohit - Zindabad! Com. N. Kanniah - Zindabad! Com. S.G. Mishra - Zindabad! Dinesh Trivedi Ji - Zindabad! Munniappa Ji - Zindabad! Workers' Unity - Zindabad!, etc. etc.**

Before formal inauguration by Shri Dinesh Trivedi, Hon'ble Minister for Railways, Com. Umraomal Purohit, President AIRF, offering warm welcome to the dignitaries and the participants, stated that the team of Coms. N. Kanniah and C.A. Rajasridhar has worked hard for making befitting arrangements for the 87th Annual Convention of AIRF in Chennai.

He further added that AIRF is the largest and oldest organization of the Railwaymen in India and has a glorious history of struggles and achievements during the last 87 years after its establishment in 1924. During British regime, the leaders of this Federation had worked hard for the betterment of the Indian Railways workers' and to secure a lot of facilities and security of service for them by way of organizing several agitations and struggles.

Shri Purohit further mentioned that the present leadership of AIRF is also continuing best efforts for further betterment in service conditions and other socio-economic upliftment of the Railwaymen of all the categories.

After presidential speech of Com. Umraomal Purohit, **S/Shri Deepak Krishan**, General Manager, Southern Railway, **Shri A.P. Mishra**, Member Engineering, Railway Board, **Shri Sanjiv Handa**, Member Mechanical, Railway Board, **Shri A.K. Vohra**, Member Staff, Railway Board, **Shri K.H. Munniappa**, Hon'ble Minister of State for Railways, **Com. U.S. Jha**, Secretary General, All India RPF Association, also addressed the Open Session and assured their full support in achieving genuine demands of the Railwaymen.

The Open Session was formally inaugurated by lighting of "**Deep**" jointly by Shri Dinesh Trivedi, Shri K.H. Munniappa, Members of the Railway Board, guest leaders of the foreign Transport Unions, Com. Umraomal Purohit and Shiva Gopal Mishra.

Before the inaugural speech of Shri Dinesh Trivedi, Hon'ble Minister for Railways, Com. Shiva Gopal Mishra, while expressing his gratitude towards Hon'ble MR, Hon'ble MoSR, Members of the Railway Board, General Manager, Southern Railway, General Secretary ITF, Trade Union leaders of different countries for sparing their valuable time to grace the occasion, stated that there are a number of genuine demands of the Railwaymen which are pending since long and agitating the Railwaymen, which include further liberalization of LARSGESS on par with appointment on compassionate ground, implementation of recommendations of Trackmen Committee, engagement of Act Apprentices, engagement of wards of the Railway employees as Substitute, absorption of quasi-administrative offices staff in the Railways, relaxation in educational qualification for the wards of the Railwaymen who die in service and their widows, to permit Railway Passes in *Duronto Express Trains*, cadre restructuring of all the leftover categories without insisting for "Matching Saving", early redressal of anomalies as was agreed by the Railway Ministry in the Departmental Anomalies Committee, implementation of various welfare schemes announced by former MR, provision of two additional berths in the PNM Forum for women representatives at the Zonal and Divisional levels. Com. Mishra congratulated the team of Com. N. Kanniah, General Secretary, Southern Railway Mazdoor Union, for making 87th Annual Convention of AIRF a historical event.

While delivering his inaugural speech, Shri Dinesh Trivedi asserted that the Indian Railways are the life of the nation and nobody can imagine India without the Indian Railways. Similarly, Indian Railways cannot be imagined without the Railwaymen who work hard round the clock in all weathers and climatic conditions across the country to keep the wheel of the Rail moving, he added. He further mentioned that the progress of the country is not possible without the progress of the Indian Railways and we all have to make our sincere efforts for the development of the Railways as a joint venture. Shri Dinesh Trivedi, while expressing his pleasure on this occasion and congratulating AIRF for making such a decent arrangement for holding the Convention of such a large volume, assured that he would try his level best to get major pending demands of the Railwaymen resolved as early as possible.

The General Secretary ITF, **Bro. David Cockfort**, who was present to grace the occasion, while addressing the Open Session, expressed pleasure on large gathering of the Railwaymen and stated that AIRF is the largest and most important affiliate of the ITF. While AIRF is performing well in achieving various demands of the Railwaymen, Bro. David added, there is still scope to cover other employees of the Unorganized Sector, of whom Indian Railways is principal employer through outsourcing. He also explained in detail global scenario of the Transport Workers in today's context.

Bro Mahendra Sharma stated that I only want to reiterate whatever Bro. David had stated in his speech. He further stated that the relations between AIRF-ITF are very long. It is the need of the hour that AIRF and its affiliated unions represent the Railway Industry. As far as Indian Railways is concerned, in almost all the Corporations, Indian Railways is a stakeholder and some of the Corporations of the Indian Railways are playing a very important role across the globe, may be RITES, CONCOR, IRCON and others. In almost all the Metropolitan and major cities, Metro Railway is spreading rapidly and the number of the employees working there is going to be more than those working in the Indian Railways and you will have to organize them to lead the Railway Industry.

Thereafter **Bro. Sergey Chernov**, Deputy President, Trade Union of Railwaymen and Transport Construction Workers of Russia, also spoke in Russian language which was translated by Ms Mariya Pavlova, Correspondent of the union's newspaper, and said that the people of Russian Railways are one with All India Railwaymen's Federation in their struggle to achieve various demands and assured their full cooperation during the days to come.

Bro. Ajay Kumar Rai, President, Nepal Yatayat Mazdoor Sangh(NETWON), while addressing the mammoth gathering expressed extreme pleasure on having been invited to attend the 87th Annual Convention of veteran organization, i.e. All India Railwaymen's Federation, and he also assured full solidarity of the Transport Workers' of Nepal in the future march to achieve the goals for betterment of the Railwaymen.

Com. Shiva Gopal Mishra read out the message received from the Chairman, Railway Board.

Speaking on this occasion, General Secretary AIRF, **Com. Shiva Gopal Mishra**, elaborated in detail, the various achievements made by AIRF during this period and also explained the present status of various major demands agitating the minds of the Railwaymen and the efforts being made by him and AIRF leadership for their early redressal.

He also made detailed deliberations on the organizational issues, right from Branch level to Zonal level and emphasized the need to accelerate the efforts being made to organize the women employees and the youth in particular so as to strengthen AIRF and its affiliates.

Thereafter, **Com. N. Kanniah**, General Secretary, Southern Railway Mazdoor Union, delivered a very interesting and informative speech in local language which was largely appreciated by the audience by clapping. He welcomed Hon'ble MR, MoSR, Board Members, General Manager, Southern Railway, all the Office Bearers of AIRF and its affiliates, Delegates and Observers and assured them that SRMU had tried their level best to make their stay comfortable, but still in case of any problem he sought their cooperation.

Speaking on the occasion, **Com. Rakhal Das Gupta**, Working President AIRF, stated that this is a unique conference in the direction of mass mobilization, for which I congratulate the host union, i.e. SRMU as well as ICFLU and assured that AIRF would leave no stone unturned to achieve the demands of the Railwaymen.

Com. C.A. Rajasridhar, President of the host union, expressed hearty thanks to all the dignitaries, guests, leaders of the foreign Railways and other Transport Systems, **Bro. David Cockroft**, General Secretary ITF, **Bro.**

Mahendra Sharma, Regional Secretary, Asia/Pacific Region, ITF, **Bro. Sergey Chernov**, Deputy President, Trade Union of Railwaymen and Transport Construction Workers of Russia, **Bro. Ajay Kumar Rai**, President, Nepal Yatayat Mazdoor Sangh(NETWON), AIRF leadership, Office Bearers and other activists of the affiliated unions, present in the Open Session.

Delegate Session

The Delegate Session of the Convention started at 10:00 hrs. in the Railway Institute Compound, Perambur(Chennai) on 15th November, 2011.

Owing to ill-health of Com. Umraomal Purohit, President AIRF, Com. Rakhal Das Gupta, Working President AIRF, presided over the session.

Com. N. Kanniah felicitated AIRF Office Bearers and President and General Secretaries of the affiliated unions by presenting them shawl and memento.

While welcoming the delegates, Com. Rakhal Das Gupta, expressed hope that this two-day Delegate Session would be a grand success and would deliberate various important issues and decide future course of action for early achievement of the same.

Thereafter, Condolence Motion was moved by the General Secretary AIRF, Com. Shiva Gopal Mishra, to mourn the sad demises of various important dignitaries, trade union leaders and their relatives, victims of natural calamities, accidents etc.(list annexed) who passed away during the intervening period. Two minutes silence was observed to pay homage to them and pray the God that the departed soul may rest in eternal peace and the bereaved families get courage to bear the shock.

The Working President AIRF, then invited General Secretary AIRF to make his report.

On being invited, General Secretary AIRF, presented a detailed report.

In his more than 2 ½ hour speech, the General Secretary touched all the aspects, which included international and national scenario, socio-economic situation of the country, financial health of the Indian Railways, Railway Safety, progress on various important demands of the Railwaymen, trade union education, organizational issues, etc. etc.

He also stressed the need to organize the workers of the Unorganized Sector, principal employer of whom is Indian Railway, which would not only help in securing job security and other bonafide rights for them but also help a lot in redressal of the problems of outsourcing etc. in the Indian Railways.

The General Secretary called-upon the office bearers and delegates of the unions in the Zonal Railways and Production Units to remain in all preparedness to face future challenges as also the onslaught of the new economic policies and their ill effects on the Railwaymen.

Com. Mishra expressed urgent need to strengthen the organization by mobilizing the grassroots workers, so that certain long pending important issues could be addressed without further delay. He further urged that the affiliated unions must ensure their full representation in the joint demonstration going to be launched on the Parliament on 25th November, 2011 against New Pension Scheme.

The General Secretary also called-upon the trade union leaders and grassroots workers to make full preparation for arranging massive and historic demonstration on the Parliament during the Budget Session for

achieving their long pending demands, date of which shall be finalized in consultation with the General Secretaries of the affiliated unions and Com. Umraomal Purohit, President AIRF and communicated to all concerned well in time.

He reiterated the need of mobilizing women workers and the youth by forming Women and Youth Committees, right from Branch to Zonal level without any delay as also Core Committees to face the challenges of referendum etc. in near future.

Talking about the recognition of affiliated unions in Production Units, the General Secretary stated that while some of our unions in Production Units have won court cases in their favour providing for recognition through secret ballot as was done in the case of unions in the Zonal Railways in the year 2007, however, Railway Board are still dragging their feet to implement the judgement despite regular persuasions by AIRF. We are hopeful that some fruitful outcome shall be evolved in near future.

He also expressed his thanks to the office staff of AIRF who as well worked hard and helped him a lot in preparation of his report.

While concluding his speech, he expressed heartiest gratitude towards office bearers of AIRF, affiliated unions of the federation(AIRF), grassroots workers for their valuable cooperation extended to him for successful discharge of his duties as General Secretary AIRF.

Com. J.R. Bhosale, Treasurer AIRF, then presented Statement of Income & Expenditure for the year 2010, duly audited by the Chartered Accountant. .

Thereafter, **Com. Mukesh Galav**, AGS/AIRF, moved Draft Resolution No.1 - “**Socio-Economic Situation**”, and explain in detail the present scenario and economic situation in our country. This resolution was seconded by **Com. Ch. Gandhi**, AGS/AIRF and General Secretary, ECoRSUnion.

The other Draft Resolution No.2 on “**Problems of the Railwaymen**” was then moved by **Com. J.R. Bhosale**, Treasurer AIRF, and seconded by **Com. Ch. Shankara Rao**, AGS/AIRF and General SCRMU.

Coms. Asish Kr. Biswas, S.K. Brahma, Daljit Singh, A.M. D’Cruz, U.C. Tyagi, Hussain Bakhs, S.K. Bose, M.N. Bajpayee, R.D. Yadav, Basant Chaturvedi, R.K. Chattopadhyaya, P. Ganeshan, R.V.S.S. Rao, Jayashree Dutta, A.K. Mahendroo, Subhendu Mukherjee, Harbhajan Singh Sidhu, Sofia Perion Harsh, Sishir Chandra Mazumder, Rajinder Singh, took part the deliberations and while supporting General Secretary’s Report and Draft Resolutions made valuable suggestions. The speakers also mentioned about certain problems related to their respective unions and urged upon the General Secretary and Working President AIRF to intervene for addressing the same.

The General Secretary AIRF, while replying to the debate amid the slogans – “**AIRF Zindabad!, Shiva Gopal Mishra Zindabad!**”, stated there have been very fruitful deliberation on the General Secretary’s Report and the Draft Resolutions by all the speakers and some of them have as well given certain valuable suggestions too.

He further mentioned that this report is not only of AIRF but its affiliated unions in the Zonal Railways and Production Units. Some the speakers have mentioned about the victims of extremist activities in different Zonal Railways in naxalite or other extremists groups affected areas. In this connection, AIRF has timely taken up the issue with the Railway Board and the Hon’ble MR also whereupon instantaneous was also taken to get some of the Railway employees kidnapped released. AIRF has also demanded provision of special fund for release of kidnapped Railway employees, the General Secretary informed. He further added that we are continuously demanding proper security provision for the Railwaymen working in naxalite/extremist infested areas.

The General Secretary asserted that AIRF has informed the Railway Board in befitting manner that, in case any recommendation of the committees recently formed on Railway Safety or modernization of the Indian Railways etc., affect adversely the interests of the Railwaymen, the same shall not be tolerated at all and the same shall be opposed with all the might at AIRF command.

Shri Mishra mentioned that no posts should be surrendered without consulting the unions in the Zonal Railways and Production Units and AIRF over the Indian Railways. Talking about outsourcing of a number of departmental works of perennial nature, he stated that there is an urgent need to hold a National Seminar to review the situation and we feel it our utmost duty and responsibility to safeguard the interests of the Railwaymen

Speaking on the grievances of the Running Staff, the General Secretary mentioned that he has already taken-up this issue with the CRB who has assured us to resolve these issues at the earliest.

As regards engagement of the substitutes in the Indian Railways, the General Secretary informed that we are discussing this issue at the apex level to ensure glorious future for the wards of the Railway employees.

Speaking on the issue of LARSGESS is concerned, Com. Mishra stated that the Hon'ble MR has assured us to further liberalize the scheme by dispensing with PET and relax qualification on par with appointment on compassionate ground and expressed his hope that orders to this effect shall be issued by the Railway Board shortly.

As regards upgradation of Sr. Supervisors from Group `C` to Group `B`, the General Secretary informed that our efforts are on and fruitful outcome is likely to be evolved very soon.

Similarly, AIRF is making all out efforts to get the recommendations of the Committee on Trackmen get implemented in letter and spirit as early as possible, the General Secretary added and further informed that grievances of Safaiwalas shall also be taken-up on priority basis.

Concluding his speech, Com. Mishra called-upon the affiliated unions to make the demonstration, on Parliament against New Pension Scheme on **25th November**, 2011, being organized by the trade unions of Central Government, State Government, Railways, Defence, BSNL, and other Government of India Undertakings etc., a grand success and also urged upon to make full preparations for the ensuing demonstration on the Parliament during Budget Session of the Parliament, proposed to be organized by All India Railwaymen's Federation on long pending demands of the Railwayme, wherein not less than one lakh people should take part, so that our long pending demands are redressed early.

He also mentioned that in case Ministry of Railways does not take appropriate action for the redressal of these demand, even after our demonstration on the Parliament in Budget Session of the Parliament, AIRF will left with no option but to resort direct trade union action to bring the wheels of the Railways to a grinding halt.

General Secretary's Report was adopted in midst of chanting slogans and Draft Resolution No.1 and 2 as also Accounts were passed unanimously by the House in enthusiastic manner.

Finally, elections of the Officer Bearers of AIRF, Zonal Secretaries and Members of the Working Committee was conducted and **Com. J.R. Bhosale** announced the names of unanimously elected Office Bearers, Zonal Secretaries and Working Committee Members of AIRF as under:-

OFFICE BEARERS

Shri Umraomal Purohit, President/AIRF
Shri Rakhil Das Gupta, Working President AIRF
Shri C.A. Rajasridhar, Vice President/ AIRF
Shri P.R. Menon, Vice President/AIRF
Shri M.N. Bajpayee, Vice President/ AIRF
Shri V.P.R. Pillai, Vice President/AIRF
Shri U.C. Tyagi, Vice President/AIRF
Shri S.K. Brahma, Vice President/AIRF
Shri R.D. Yadav, Vice President/AIRF
Shri J.R. Bhosale, Treasurer/AIRF

Shri Shiva Gopal Mishra, General Secretary/AIRF
Shri N. Kannaiah, Asstt. General Secretary/AIRF
Shri Ch. Shakara Rao, Asstt. General Secretary/AIRF
Shri A.M. D'Cruz, Asstt. General Secretary/AIRF
Shri Salil Lawrance, Asstt. General Secretary/AIRF
Shri K.L. Gupta, Asstt. General Secretary/AIRF
Shri Ch. Gandhi, Asstt. General Secretary/AIRF
Shri Harbhajan Singh Sidhu, AGS/AIRF
Shri Mukesh Galav, AGS/AIRF
One post of Asstt. General Secretary AIRF is vacant

ZONAL SECRETARIES

Shri Ghanshyam Das, NRMU(NR)
Shri S.D. Meena, WREU
Shri D.D. Chatterjee, ERMU
Shri V.B. Singh, ECRKU
Shri U.C. Mishra, NWREU
Shri Ashok Khopragade, WCUREU
Shri W.A. Yadwad, SWRMU
Shri Basant Chaturvedi, NERMU
Shri Sisir Chandra Mazumder, MTPRMU
Shri S.K. Sahni, DMW
Shri Vijay Pratap Singh, DLW
Shri S. Bandopadhyay, RDSOKU

Shri G. Eswar Lal, SRMU
Shri Manoj Behra, SECRMU
Shri P. Yugandhar, SCRMU
Shri P. Umapathi, NRMU(CR)
Shri K.C. Roy Karmakar, NFRMU
Shri N.S. Yadav, NCRMU
Shri N. Satapathy, ECoRSU
Shri P. Mohan Doss, ICFLU
Shri Rajinder Singh, RCFMU
Shri S.N. Singh, CLW
Shri D.G. Barloni, RWFMU
One post of ZS/AIRF is vacant

WORKING COMMITTEE MEMBERS

Northern Railwaymen's Union

Shri S.K. Rana
Shri Y.K. Sharma
Shri D.N. Chaubey
Shri C.S. Bajwa
Shri S.K. Tyagi
Ms Harjeet Kaur

Shri R.P. Singh
Shri R.K. Pandey
Shri Daljeet Singh
Shri A.K. Yadav,
Shri Rakesh Gupta
Ms Kamlesh Chaudhary

Western Railway Employees' Union

Shri Jagdish Ajmera
Shri R.K. Chatopadhyay
Shri S.B. Shrivastava
Shri N.B. Joshi
Shri Sanjay Kapoor

Shri M.R. Zaveri
Shri S.A. Gupte
Ms Perin Sofia S. Harsh
Shri R. C. Sharma
Shri N. S. Hiwale

Southern Railway Mazdoor Union

Shri P. Palanivelu
Shri A. Rajendran
Shri Md. Raffiq
Shri M. Govindan
Shri C. Janakiraman

Shri Paul Maxwell Johnson
Shri S. Veerasekaran
Shri P. Ganesan
Ms. Renuka Lakshmi
S. Gopi Krishna

South Central Railway Mazdoor Union

Shri M. Nageswara Rao
Shri K. Siva Kumar
Shri K. Kaladhar
Shri S. K. Yaseen Ahmed

Shri P. Swamy Charan
Ms N. Arundhathi
Shri Md. Farooq Ali
Shri Y. Hanumantha Rao

Eastern Railwaymen's Union

Shri Subhendu Mukherjee
Shri S.K. Bandyopadhyay
Shri Basudeb Bhattacharjee,
Shri Mani Mohan Dey

Shri Malay Kanti Das
Shri Sujit Chakraborty
Shri Bikas Dutta
Shri Kusheswar Tanti

National Railway Mazdoor Union

Shri Y.G. Joshi
Shri P.T.S. Raja
Shri Ramesh Kr. Barkhane
Shri A.K. Dhende

Shri S.K. Bose
Shri Aditya Kr. Singh
Smt. Bebinanda Ashok Mothe

East Central Railway Karamchari Union

Shri K.P. Singh
Shri S.N.P. Srivastava
Shri Satrajit Singh
Shri Vishwa Mohan Singh

Shri S.K. Pandey
Shri D.K. Pandey
Shri B.S. Bhadoria
Ms E. Barla

N.E. Railway Mazdoor Union

Shri S.P. Singh
Shri R.P. Bhatt

Shri G.B. Singh
Shri Munni Lal Gupta

N.F. Railway Mazdoor Union

Shri Asish Biswas
Shri Pijush Chakraborty
Shri Paritosh Paul

Shri Sudama Singh
Shri Dilip Kr. Chakraborty

West Central Railway Employees' Union

Shri Hussain Bakhsh
Shri Irshad Khan
Shri R.K. Jaiswal

Ms Champa Verma
Shri Rajesh Tiwari

North Western Railway Employees' Union

Shri Mukesh Mathur
Shri Baboo Singh
Shri Bhupendra Bhatnagar

Shri R.K. Singh
Shri Anil Vyas

South East Central Railwaymen's Union

Shri Rajesh Dongre
Shri Radhey Shyam

Shri Nimai Benarjee
Shri Nokhe Lal

East Coast Railway Shramik Union

Smt. D.Shaleel
Shri P.Nayak

Shri B.B. Samantaray

South Western Railway Mazdoor Union

Shri I. Joseph
Shri Noor Mohammed

Shri K.V. Raghavendra

North Central Railwaymen's Union

Shri V.S. Kansana
Shri S.N. Thakur

Shri R.N. Yadav
Shri V.K. Yadav

S.E. Railwaymen's Union

VACANT

C.L.W. Railwaymen's Union

Shri D.K. Dwivedi

Shri S. Kumar

D.L.W. Men's Union

Shri N.S. Bhandari

Shri Amit Kr. Sinha

D.M.W. Railwaymen's Union

VACANT

I.C.F. Labour Union

Shri T. Manoharan

Shri P. Anbalagan

R.C.F. Men's Union

Shri Rajbir Sharma

Shri Niranjana Singh

RWF Mazdoor Union

Shri B.R. Ananda Reddy

Shri Kushal Kumar

M.T.P. Railwaymen's Union

Shri Tapan Kumar Kundu

Shri Subhajit Pal

R.D.S.O. Karamchari Sangh

Shri Satvir Singh

Shri A. Xavier

Com. Rakhal Das Gupta stated that the arrangements made by the host union, i.e. Southern Railway Mazdoor Union for holding 87th Annual Convention of AIRF were unique. Southern Railway Mazdoor Union took pain to give new colour to this Convention, for which I congratulate the General Secretary and President of the host union - **Coms. N. Kanniah and C.A. Rajasridhar** and also **Com. G. Eswarlal**, Asstt. General Secretary of the union for hosting the Convention in a beautiful manner. He also thanked the delegates and SRMU cadre.

The Convention was thereafter concluded with a vote of thanks to the Chair.

No.AIRF/3

Dated: December 21, 2011

Forwarded to the Office Bearers, Zonal Secretaries, Working Committee Members AIRF and the General Secretaries, all affiliated unions of AIRF.

Comradely yours,

DA/As above

(Shiva Gopal Mishra)
General Secretary

NAMES OF THE IMPORTANT DIGNITARIES WHO PASSED-AWAY DURING THE PERIOD UNDER REPORT

02.01.2011	Bali Ram Bhagat, Veteran Congress leader and former Lok Sabha Speaker
03.01.2011	Suchitra Mitra, an exponent of Rabindra Sangeet
15.01.2011	Shunji Yamano, former President of SHITETSU-SOREIN, Japan and Member/ITF/EB
24.01.2011	Pt. Bhimsen Joshi, versatile musician
02.02.2011	K. Subramanyam, India's strategic guru
09.02.2011	Indibor Konwar, President, N. F. Railway Mazdoor Union,
04.03.2011	Arjun Singh, veteran Congress leader
05.03.2011	K.P. Bhattarai, Nepal PM and an active participant in India's Quit India Movement.
08.03.2011	R.P. Jha, Ex. Vice President, Western Railway Employees Union and Divisional Chairman, Rajkot Division, Western Railway Employees Union
13.03.2011	Jayant Poddar, Vice President, Hind Mazdoor Sabha and President, Hind Khadan Mazdoor Federation
19.03.2011	Naveen Nischol, Veteran Film Actor
27.03.2011	Paul Baran, Net Pioneer, whose work with packaging data in the 1960s has been credited with playing a role in the later development of the internet.
12.04.2011	P.K. Jha, Branch Secretary, Narkatiaganj Branch, ECRKU
22.04.2011	A.N. Singh, VP/ERMU
24.04.2011	Sathya Sai Baba, world renowned Spiritual Guru
04.05.2011	Dorji Khandu, Chief Minister of Arunachal Pradesh
15.05.2011	Mahender Singh Tikait, Farmers(Kisan) leader
03.06.2011	Bhajan Lal, Ex. Union Cabinet Minister(holding the Agriculture and Environments & Forest portfolios during Rajiv Gandhi's administration) and Chief Minister of Haryana
09.06.2011	M.F. Hussain, world renowned Indian Painter who was also called the Picasso of India
10.06.2011	Lester Malango, General Secretary of the Railway Workers' Union in Malawi
27.07.2011	Ustad Rahim Fahimuddin Dagar, the legendary exponent of the Dhrupad form of music
10.08.2011	P.C. Alexander, Veteran Civil Servant and political adviser of Indira Gandhi and Rajiv Gandhi
14.08.2011	Shammi Kapoor, Veteran film actor
20.08.2011	M.K. Pandhe, Veteran CPM leader and TU activist
31.08.2011	P.N. Sahu, CLY/KUR/ECoR, G.T. Rao, L.P.(Goods)/KUR/ECoR, T.B. Patro, L.P.(Goods)/KUR/ECoR, B. Oram, Sr. ALP/KUR/ECoR, A.K. Rajak, Sr. ALP/KUR, died in train accident at Tangiapar/KUR/ECoR
20.09.2011	Professor Burhanuddin Rabbani, former Afghan President
23.09.2011	Vasant Sathe, Veteran Congress leader
28.09.2011	Gursharan Singh, leading Punjab Playwright and theatre personality, who played the role of "Bhai Manna Singh" in TV serial – "Nukkad"
04.10.2011	Bhagwat Jha Azad, Former Bihar Chief Minister and a veteran Congressman
05.10.2011	Steve Jobs, Apple founder, who transformed the worlds of personal computing, music and mobile phones
06.10.2011	Chandasekhar, Appanna, Eswar Rao, Appa Rao, Trackmen and T Gopi Raj, P. Way Supervisor, were killed in an accident with OHE Tower Wagon and Material Trolley in KK line of ECoR zone.
10.10.2011	Jagjit Singh, Ghazal King
18.10.2011	K.H. Ranganath, Veteran Congress leader and former Karnataka minister

Besides the above, victims of the stampede that took place at Pulmedu near Sabrimala on 14th January, 2011, serial bomb blasts, those took place in Mumbai (Maharashtra) on 13.7.2011, bomb blasts on the entrance gate of Delhi High Court and Agra, the Railwaymen who lost their lives having been run over or in train accidents during this period throughout the Indian Railways, massive earthquake and subsequent tsunami in Japan, flood and other natural calamities occurred across the globe, earthquakes that struck northeastern India and Nepal on 18.9.2011, eastern Turkey on 23.10.2011.

RESOLUTION NO.1 - SOCIO ECONOMIC SITUATION

India won freedom 64 years back. Constitution of the country had been enacted three years after the Independence. The country is having a population of 121 crore people. Sex ratio is 914 female per 1,000 male. Overall rate of literacy is 74%, of which literacy amongst male is 82.14 percent, while amongst female, it is only 65.46 percent, meaning, thereby more than 30 crore people are still illiterate. 10% people usurp 90% wealth the country has produced. According to '**Arjun Sengupta Committee**', 75% people in the country are poor, and according to '**Suresh Tendulkar Committee**', the number of people Below Poverty Line is over 37%. To keep the percentage down, the Planning Commission had adopted a standard of 1,800 calories intake for a person instead of 2,400 calories, as recommended by Dr. Arkyod.

Employment scenario was dismal. It has further been deteriorated since 1991 with the adoption of New Economic Policy. There has been sharp decrease in the number of employed people in Government Sector - Central, State and Public Sector Undertakings. Thousands of mills and factories have been closed. Only 6% of the total employed persons are working in Organized Sector while balance 94% are working in Unorganized Sector, who are deprived of even minimum wage, Social Security, like Pension, Provident Fund, Healthcare, and they are subjected to hire and fire.

Public Sector Undertakings are being disinvested to cover up budget deficit. A new concept of Public Private Participation has been invoked at the behest of IMF and World Bank. This concept is nothing but privatization of Public property.

There has been serious shortage of power, badly affecting production of industries and comfort in civic life. 65% of the population depends on agriculture. Of late, lands of the farmers were being acquisitioned under old British Land Acquisition Act, 1894 in the name of setting-up industries. But in most of the cases land are being sold to the capitalist and multinational companies for setting up real estate. Soft loans from the banks are hardly available to the farmers, compelling them to be in the clutches of local moneylenders who charge hefty interest. In case of natural calamities, when there is failure of crop, the farmers could not pay even the interest, leading to large-scale suicide in the country side. Farmers do not get remunerate price for their produce. Gradually, they are being reduced to marginal farmer, and from there to landless labourers, compelling them to work in their own land as daily wage earner.

Housing, sanitation, potable water are pre-requisite for maintaining health. The common people of the country are bereft of all these facilities. Due to poverty, they could not take two square meals. The worst victim of the situation are lactating mothers. They do suffer from mal nutrition, effect of which is infested to their children, causing them under weight. Child death at birth and below five years age is horrible.

The Government is gradually withdrawing themselves from the field of Healthare. Multinational companies are setting-up big hospitals. They are charging heavily which common people could not afford. The common people are virtually denied the Health Care facilities.

The Government has enacted law, making education compulsory up to Class VIII standard. In to-days competitive market, children with Class VIII education do not get any job in the organized sector. Now-a-days setting up of educational and training institutions are becoming a good business centres. These Institutions are charging hefty amount which is beyond the reach of the common people.

The Government is beating drum of the proposed enactment on food security. On the advice of Hon'ble Supreme Court of India the Planning Commission has submitted an affidavit to Hon'ble Supreme Court stating that one can live comfortably with a daily income 26.00 in rural areas and 32.00 in urban areas. What a joke !!

The Government has enacted banning employment of child Labour. The Act is implemented more in violation than its implementation. The main cause is poor economic condition of the family, which compels the youngsters of less than 14 years of age to work as a labourer instead of going to the school and playgrounds. This is a serious abuse of human resource.

Our society is dominated by men. Women are being denied equal right for education, employment, healthcare etc. There is gender bias. Women Reservation Bill has been hanging on the balance for years together. Although act against dowry has been enacted with the provisions of punishment etc. majority of the people are showing thumb towards the Act. Each and every day the case of harassment for dowry, dowry death etc. have been appearing in Print and Electronic Media. There has been violence against women in various forms. Same are also appearing in Print and Electronic Media. But the perpetrators of these sort of crime goes Scot free.

There has been stiff rise in prices of all essential commodities like, petrol, diesel, gas, vegetables, cereals, foods. The Government, including Union Finance Minister and the Prime Minister are making prophecy that price of all essential commodities would be stabilized. But price of essential commodities have reached double digit, making life of fixed wage earners miserable. While the producers do not get remunerative price the consumers are to put up hefty bills in the heaven of middlemen.

Lakhs of crores of rupees have been parked in tax heavens. There has been demand to take steps to arrest avoidance of payment of tax. But black money has been allowed to be generated and safely parked in tax heavens.

Corruption is eating away the vital parts of the society. On account of corruption in 2G Spectrum, the Government has lost a revenue of 1.76 lakhs crore. Tihar Jail which has been set up for criminals is now become the shelter of Politicians and Ministers. Executive, judiciary and bureaucrats are the pillars of democracy. Many of them are charged with corruption, criminalization, forgery etc. Anna Hazare has demanded to enact the Lok pal Bill to deal with the corrupt officials. The tremendous response exhibited in support of his movement well established, how far the people of the country are tired of the corrupt practices and corrupt officials.

This 87th Convention of All India Railwaymen's Federation, held at Chennai from 14th to 16th November, 2011, vouches:-

1. To fight against:-

- (a) Unemployment ,
- (b) Price rise,
- (c) Forcible acquisition of land,
- (d) Gender bias,
- (e) Violence against women,
- (f) Child labour practice,
- (g) Corruption and criminalization,
- (h) Amassing black money

2. To fight for:-

- a) Food for all
- b) Education for all
- c) Medical facilities for all
- d) House for all
- e) Potable water & Sanitation for all
- f) Remunerative price of Agricultural products to the producers.

- g) Abolition of Contract Labour System.
- h) Social and Economic Justice to the workers, mainly of unorganized sectors.

3. **Stop:-**

- (a) Disinvestment of Public Sector Undertakings,
- (b) Privatization of public property,
- (c) Accumulation of wealth in the hands of certain individuals and families
- (d) Black marketing

4. **Enact:-**

- a) Right to work as Fundamental Right
- b) Food Security Act
- c) Lok Pal Bill.
- d) Bill abolishing Contract Labour system.

RESOLUTION NO.2 - PROBLEMS OF THE RAILWAYMEN

Indian Railways is one of the biggest Railway System in the world, having a network of over 64,000 kms of railway track having a workforce of 13 lakhs, running about 18,000 trains daily with the aid of 9,000 locomotives, 50,000 passenger coaches and 2.2. Lakh freight cars. This is the only Railway System in the world which is generating profit after meeting all the social obligations. Problems of the Railwaymen have been consistently and successfully raised by the All India Railwaymen's Federation before all the Six Central Pay Commissions and through various Negotiating Fora, like PNM and JCM. AIRF also conducted various agitational programmes, including three general strikes for resolving basic issues.

After strike notice served by all the affiliated union of AIRF on 7th February, 2006, 6th CPC was appointed. The 6th CPC submitted its report to the Government in August, 2008, after which there were modifications/improvement on the recommendations of the 6th CPC on the intervention of AIRF. However, many anomalies could not be resolved and they have been referred to National Anomalies Committee and Departmental Anomalies Committee. National Anomalies Committee is yet to finalize the anomalies in respect of grade pay, annual increment, fixation of pay on promotion, MACP, parity in the matter of pension etc. the Departmental Anomalies Committee has accepted the anomalies in the matter of allotment of Grade Pay to Highly Skilled Artisan Gr. II, Additional Allowance to certain categories of Running Staff, fixation of pay on promotion under Rule FR 22-C in the identical scales. But the whole matter has been referred to Ministry of Finance for their approval, and the issues are lying in cold storage of Finance Ministry.

In the pay structure of 6th CPC, a new concept of Pay Band with Grade Pay has been introduced. This has become an impediment in the matter of fixation of pay on promotion, pass facilities etc. The time has come to submit demand to the Government. for introduction of age old pay scales system as has been done in respect of pay scale S-30.

Revised Pay Rules have given overriding power over Railway Fundamental Rules vide Para 15 of the Rules framed for the purpose. This has caused serious difficulties in the matter of fixation of pay on promotion etc. The provisions of Railway Fundamental Rules should prevail upon the Railway Services(Revised Pay) Rules, 2008 as was done in the case of implementation of recommendations of earlier Pay Commission.

Railway employees got one or two regular promotions during the intervening period between 01.01.2006 and 01.09.2008. Option for fixation of pay in revised scale has been denied to such employees, although the same has been allowed by the Ministry of Defence with due approval of Finance Ministry.

For widening promotional scope of the Railwaymen, Cadre Restructuring Committee has been appointed. It has been made clear by AIRF that AIRF do not accept Mismatching Saving concept in the matter of Cadre Restructuring exercise. During the year 2010–2011, orders for Restructuring of Asstt. Loco Pilot have been issued only. Discussion on some other categories although has been taken place, but no order has yet been issued.

After protracted negotiation with AIRF, Railway Board have agreed to upgrade certain percentage post from Gr. 'C' to Group 'B'. But same is also lying in the cold storage of the Union Finance Ministry.

In the wake of strike negotiation in the year 2006, the Ministry of Railways had appointed a committee, to go into the question of widening promotional scope of Group 'D' employees, headed by Shri M.Z. Ansari, Ex. General Manager, Western Railway, but its report has not been implemented despite repeated representations of AIRF.

The Railway Ministry had appointed a Joint Committee to deal with the grievances of Trackmen, Keymen, Mate, Gatemen, Trollymen etc. The Committee has since submitted its report. The report is now under consideration of Full Board.

For maintenance and improvement of Railway quarters and colonies, Corporate Welfare Plan was drawn by the Railway Ministry in the year 2005. It is a 10-year plan. Railway colonies and quarters are in a very bad shape. They are not being maintained what to talk of improvement. Rounds of discussion at the Railway Board level have been held, but with no result. The Railwaymen are being compelled to live in quarters not habitable. HRA is being denied when they declined to live in such quarters.

Medical facilities are too inadequate. Due to large number of vacancies, both doctor and paramedical categories. Railwaymen and their families do not get proper treatment and are being compelled to seek the assistance of outside available medical facilities. Their reimbursement is denied. AIRF has been persistently demanding for extension of the scope of RELHS. An amount of Rs. 300 per month has been sanctioned as Fixed Medical Allowance for the retired employees living beyond 2.5 KMs from Railway Hospitals/Health Units. The amount is too meagre. Former Minister for Railways in her Budget Speech had announced that the parents of Railway employees shall get free medical treatment in the Railway Hospitals, but the orders are yet to be issued. Railway Board have formed a committee to go into the details in this matter.

The Railway Minister has also assured during Budget Speech for the year 2010–2011 that Medical Colleges, Nursing Institutes etc. will be set up so that Railwaymen's children could get admission in those institutions. But they are yet to be set up.

Safety is the prime motto of All India Railwaymen's Federation. AIRF wants to reach the traveling public to their destination safely. For safe running of trains, it is necessary to maintain the rolling stock in good fettle. For that good and required quality/quantity of spare parts are necessary. For want of spare parts cannibalizing work has become the order of the day. Better work environment is also necessary for ensuring safety. The training facilities need to be augmented, improving existing facilities, both for the trainees and trainers and longer duty hours of staff to be avoided.

About two lakh posts are lying vacant. Of them some are to be filled by Direct Recruitment and others by Departmental Promotion. The posts earmarked for departmental promotion are also not being filled up. AIRF have been constantly demanding that DR quota lying vacant for years together be filled up by serving employees as one time measure. AIRF also demanded that the posts earmarked for GDCE vacancies may be filled-up by conducting examination departmentally as one time measure. Instead of filling-up vacancies, recently Railway Board have issued

orders to justify the continuance of those posts and also to freeze the vacant posts. These orders of the Railway Board, freezing of vacant posts, should be withdrawn forthwith.

Additional trains have been introduced and additional workload has been imposed on the existing staff compelling them to undertake extra burden and to work beyond duty hours. But additional posts are not being sanctioned. Matching surrender for creation of new post is being insisted even for manning new trains and new assets.

While additional Posts are not being sanctioned without matching saving, the existing posts are being surrendered on the plea of bench marking, right sizing etc.

The perennial nature of jobs are being outsourced violating the provisions of Contract Labour (Regulation & Abolition) Act, 1970. This is a grazing ground for exploitation of the labour and throwing away of hard earned Railway revenue.

The Compassionate Ground appointment is being delayed or denied on some plea or the other. The minimum recruitment qualification has been raised from Class VIII to Matriculation/HSLC. The Compassionate Ground appointment should be made liberally and minimum recruitment qualification be allowed to be continued as Class VIII.

After repeated representations of AIRF, Safety Related Retirement Scheme has been liberalized and renamed as Liberalized Active Retirement Scheme for Guaranteed Employment for Safety Staff (LARSGESS) and extended to different categories of staff. Except for Loco Pilot age limit for Voluntary retirement has been modified from 55–57 to 50–57 years of age and qualifying service from 33 years to 20 years. Appointment has also been decentralized from the Zonal HQs to the Divisions. AIRF has demanded for inclusion of other categories of staff for the purpose also for lowering the Educational Qualification from Matriculation to Class VIII. The AIRF has also demanded to conduct the examination for LARSGESS at par with Compassionate Ground appointment.

To tide over present situation, orders have been issued by the Railway Board for the appointment of Substitutes. But the order has become so cumbersome that hardly anybody could be recruited.

In the wake of strike negotiation Railway Board have issued order for appointment of Quasi Administrative staff those who were on role as on 10.06.1997 and still continuing in service. AIRF has demanded to extend the date in favour of Quasi Administrative staff appointed up to 2006. But the order is yet to be issued.

AIRF had to fight a relentless struggle for securing Bonus. Ultimately, strike ballot was conducted by AIRF in August, 1979. There was negotiated settlement at the highest level of the Government and the Productivity Linked Bonus was sanctioned. The ceiling limit has been changed from time to time from Rs.750 to Rs.1600, Rs.2500, and now it is Rs. 3500. AIRF is of firm view that the ceiling limits needs to be raised appreciably.

After protracted representation of AIRF Pension has been sanctioned for Railwaymen from 1st April, 1957. This has been improved from time to time but most arbitrarily the Government. had issued order that staff appointed on or after 01.01.2004 would be guided by New Pension Scheme. They are to part with 10% of their Pay and Dearness Allowance for this purpose. Although deduction has been defined but the benefit of pension and family pension has not been defined causing, serious dissatisfaction amongst the new entrants. AIRF in conjunction with other Central, State, Bank, LIC and other employees have decided to stage massive demonstration before Parliament on 25th November, 2011.

The AIRF has demanded for enhancement of the amount of Ex. Gratia granted to certain Railway employees/spouse, including its extension to the unmarried/widowed/divorced daughter.

It is gratifying that Pass facilities has been liberalized on the persistent representations of AIRF. It is urged that same facility should be extended to the Railwaymen already retired from services. It is also necessary that dependent sons up to the age of 25 years may be entitled to travel on Privilege Passes. The demand of retired Railwaymen in respect of allowing companion in same class also need to be considered favourably.

Brand quality of cloth, good quality of waterproof and other protective garments need to be supplied for Uniform and washing allowance should be granted to all staff supplied with uniforms so that they can come to duty neat and tidy.

Transport Allowance granted by 6th CPC was exempted from the purview of deduction of Income Tax vide Income Tax(Eighth Amendment) Rules, 1995 notified vide F.No.142/9/95–TPL dated 07.07.1995. But the same has been imposed on monthly Transport Allowance in the range between ₹ 800 and ₹ 3200 plus DA as sanctioned on the recommendation of 6th CPC. The same also need to be exempted from the purview of the deduction of Income Tax.

Transport Allowance has been denied to the Workshop staff of Raynapadu in South Central Railway, Jamalpur in Eastern Railway on the plea that Workmen Shuttle have been provided. It may be appreciated that Workmen Shuttle do not run from their residence and they are to spend a sizeable amount for commuting between the Station and their residence. As such Transport Allowance should be granted to the staff working in those places as well.

The Rates of Patient Care Allowance and Hard duty allowance have not been revised. The AIRF demanded for revision of the rates of Patient Care Allowance and Hard Duty Allowance and also to extend the same to the other categories of staff working in Railway Hospitals, Workshops, Yards etc.

All the allowances have been enhanced by 25% w.e.f. 1st January, 2011, but the Special Duty Allowance granted to the Staff working in N. E. Region has not been enhanced. It is necessary to enhance the same by 25% w.e.f. 01.01.2011.

In the wake of Strike negotiation in the year 2006 it was agreed by the Government. that a High Powered Committee would be appointed to go into the question of duty hours of Running Staff and other Safety Categories of Staff. The appointment of the Committee has been delayed badly. Ultimately the Committee has been appointed on 25th May, 2011.

In the matter of working hours of staff of Track Machine Organization, Railway Ministry has taken exemption in the year 2003 from the Administrative Ministry, viz Union Labour Ministry that such staff will work continuously for three week and shall get a rest at their Headquarters for one week, but this is yet to be implemented.

It is observed with dismay that duty hours of Continuous Staff are being downgraded to **Essentially Intermittent** without any valid job analysis. The staff classified 'Excluded' are not being granted any weekly rest and for want of adequate staff, staff are being compelled to work longer hours violating safety of the traveling public and their own safety.

The problems of Running Staff in the matter of payment of arrear of Running Allowance from 01.01.2006, revision of the rates of running allowance from 01.09.2008. 25% increase in the rate of Running Allowance from 01.01.2011, granting of additional pay to different categories of Running Staff, fixation of Pay on promotion under Rule FR 22- C. Pass facilities with 30% pay benefit has not been granted to the Running Staff causing serious resentment amongst them.

Artisan staff has got a raw deal. The Railway Board's decision to upgrade Grade Pay of Skilled Artisan Gr. II to ₹ 2800 is yet to be sanctioned. Although it was decided between the Railway Board and the Federation to grant

₹ 4800 Grade Pay to all categories of Supervisory staff and also to upgrade certain percentage of Gr. 'C' staff to Gr. 'B' the approval of Finance Ministry is yet to be received.

It is a settled fact that the recognition of the union should be based on the result of secret ballot. The same procedure should be followed in the matter of recognition of the unions in the Production Units and Metro Railway, Kolkata.

The Railwaymen working in vulnerable areas are subjected to abduction and extortion by the terrorist outfits. Due protection should be provided to them.

At present, large number of lady worker are being appointed in Workshops and Sheds. It is necessary that toilet, dress changing room and Creech are set up in workshops and Sheds.

Railway lands are being sold to outside parties. It is necessary to protect Railways property and land.

After threadbare discussion on the above issues, this 87th Convention of All India Railwaymen's Federation, held at Chennai from 14th to 16th November, 2011, demands that negotiated settlement be arrived at on the following burning grievances:-

1. Pay structure concept of Pay Band and Grade Pay be replaced by allotment of pay scale as has been done in respect of pay scale S-30.
2. Para 15 of Railway Services(Revised Pay) Rules, 2008 be repealed to the extent the overriding power granted by the rule on Railway Fundamental Rules and restore the position of Railway Fundamental Rules.
3. Allowing option in the revised scale in case of persons favoured with up to two regular promotions during the intervening period from 01.01.2006 and 30.08.2008.
4. Remove Anomalies of the 6th CPC pending before the National as well as Departmental Anomalies Committees.
5. Complete cadre restructuring of all categories without insisting on matching saving in a time bound programme and further cadre restructuring of other categories which are yet to be considered.
6. Upgrade 15% posts of Group 'C' post to Group 'B'.
7. Implement recommendations of Group 'D' Staff Promotion Committee.
8. Implement recommendation of Joint Committee in respect of promotion and other benefits in favour of Trackman, Keyman, Mate, Gateman, Trolleyman etc.
9. Ensure repair of Railway quarters, colony, roads and their improvement as envisaged in the Corporate Welfare Plan.
10. Improvement in the condition of Running Rooms.
11. Ensure proper medical facilities to the Railwaymen, Retired Railwaymen and their family members and extend these facilities to the parents.
12. Pay Children Education Allowance/Hostel Subsidy etc., removing the clause of two eldest children.

13. Enhance the rate of Fixed Medical Allowance to the retired Railwaymen.
14. Set-up Medical Colleges, Nursing Institutes etc. and extend the facilities of admission of Railwaymen's wards in those institutions as per the announcement of Hon'ble MR.
15. Fill-up all the Direct Recruitment and Promotional Quota vacancies and withdraw Railway Board's orders of freezing vacant posts.
16. Ensure safety to the travelling public.
17. Ensure all round improvement in the Training Institutes and take steps to motivate Trainers and Trainees.
18. Sanction additional staff for manning additional trains and additional workload.
19. Stop surrendering of post on thumb rule.
20. Stop outsourcing of perennial nature of jobs violating the provisions of Contract Labour(Regulation & Abolition) Act, 1970.
21. Ensure early employment of wards of the Railwaymen on compassionate grounds and keep their minimum educational qualification as Class VIII.
22. Ensure appointment of the wards of the Railwaymen on LARSGESS Scheme and extend the scope of the same to all other categories. The appointment on LARSGESS scheme should be conducted at par with compassionate grounds appointment. Railwaymen's children with Class VIII minimum recruitment qualification should be appointed.
23. Abolish Physical Efficiency Test for the purpose of recruitment under LARSGESS
24. 8th pass educational qualification for the purpose of appointment against Scout & Cultural Quota.
25. Pay Daily Allowance to Staff Car Drivers
26. Payment of arrears to Running Staff w.e.f. 1.1.2006
27. Revision of the rates of Mileage/KMA/ALK to Running Staff w.e.f. 01.09.2008.
28. Appoint Substitutes to tide over existing position of large number of vacancies.
29. Appoint quasi administrative offices staff appointed up to the year 2006.
30. Raise ceiling limit of Productivity Linked Bonus.
31. Scrap New Pension Scheme and cover all the staff with Pension/Family Pension.
32. Increase the quantum of ex-gratia and extend the same to unmarried/widowed/divorced daughter.
33. Extend Pass eligibility order to Retired employees and grant Companion Pass in the same class in favour of Senior Citizens.

34. Supply branded quality cloth, good quality and waterproof other protective garments as uniform.
35. Pay Washing Allowance to all the staff who are being supplied uniform.
36. Exempt Transport Allowance from 800 to 3200 including DA from the purview of deduction of Income Tax.
37. Pay Transport Allowance to all the staff availing Workmen Shuttle at Raynapadu in South Central Railway and Jamalpur in Eastern Railway.
38. Revise the rates of Patient Care Allowance and Hard Duty Allowance w.e.f. 01.01.2006 and consider similarly placed other categories of staff working in the hospitals, workshops, yards/stations etc.
39. Enhance Special Duty Allowance by 25% w.e.f. 01.01.2011.
40. Limit duty hours of staff to a maximum of 8 hours, stop continuous Night Duty and stop down grading of Classification of Duty Hours without valid job analysis.
41. Implement 3-week duty and one week rest at the Headquarters for the staff of Track Machine Organization.
42. Settle problems of the Running, Artisan and Operating Staff and other categories of staff.
43. Conduct secret ballot and grant recognition to the unions in the Production Units and Metro Railway, Kolkata.
44. Regularize all the Casual Labours waiting in the Live Register.
45. Stop selling Railway land to private builders in the name of commercial exploitation of Railway land.
46. Ensure safety of the Railway employees from accidents, physical attack, abduction etc.
47. Provide separate toilet, dress changing room, different room for lady Railway workers.
48. Repatriation and Cadre Restructuring of the staff who are on deemed deputation in IRCTC to Railway Catering Units.
49. 30% Training Allowance to the Instructors.
50. Merger of the grade pay of Technicians Grade II and I to Rs.2800
51. Allotment of GP Rs.4800 to the Supervisors of apex grade.

It is further resolved that if, no negotiated settlement on the above demands could be arrived at, All India Railwaymen's Federation would be compelled to stage massive demonstration before the Parliament during its Budget Session in the year 2012 for realization of the demands.

This Convention calls upon all the Railwaymen to unite and fight to achieve their rightful demands under the banner of All India Railwaymen's Federation.