

ALL INDIA N.B.C.C. EMPLOYEES UNION

एन.बी.सी.सी. इम्प्लॉईज यूनियन

Head Office : Bus Stand, Ratu Road
RANCHI--834001 [Bihar]

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CAMP OFFICE - Ground Floor, Akash Deep Building, 26A Bara Khamba Road, New Delhi- 110001

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STATEMENT ON BEHALF OF N.B.C.C.

The National Buildings Construction corporation is a public sector enterprise in the construction industry under the Urban Development Ministry. It is engaged in the construction of major projects like Dams, Tunnels, Hydel Power Stations, Buildings, Road etc.

These projects are executed by a workforce of about 5000 departmental employees and about 50,000 employees through private contractors agencies. This means that less than a tenth of the labour force employed by the company are employee of the corporation. The rest being employe-d through private contractors.

The departmental employees belong to all categories i.e. highly skilled, skilled, semi skilled and unskilled and are paid salaries benefits etc as per the rules and regulation of the corporation. These salaries and benefits are as follows:-

- | | | | |
|----|--------------------|------------------------|------------|
| 1. | i) Unskilled : | Consolidated pay about | Rs. 1200/- |
| | ii) Semi skilled | -do- -do- | Rs. 1500/- |
| | iii) Skilled | -do- -do- | Rs. 1800/- |
| | iv) Highly skilled | -do- -do- | Rs. 2000/- |
2. Bonus, provident fund, full medical reimbursement, paid weekly off, C.L., E.L., M.L. and other leaves.

In sharp contrast the average monthly wages of the unskilled contract worker is only Rs. 500/- and that too if he gets employment on every day of the month. Needless to say that they get no medical benefits no holidays or any other benefit.

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The departmental workers are transferable throughout the country and have relatively speaking for better conditions of service though the workers employed through the contractors and who in fact form the bulk of the corporation workforce. This method of executing work is done primarily to cheat the workers of their various rights available through different labour legislations because the corporation simply washes its hands off all responsibility by maintaining that the workers are not their employees but that of the contractor.

The NBCC instead of maintaining a national workforce correlated to its turn over is resorting to retrenchments and is increasingly executing work through contractors. The NBCC has an annual turn over of about Rs. 220 crores. The corresponding workforce should be about 55000. Allowing for some fluctuation in annual turn over the figure should be atleast 40000 regular employee. Instead of this the departmental workforce itself has been cut about 3000 over last three years.

The corporation's arguments for retrenching workers after the completion of a project is that employees are recruited for a specific project only and the completion of the project automatically renders the workers redundant.

(T.A. FRANCIS)
P R E S I D E N T