



**National Confederation of Officers' Association
(NCOA)**

Registered under the TU Act 1926, Reg. No. DNE.701

Annual General Body Meeting

Sunday 18th Dec 2016 at IMA House, Kochi

Report for the year 2016

Dear Members,

I have great pleasure in presenting before you the of performance report of NCOA for the year 2016. In our case since the reports were presented to each NEC and NGC and were approved, this report shall be considered as summary of events during the year.

About NCOA

The National Confederation of Officers Associations of Central Public Sector Undertakings (NCOA) was formed in 1985 as an Apex Body of Officers of Central Public Sector Undertakings. It has organized the Officers of the Central Public Sector under one roof, in order to provide them with a sense of identity. When the Govt, of India started disinvestments the definition of Central Public Sector Undertaking for the purpose of membership was changed to mean any undertaking in which the Government of India had a commercial presence by way of equity.

National Confederation of Officers Associations (NCOA) is the one and only forum of Officers which represents the entire executives of Central Public Sector Enterprises coming under various Ministries. It represents the 2.7 Lakh Executives of 235 CPSEs (Though there are 298CPSEs only 235 are in operation as per PE survey 2015).As on date we have 72 strong affiliates.

NCOA Zones

We have the following active Zones.

1. West Zone
2. East Zone
3. Central Zone
4. Karnataka Zone
5. TN Zone

6. AP Zone

7. Kerala Zone

Focus of NCOA

NCOA is keen in the following activities.

- Fight against privatization of PSE units in all forms.
- Unity among public sector executives.
- Negotiated wage settlements.
- Welfare of officer community.
- Supporting efforts of management in better performance.
- Revival of sick PSE units

NCOA has got a major role to play in the present industrial scenario. NCOA's role initially was limited to protect the interests of the officers. But today a more challenging job has taken precedence. We have to fight for the survival of our organizations against heavy odds. In this context as an Association, we have instructed the individual OAs to carry out a comprehensive study about the problems faced by individual organizations and the remedial measures to be implemented. These inputs will help us to defend the anti PSU policies as well as the privatization move.

NCOA takes the responsibility of bringing collective resistance against the wrong policies while protecting the interests of Officers community of CPSEs. We need to bring a common platform of Officers working in different sectors like Banking, Insurance, Power, Telecom etc and later on make it stronger by bringing the National trade unions also. Though we have almost achieved the first part, efforts are on to achieve the second part.

In the area of Pay and Perks, we are at different levels. Simply by classifying as sick, even the deserving Pay revision is being denied in many of the CPSUs and the executives and workers in these PSUs are receiving a

meager pay which cannot be compared with any other sector. This is a reprehensible situation. The employees coming directly under the government get their Pay and perks without any correlation to their individual or departmental performance. In many cases employees of sick industries may be the ones who are compelled to put more efforts due to the threat to the existence of their organization. Govt. As a model employer has the responsibility to ensure that a descent pay is provided in all the PSUs. Another important matter in this arena is the deferment of pay for months and years together. It is against the rules and regulations prevailing in our country and we are forced to move legally in these matters.

Union Govt has implemented the 7th Pay commission for Govt employees. As demanded by NCOA, we could achieve the formation of 3rd PRC through our concerted efforts and agitations. Rectification of issues related to PRP, Pension and other retirement benefits to executives of all CPSUs etc. are expected to be addressed in its report which is expected to be submitted immediately.

About Public Sector Enterprises.

As on date the country has 235 CPSEs (Though there are 298 CPSEs only 235 are in operation). These CPSEs together have a paid up capital of Rs. 2,13,020 Crores. Capital employed (Paid up capital plus reserve & surplus and long term loans) by these 235 CPSEs is Rs.18,67,730Crores. Total turnover/ gross revenue from operation of all CPSEs during 2014-15 stood at Rs.19,95,902 Crores. Overall profit of all 235 CPSEs during 2014-15 stood at RS.1,03,003 Crores. There were 157 Profit making PSUs and 77 loss making PSUs during the year. (Profit of profit making PSUs were Rs.1,30,363 Crores and Loss of Loss making PSUs were Rs.27,360 Crores.) Contribution of CPSEs to Central exchequer by way of Excise duty, customs duty, corporate tax, interest on Central Govt loans, dividend and other duties and taxes were Rs.2,00,585 Crores. Through exports of goods and services it earned a foreign exchange of Rs. Rs.1,03,071Crores during 2014-15. Total employee strength of these PSUs as on 31-03-2015 is 12.91 Lakh. and that of executives alone is 262911.

Unfortunately the era of liberalization has lead many of the PSUs to become sick and now 77 CPSUs are declared sick. 3 Lakh employees are

there in these 77 Sick PSUs and they are in deep trouble. Every year the number of loss making PSUs is getting increased. It means that 1/3rd of the CPSUs are presently in loss. Successive governments stayed away from bringing in transparency and dynamism in PSU affairs and this has resulted in mounting losses. Instead of reviving these companies, the government had chosen to speed up privatisation process by selling its stakes at throwaway prices. FDI in different sectors leads to the competition without level playing field and PSUs are bound to make losses. Technologically also we are lagging behind and there is no thrust in spending in R&D activities. R&D Expenditure in 96 CPSUs stood at Rs.9181.75 Crores during 2012-13. Though India's trade deficit for the year has grown from Rs.27,302 Crores in 2000-2001 to Rs.7,93,950 Crores by 2015-16, our Govt. is going ahead with the policies that promote MNCs to dump their products in our market with reduced tariff and thereby killing the PSUs and other local industries.

There are umpteen reasons that many of the PSUs are not able to stand up to international competition. Size of operation, Unavailability of technology at reasonable cost, Costly raw material and fuel, Poor infrastructure, Dumping by MNCs which gets export promotion benefits from their countries and bureaucratic control over PSUs are a few among them. Concerted effort is required to overcome these. But, all these are not easily surmountable. In such cases adequate protection is to be given to compensate these handicaps to make the domestic industry sustainable.

Activities of NCOA.

During the year we had one NEC meeting, One NGC meeting, One meeting of the national office bearers, One special Committee meeting on PRC and two sittings with PRC.

1. NGC met at MTNL Auditorium, New Delhi was the Annual general body meeting of the year 2015 too. This NGC decided *To explore the possibility of approaching the court of law in the case of minimum level of salary revision and regular disbursement of salary in sick/ marginally profit making PSUs.*

- 2 We had a two day session of special committee constituted for the formation of NCOA proposal on Pay revision at Hyderabad.
- 3 We had two agitations in front of DPE and the demonstration made on 1st of June 2016 was well represented by our member affiliates. Our central zone made this program so effective by active participation of various member affiliates.
- 4 As directed by NCOA leadership, member affiliates send Fax messages to DPE as well as PMO, demanding immediate constitution of 3rd PRC.

All these programs had a very good impact at the appropriate authorities and lead to the formation of 3rd PRC.

Mysore NEC passed two charter of demands- one on pay revision and one on disinvestment. This NEC made fruitful discussions on pay revision making pay revision proposals and forming strategy against disinvestment/privatization. Further it was decided to have a special fund collection of RS.250 per member for initiating legal actions on Pay and revision related matters.

NCOA central leadership had two sittings and made a detailed presentation before 3rd PRC. In addition to this we made opportunities for presentations at Mumbai, Bangalore, Chandigarh and Schillong in which many of the zonal committees as well as member affiliates got opportunity to have separate presentations.

We had a workshop in association with IPE, Hyderabad on '*Variable component of compensation in Public, Private and other sectors within and outside India*' for reference by 3rd Payrevision Committee on 02-11-2016.

We had Several meetings with different secretaries of DPE eight times, had meetings with AS, JS and other DPE officials number of times and met many of the MPs as well Ministers for various issues.

We have participated in number of agitations by various joint forums of Employees and executives against the sellout/ privatization move and closure of PSUs. NCOA took a lead role in the agitations of BEML, HOCL, HNL, HPC etc.

You were also party in the joint convention organized by Kerala Zone with trade unions yesterday, as decided by our NEC held at Mysore. The Success of this program gives us more impetus to our fight in right direction.

An interactive web site is maintained by NCOA. In addition to the website, group mail service as well as a very active whatsapp group helps us in effective communication.

The following associations have become an affiliate of NCOA during this period.

1. **NMDC Executives Association, Hyderabad**
2. **NMDC Executives Association, Chattisgarh**
3. **NPCILOA**
4. **HOC Federation**
5. **HALOA, Lucknow**
6. **CEL Delhi**
7. **Asoka Hotel Executive federation.**
8. **BEL OP**
9. **Scooters India**
10. **Uranium corporation**

Conclusion.

Let me conclude that the activities of NCOA during the year and the benefits thereof to executives are the result of hard work and selfless service offered by all national committee members and zones. Let me take this opportunity to thank each one of them especially Shri K. Ashok Rao, for his patronage of this association with proper advice and vision, Shri.K.S.N.Raju, the brain behind our proposal before the PRC and our dynamic president Shri.V.K.Tomar, Shri.Sebastian and Shri. K.L.Jogi, the trio which is the driving force of our actions at Delhi. We shall look forward to your active support for all future programmes of NCOA. Let us hope the very best to public sector industry and executive associations.