

Please find below a note on the process around MASA, and constituent and supporting Union formations for 3rd March Mazdoor Adhikar Sangharsh Rally ([3 March Mazdoor March](#))

On the MASA process:

MASA (Mazdoor Adhikar Sangharsh Abhiyan) comprises of a range of workers organisations and Unions from across the country who're involved in struggles in organized, unorganized, rural, Service sectors of the economy. They continue to face and resist both rapid neoliberal changes, and increasing State repression on workers movements.

14 workers organisations came together to form MASA two and a half years back on 26th August 2019 in a Convention in Delhi, distinct from the Central Trade Unions, focusing initially on these central issues of workers movement –

1. Against anti-worker labour law reforms,
2. For Rs. 22,000 minimum wage (calculations based on the price level on 1st January 2016)
3. For abolishing the contract labour system and permanent workers in permanent nature of job and the demands of unorganized sector workers, and,
4. To build an uncompromising struggle against anti-worker neoliberal policies and to forge larger unity of different militant workers struggles and organizations all over the country.

Thereafter, apart from intervening in key issues in workers movement, an internal process of identifying core issues in front of contemporary workers struggle in India was taken. State-level MASA Conventions in Maharashtra, Telengana, West Bengal, Haryana, Bihar, Andhra Pradesh, Dadra and Nagar Haveli and Delhi-NCR were organized throughout 2016 to 2018. Finally, a workshop was organized on 22-23 December 2018 in Ahmedabad, which was attended by representatives of constituent organizations of MASA, independent labour activists, representatives of different workers organizations, and workers from different organized sector plant level Unions like Maruti Suzuki, Daikin AC, Hitachi, Tata Marcopolo, Nestle, Mahindra, Richa, Voltas, Hindustan Motors, Hindustan Lever, etc, Workers from unorganized sector unions, both urban and rural, including loading-unloading, construction, bidi, MNREGA and workers from many other sectors.

From the Ahmedabad workshop, a 17-point Workers Charter of Demands were finalized, and a call for Mazdoor Adhikar Sangharsh Rally on 3rd March 2019 from Ramleela Maidan to Sansad Marg in Delhi to launch an All-India struggle on the basis of the 17-point Charter of Demands (attached separately) was given. On the 3rd of March, we gather at Ramlila Maidan at 10 am and march towards the Parliament. On that day, thousands of workers from all over the country will raise their voice in front of the Parliament for their demands which will include (but is not limited to):

1. Minimum wage of Rs. 25,000 for all workers
2. Withdrawal of anti-worker reforms in labour law - Reform labour law according to the needs of the workers.
3. Implement 'equal pay for equal work' for all workers, ensure regular, respectful and secure job.
4. Recognise the basic rights to get organized, to unionise, to have demonstrations and movements.
5. Curb the process of privatization, contractualization, retrenchment, lay-off of workers and lock-out of factories.
6. Stop repression on workers movements, stop eviction of slum dwellers.
7. Ensure right to shelter, free education and health, at least Rs. 15,000 per month as 'unemployment allowance' to all unemployed, pension and other social securities.
8. Ensure rights for women workers, contractual workers of various sectors, unorganized sector workers in urban and rural areas including landless labourers, MNREGA workers, construction workers, loading unloading workers, bidi workers etc.

The constituent organizations of MASA include -

All India Workers Council (AIWC), Grameen Mazdoor Union (*Bihar*), Indian Centre of Trade Unions (ICTU), Indian Federation of Trade Unions (IFTU), IFTU Sarwahara, Inqlabi Kendra *Punjab*, Inqlabi Mazdoor Kendra (IMK), Jan Sangharsh Manch (*Haryana*), Shramikshakthi *Karnataka*, Socialist Workers Centre *Tamil Nadu*, Struggling Workers Co-ordination Committee (SWCC) *West Bengal*, Trade Union Centre of India (TUCI), Workers Solidarity Centre (*Gurgaon*), Workers Solidary Centre (*Uttarakhand*)

Glimpse of Union formations and Workers Supporting 3rd March Mazdoor Adhikar Sangharsh Rally

This is not a comprehensive list. The supporting Unions and working class formations includes, among others, workers of **organized sector like automobile, electronics, garment, pharmaceuticals, Jute, and related sectors** in the core industrial regions in Gurgaon-Manesar (Haryana), Neemrana-Jaipur (Rajasthan), Rudrapur-Haridwar (Uttarakhand), Ahmedabad-Sanand (Gujarat), Pune-Mumbai-Goa, Chennai Sri Perumbudur, and so on.

The supporting Unions in the DMIC (Delhi Mumbai Industrial Corridor) include Maruti Suzuki Workers Union, Mazruti Udyog Kamgar Union, MSI Powertrain Workers Union, Belsonica Auto Components Employees Union, Daikin AC Mazdoor Union, Hero Motocorp Workers Union, Honda HMSI 2f Mazdoor Union, Sunbeam Auto Workers Union, and so on. Workers of Garment Industry in key zones like Haryana and Gujarat, and so on.

In the Rudrapur-Haridwar and other areas of Uttarakhand, as the struggle against contractualization, retrenchment, criminalization and Trade Union rights is ongoing. The supporting Unions include Richa Shramik Sangathan, Interarch Mazdoor Sangathan, Autoline Employees Union, Aera Workers Union, Delta Employees Union, Nestle Employees Union, Voltas Employees Union, Mahindra Karamkar Union, Mahindra CIE Shramik Sangathan, Rocket Sidhi Mazdoor Sangh, LGB Workers Union, Bhagwati Micromax Shramik Sangathan, TATA AutocomSystems Ltd Composite Division Mazdoor Sangh, Advik Karamchari Sangathan, and so on. From Karnataka, unions like TMKKU (Tata Marcopolo Krantikari Kamgar Union), and so on in this sector.

All India Unions like Hindustan Unilever Employees Federation, and long standing Unions like Hindustan Motors SSKU (Sangrami Shramik Karmchari Union) from West Bengal are part of the initiative.

In Gujarat, supporting Union formation include Gujarat Mazdoor Sabha, Gujarat Federation of Trade Unions, Janhit Kamgar Sangh Gujarat, D.H.C. Union, and so on, who work across sectors, in Pharma, Unorganized sector, like the Safai Karamcharis, Bus conductors, and so on. **Logistical** workers like DHL Mazdoor Union Delhi are also part of the supporting Unions.

Workers of Coal and Gold mines from Andhra Pradesh, Telengana, North Karnataka and Bengal-Jharkhand are also part of the initiative, which include Singareni Coal Mine workers in AP, Bhatti Gold Mine Workers Union in Karnataka, coal mine workers of Asansol-Dhanbad, and so on.

Tea garden Workers from Darjeeling Hills-Terai-Dooars and Assam are also arriving for the Mazdoor Rally. They are part of the ongoing struggle of tea workers in these regions, which include Chai Bagan Sangram Samiti (CBSS) in Darjeeling Hills-Terai-Dooars and Chah Mukti Sangram Samiti, Assam. They will also have a dharna on 4th March.

Rural workers from across the country, like MNREGA Mazdoor Union and Construction Workers Union from Haryana, rural workers across sectors including Khet Mazdoor Union from Bihar and Rajasthan, Andhra Pradesh, Telengana, Karnataka are also part of the initiative.

Workers from Unorganized sector, like the Safai Karamcharis from Gujarat and Rajasthan, Rickshaw and Thela Pullers, Jari makers, Bidi Workers Union, Construction Workers Union, Anganwadi Workers, Mithai making workers from West Bengal and many other states; Loading Unloading Workers Union from Karnataka, and so on, from Gujarat, West Bengal, and many other states are part of the constituting and supporting Unions.

Workers part of informal sector also raise slogans against evictions in towns and cities, and many formations like Basti Suraksha Manch from Odhisha and Delhi and so on, are part of the initiative.

When Safai Karamcharis from Rajasthan and Gujarat participate in a Mazdoor March, the slogan of annihilation of caste and dignity of work is intrinsic to the struggle against capitalism.

Similarly when Domestic Workers Union from West Bengal organizes, the struggle over the linked reproductive sphere and the slogan of emancipation of women (as feminization of labour happens in this spehere) is intrinsic to the struggle against capitalism.

We see a continuity of struggle of Adivasis and toilers from forest areas, where struggle over commons and jal jangal zameen, esp. now in the light of the order against FRA. Those from AP, Telengana, and so on are part of the initiative.

Workers from Service Sector like IT/ITES, like FITE (Forum of IT Employees) from Tamil Nadu and West Bengal are also part of the initiative and struggle.

The initiative of MASA is an ongoing process of forging a unity of struggling working class forces throughout the country. We face a situation of increasing neoliberal attacks on working class rights, falling real wages, intensifying division of workers on various lines, and State repression and criminalization of labour, and loot of common resources. We from MASA appeal to all forces and individuals across the country to come together to challenge the regime of exploitation, repression and alienation, and move towards developing a coherent coordinated process of struggling workers across the country.

Revolutionary Greetings,

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