

## **Resolution in support of workers at Bajaj Auto in Akurdi and demand for respect of worker & trade union rights at Hyundai Motor India**

We, the delegates to the International Metalworkers' Federation (IMF) "IMF Workshop on Union Building and Precarious Work in the Indian Automobile Industry", meeting in Chennai, India, 19<sup>th</sup> to 21<sup>st</sup> December, 2007, strongly protest the ongoing threat by Bajaj Auto Ltd. (BAL) to close the plant in Akurdi and the company's mistreatment of workers and the community in Pune. We also condemn the continuing violations of worker and trade union rights at Hyundai Motor India, which include suspensions, dismissals and illegal and unjustified transfers of union leaders, and the harassment and intimidation of union members and supporters.

BAL has with the threat of the "shut down" of the Akurdi plant caused havoc with the lives of Bajaj Auto workers, their families and the community in Pune. The company has indicated its intention to abandon and turn its back on workers and a community that for 45 years have been instrumental in making BAL a highly profitable and successful company. The abrupt decision to "shut down" the plant, which would put 3000 workers out of work and impact 100,000 other jobs, was announced by Mr. Rajeev Bajaj on 29<sup>th</sup> August, 2007, to be made effective 1<sup>st</sup> September, 2007. The closure is not about falling sales, it is about corporate greed. The Bajaj management wants to move production to Uttaranchal where workers will be paid much less and the company will receive tax concessions from Governments, with the intention to earn super-profits. The company is also eyeing the sale of the land of the Akurdi plant, which has shot up in price.

Following the outcry and mobilisation by the Bajaj workers and their supporters in Pune and across Maharashtra and India, the company seemingly shifted its cynical tactics and allowed workers to enter the plant on the 7<sup>th</sup> November, 2007. However, the workers reporting to work have received their salaries, though the company is now threatening to impose "no work, no pay" and deny wages. Management is only willing to negotiate the scheme for voluntary retirement for the total workforce with Vishwa Kalyan Kamgar Sanghatana, the majority union at the plant. The union is demanding resumption of production and the pending wage agreement. We call on BAL to reverse the decision to "shut down" the plant, to fully resume production at Akurdi and commence good faith negotiations with Vishwa Kalyan Kamgar Sanghatana on outstanding issues.

Hyundai Motor India has persistently attempted to block and undermine efforts of workers to freely and without interference exercise their fundamental right to freedom of association. Despite many obstacles, workers have persevered by forming and joining the Hyundai Motor India Employees Union in order to improve their wages and working conditions at the company's operations. Management responded by committing actions that have culminated in a series of dismissals, suspensions and illegal and unjustified transfers of trade union leaders. The company has also harassed and intimidated union members and their supporters. We demand that Hyundai Motors management immediately ceases and desists from committing such violations and withdraw the illegal and unjustified orders of transfer, suspension and dismissal, and call on the company to recognize and collectively negotiate with the democratic union in a manner that fairly and promptly addresses the concerns of workers on their wages and working conditions.

All Escorts Employees' Union  
Ashok Leyland Employees' Union  
Ashok Leyland United Employees' Union  
Enfield Employees' Union  
Hero Honda Workers' Union  
Hyundai Motor India Employees' Union  
Mahindra & Mahindra (ASZ) Employees' Union  
P.M.P. Components  
Rane TRW Steering Systems Employees' Union  
Shramik Ekta Mahasangh  
Simpson & Group Companies Staff Union  
Simpson & Group Companies Workers' Union  
SKF Bearing India Employees' Union  
Telco Employees' Union (Tata Motors)  
Telco Workers Union  
Tamil Nadu National Engineering Employees' Union  
TVS Motor Company Employees' Union  
U.P. Steel, Metal & Engineering Workers Union  
Vishwa Kalyan Kamgar Sanghatana (Bajaj Auto)  
Working People's Trade Union Council

*Resolved on this day, 20th December, 2007.*