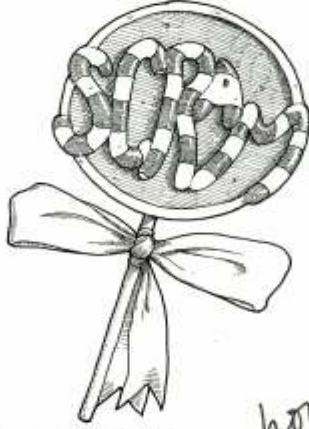


VRS BROCHURE

VRS LOLLI POP

FROM OUR CATALOG...

OUR "SWEETEST" APPROACH TO DOWNSIZING!



search ID: blon92

ITEM DESCRIPTION

2101-A SO LONG SUCKER

FOR OFFICE VERITE

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FOR DISCUSSION

Visiting VRS Proposals

DOT and BSNL are keeping VRS high on their agenda and want to push thro as early as possible. Source of funding is the cause for delay. [But Trade Unions cannot organize members for VRS.](#)

The managements/ Ministries are doing this under the garb of reducing labour liability-labour cost – thereby freeing themselves from the mounting losses occurring on account of workforce.

[BSNL Trade Unions are not the first unions facing VRS in India.](#) The Central Unions AITUC, CITU, INTUC, BMS, HMS and industrial federations like AIBEA have already faced the brunt or heat of VRS. The hard fact is that they could not stop the scheme in their industries and all their struggles had ended as mere protest movements. This does not mean that we should not oppose VRS or struggle against the same. We are not diminishing the struggles and sacrifices of those Unions.. [BSNL Trade Unions should take these experiences into account before deciding their strategy](#) to face the onslaught of VRS. What we try to convey here is ‘[mere touch and go struggles](#)’ would not suffice and serve any purpose.

We come to know from the survey of PSUs that 3.5 lakh employees of various PSUs and PSBs have given their consent and gone on VRS. The surveys conducted amongst the optees are tale telling and most of them are not economically in the safe zone after VRS. [Even after knowing all these, if BSNL employees opt on their own volition, then it is up to them to course their destiny,](#) TUs have no say on that.

BSNL management has started inviting unions to discuss significant issues- VRS issue gained that much significance. Management may try their level best to convince the unions and seek either direct cooperation or tacit support for the scheme. **Some unions may think on the lines of higher compensation.** But unions like NFTE or BSNLEU cannot say simply “Yes Sir” for the proposals. In turn they may send messages to the management that we are opposing/ strongly opposing. But **it is our bounden duty to convince one and all that why we oppose VRS.**

Simply terming VRS as retrenchment would not stand, as the judicial pronouncements/ verdicts are not supporting that contention on the basis of ID Act. Though BSNL is claiming that we are not targeting any section, the reality is different. **The two major sections TMs and OTBP BCR SrToAs are targeted.** Out of 71000 TMs (above 45 years) 41000 are targeted. Similarly out of 46000 OTBP BCR wallahs 24000 targeted. Out of the aimed 1 lakh, 92000 are targeted from the non-executives side only. Even the executives prefer more applications above the targeted 8000, management may not approve on the basis of their ‘man power inventory’ projected for the POST VRS Period.

One lakh VRS means that they are going to abolish 1 lakh posts. This may be another cause of irritant affecting certain post based promotions. **Another area of concern is debt.** DOT/MOF would not be in a position to give budgetary support and they may advise BSNL to explore possibilities of bank loans or credits from market on the basis of Govt guarantee or LOC. For the sent MTNL proposal, the same advice was given. It is difficult to convince MOF/ Cabinet to get interest free govt loans. There are certain criteria for budgetary support

- The CPSEs are still loss making under the definition given in SICA and DPE resolution dt 6-12-04
- The CPSEs are unable to pay salary due to their poor financial condition
- The revival / closure plan is pending consideration of Govt / BIFR approval based on the recommendations of BRPSE.

BSNL is not a PSU referred to BIFR. So BSNL has no other go except to get bank loan or use its internal savings if any left in the banks for settling ex- gratia.

The most crucial aspect is 'Post VRS' situation. After the exercise of VRS, the employees remain in the BSNL would face immense hardships immediately after the optees retired. There will be chaos in the industry in its day to day activities. Unmindful transfer orders will be issued to balance urban rural mix and to balance business verticals. For no cause of them, and just because tying their destiny with BSNL, they should not be put into ordeal. Trade unions are going to function for them only. VRS retirees may have option to join pensioners' association or can form cooperatives to do the outsourced job of (their erstwhile job) BSNL. What are we going to demand for the employees who are going to remain in the industry? Is it not our duty to safeguard their interest?

Management has already recorded that BSNLTUs are vehemently opposing VRS. Even after knowing this, and setting aside our forth coming struggles against VRS, management may enter in the VRS venture by quoting attractive invitation. If enough applications are not received then management has no option except to give-up the scheme. If applicants are more and number of optees as expected, then VRS may end up as a contract between Corporation and the concerned employee. As per the legal parlance also it is a contract only.

So in the context of VRS, we should ponder Post VRS Period and should demand the following to reassure our members that TUs are firm in their action to back them.

- Restore all Cuts-MRS, LTC etc
- Non PLI Minimum Bonus even if no profit
- Restoration of 5 days week
- Immediate fixation on 78.2

Summing Up:

- Trade Unions cannot organize members for VRS

- VRS is not a new phenomenon for Indian Trade Unions. BSNL TUs should take into account the experiences of different industries. Reality check is the need of the hour
- If VRS is announced setting aside our Views, TUs should not hesitate to concentrate and discuss POST VRS Situation taking cue from VRS Orders
- Protecting the remaining employees should be the foremost job
- Demands like restoration of Cuts, 5 days week, 78.2 fixation, minimum bonus should found a place in the context of VRS

21-9-11

Why We Oppose Disinvestment and VRS? Some Points to Ponder

- PSU wealth belongs to Nation and no part of it should rest in the hands of any individual in the name of shareholder
- IPO/Disinvestment is nothing but privatization thro backdoor- it is creeping privatization
- More over, as per the current policy Govt has taken a tough position that PSUs earning net profit in the preceding 3 consecutive years alone should be disinvested. BSNL is not falling in that category
- Govt has not fixed any target and fixing 30% target in the name of Pitroda is overdoing
- As per the present policy of disinvestment, the proceeds are to be channelised only to NIF not to the company-BSNL. -only to plug the gaps in the budget not for the growth of BSNL
- The so called advantages that are advocated like viability, better productivity, personal wealth to employees , improving management performance, pressure to increase growth rate are highly fictitious on taking into account the experiences of MTNL and other disinvested PSUs
- Experience hitherto is that disinvestment acts more as a fiscal tool rather than a tool for efficiency
- The question of liquidity also finds no currency as shares of listed PSUs are not actively traded- Analysis of IPO performances over last 5 years shows that putting money in fixed deposits would have given better returns
- In the backdrop of economic recession 100% Govt PSUs are only providing formidable base to the industrial growth and economic prosperity of the country as a whole

- As stake holders we strongly feel that the interests of the workers are better safeguarded only in 100% Govt company
- CAG has categorically advised that no disinvestment in any PSU before ensuring clear title **deeds** in possession or removing encumbrances **on the land and buildings** in order to state the asset values proper. BSNL is yet to get its title deeds from DOT
- The best way, if any urgency felt, for BSNL is allowing it to raise capital directly from the markets without shedding 100% Govt equity. If money is raised in that way, BSNL gets capital for growth and investment.

VRS

- VRS is nothing but a exit policy- a selective procedure of downsizing thro golden hand shake
- Provision for VR is already there for any employee in 37A 11A
- Management is also vested with a draconian right vide CDA rules to retire any employee even at the age of 55 years
- The question of work force redundant due to technological modernization is not here because telecom becomes more and more FMCG industry
- Even CAG report is appreciating the staff telephone ratio which is considerably reduced. The productivity factor has been improving YOY
- Comparison of private telcos is unethical. They failed to give employment as per their growth rate- They push jobless growth only
- If VRS is forced in BSNL, then the company has to face all sorts of operational constraints/ post VRS efficiency issues-
- As per DPE guidelines BSNL will not get any budgetary support to meet VRS expenses – adding fuel to our financial injury
- The power to roll back the retirement age to 58 is also not in the hands of DOT and now vested with cabinet – More over the trend all over the world is increasing retirement age only
- We find no genuine reasons in BSNL to bring a VR scheme

4-9-10

**CPM: Review of the Work on the Trade Union Front And Immediate Tasks
(Adopted by the Central Committee at its meeting -- November 22-24, 2002)**

VRS Scheme -- A New Device of Retrenchment

With an avowed objective to reduce the workforce in various enterprises, Voluntary Retirement Schemes are being introduced in several industries in the public and the private sector. It is a part and parcel of the cost cutting exercise by industrial undertakings in the name of competitive environment under liberalisation. At times the managements offer “liberal” packages, which ultimately result in savings in their operating costs. It has been observed that some of our leading activists have also fallen prey to such schemes, which creates frustration among the employees.

Trade unions should oppose VRS plans which are purely retrenchment schemes. However, despite the stand and campaign of the unions, if individual employees avail of the scheme, they cannot be prevented by the unions. Whenever managements resort to coercive methods to get employees to accept VRS, then the union will have to take steps against such methods.

Recommendations/Observations

11. The Committee finds that VRS is being implemented not only by the sick and loss making PSEs but also by the profit making PSEs in order to rationalise and reduce their manpower in the hope that it will turn around the PSE or further increase its profits substantially. But neither the concerned PSE nor the Government i.e. the Ministry of Labour and Employment, Department of Public Enterprises or the Ministry under whose jurisdiction the concerned PSE falls bother for the future of the employee opting for VRS or in many cases are forced to opt for VRS because after some time for various reasons the money received by optees is finished and no source for living is left with them. They are forced to live a pathetic life with all sorts of miseries. To avoid this Counselling, Retraining and Redeployment (CRR) scheme assumes importance. The Committee desires that more and more employees of PSEs should be retained and their redeployment should be ensured in other PSEs as per their demand because skilled manpower is very much in demand. VRS should be the last option. The Committee also desires that a survey may be conducted to know the condition of VRS optees of various PSEs and welfare measures are extended to them.

Action Taken Note

VRS policy aims at rationalization of workforce in both sick and loss making as well as profit making CPSEs. As per VRS policy, separated employees of CPSEs are not entitled for re-deployment in any other CPSE. To overcome the hardship / sufferings of VRS optees, as a social safety measure, the Scheme of Counselling, Retraining and Redeployment (CRR) is being implemented by DPE from 2001-2002. Under this Scheme, separated employees of CPSEs opting VRS are imparted short duration training to upgrade their skill/expertise which, in turn, would enable them to take up, mainly, selfemployment activities. Redeployment of trained VRS optees, in the first place, depends on willingness of the trained VRS optees towards redeployment. From 2001-02 to 2009-10, in all 1,54,828 VRS optees have been imparted training and 69,484 have been redeployed so far under CRR Scheme. Advice of the Committee has been noted.

2.18 EXIT POLICY

In order to have a staff to line ratio comparable with industry standards, the Company needed to identify surplus staff and take measures to downsize their workforce with the help of a proper exit policy. This would have enabled the Company to bring down the cost of operations and face competition squarely.

At the time of corporatisation, the Company had set itself a target of bringing down the staff to line ratio from 12.7 in 2001 to 6 per 1,000 by 2005. Audit observed that the staff to line ratio had come down to 7.2 in March 2005. However, this fall in staff to line ratio was mainly due to the exponential growth in cellular and WLL connections by 110.75 lakh subscribers and approximately 8,000 retirements per annum, rather than through an effective exit policy.

While developing options for the Company to achieve the targeted staff to line ratio, KPMG had recommended three options, viz., freezing recruitment, exit from non-core businesses and a targeted voluntary retirement scheme (VRS).

With regard to freezing of recruitment, KPMG had opined that it could result in skill gaps, warranting redeployment of existing staff in large numbers.

Considering the age and skill profile in the Company, they declared this option as undesirable.

2.18.1 Surplus staff not properly identified. As would be seen from Appendix XVIII, which shows the persons-in-position in different groups in the Company, as of March 2005, there were 2.33 lakh employees in Group 'C' as compared to 6,947, 51,242 and 48,791 in Groups 'A', 'B' and 'D', respectively. While Group 'A' and 'B' categories of employees were faced with skill gaps and required further recruitment, it was basically the Group 'C' and to a lesser extent the Group 'D' cadres, which needed to be downsized.

The Telecom Office Assistant (TOA) cadre in Group 'C' had already been declared (November 2003) a wasting cadre by the Company due to computerization of various activities in the offices. Faced with such a situation, the Company needed to review the manpower deployed in different wings, especially in the fixed line business, to identify the surplus staff, initiate action for their redeployment and to plan their exit after exhausting the options of their effective redeployment by imparting necessary training.

As a third option, KPMG had recommended a targeted Voluntary Retirement Scheme (VRS) for downsizing manpower. A targeted VRS would identify a particular group of employees who could be urged to accept the scheme. The Management Committee approved (October 2004) a VRS for consideration of the Board. The scheme envisaged voluntary retirement for Group 'C' and 'D' employees of 55 years of age and above. A rough estimate of surplus manpower in the Group 'C' and 'D' cadres, totaling around 20,000, as proposed by KPMG was considered, while drafting the VRS. This was an open-ended scheme without any target regarding the number of employees to be covered. Audit observed that the National Council i.e. the committee of members from the staff side and the Management, decided (February 2005) to withdraw the scheme due to opposition from the staff side.

In the yard of Courts

Sc 2003 A K Bindol vs Union of India

“After the amount is paid and the employee ceases to be in the employment of the management, he leaves with all his rights and there is no question of agitating for any kind of his past rights with his erstwhile employer as it would frustrate the entire purpose of VRS

SC

Once an employee opts to retire voluntarily, in terms of the contract, he cannot raise a claim for higher salary as revised for employees with retrospective effect unless by reason of a statute he becomes entitled there to

FC1 case clause 2006

“Once an employee submits his application for VRS under this scheme to the authority, it shall be treated as final and it is not open to the employee to withdraw the same. The competent authority within notice period (3 months) shall take a decision to accept or reject the request and shall communicate the same to the official”.

SCC 2003 CMD AP SIDC Ltd vs varaprasad

“When the employees opted for VRS on their own, without any compulsion knowing fully well about the scheme, guidelines and circulars governing the scheme it has not open to them to make any claim contrary to the terms accepted”.

“VRS is a matter of contract between company and the employees and it was not for the court to rewrite the terms of the contract which had been arrived at by the contracting parties”

A PAPER FOR DISCUSSION ON VRS

- a) Why we Oppose VRS?
- b) Why Individual Opt VRS?
- c) Employer objectives
- d) Can TUs Place Counter Offense?

WHY TRADE UNIONS OPPOSE VRS?

1. No trade union can accept VRS in principle
2. It is soft retrenchment by way of alluring employees.
3. Employees are sent out again to unemployed area.
4. VRS posts can't be kept vacant; it is once for all abolished affecting future employment...a Recruitment freezing arrangement..
5. Post VRS period chaos would be in the industry- service will be greatly affected.
6. Post VRS- Retained employees will be put in to greater hardships like workload, unnecessary transfers etc.. There will not be any compensation for those who are going to serve continuously in the company.
7. Post based promotions will get reduced and affected.
8. VRS is the option given only during the time of privatization- Bringing the same now is against 37A and cabinet assurances.
9. VRS is against the culture of Industrial Relations as it is straightly addressing to the individuals bypassing unions/ recognized union.
10. BSNL Board alone can't decide VRS as DOT is involved relating to pension- DOT's specific approval ensuring acceptance of enhanced pension expenditure due to VRS is needed. The enhanced pension liability should be fully owned by DOT.

11. For VRS compensation BSNL should seek Bank loan and thereby entering into debt trap- unnecessary burden to the already sluggish financial downturn
12. It is against the contract between employers and employee making him to leave the job prematurely at the initiative of the employer. It is de-industrialization – that is unemployment of ‘hitherto employed’
13. 11A provision is already there in 37A for those individuals willing to go on VRS. This is Voluntary in real sense because it is employee initiative
14. 55iib draconian provision is already there to send an employee after 55 by giving 3 months notice, a way of CRS
15. Staff telephone ratio is well reduced from 110/1000 DELs to 3/1000 DELs in 15 years. Comparing private sector is awful / harmful.
16. It is detrimental to the growth and competitive nature of the company.
17. In order to avoid legal difficulties 25 N (retrenching some categories) and 25 O (Closure of unviable units) of ID Act 1947, notice to government, employer design VRS.
18. It may cause brain drain thereby affecting customer service, technical know how-denuding of talent inevitable- sending out skilled manpower through VRS will not help the industry to face stiff competition.
19. Once VRS is announced it is beyond the control of Trade Unions to stop individual employees opting VRS
20. VRS optees can’t be permitted to seek job in other PSUs.
21. VRS is setting way to disinvestment.
22. VRS will lead to more outsourcing and contracts- closing permanent posts and replacing staff by low paid contract labourers.

Why individual opt VRS?

1. Fear of uncertain future
2. Emerging in to safe “DOT pension regime”
3. Pressing financial needs and getting lump-sum compensation

4. Job nature dissatisfaction
5. Sickness / ill health
6. Dream of entering in to business/ some other lucrative jobs
7. Women employees for domestic responsibilities
8. Inherent and expecting fair returns

VRS employer objectives

1. To rationalize manpower in line with the current business scenario, shedding surplus
2. Removing old unnecessary skill set- a way of job enrichment
3. To cut down cost and remain competitive in business

CAN TRAE UNIONS HAVE STRATEGY TO PLACE COUNTER DEMANDS TO MAKE VRS LESS CHARM CLAIMING COMPENSATION FOR THE EMPLOYEES RETAINED 'IN THE POST VRS PERIOD'?

1. 78.2 merger with full arrears
2. 5 days week
3. All the VRS posts should be utilized for appointments of CGA/Qualified Wards having skill sets
4. Periodicity of 5 years wage settlement
5. SC/ST reservation in NEPP and 5 years qualifying service in NEPP
6. Pension option to C/L regularized in BSNL on or after 01.10.2000 and full pension

11-4-2011

VRS: A Deceptive Golden Handshake *Sanjay K Mishra*

Disinvestment, rationalisation and VRS continue to be the key words to describe PSUs, India's industrial back bone. The sector has seen mass revolts, workers resorting to agitation to safe-guard their interests.

The Voluntary Retirement Scheme (VRS) is a modified variant of the policy of retrenchment, a handy tool to downsize the work force, a buzzword in the corporate world. That the workforce needs periodic pruning to keep the company competitive and profitable, goes as an uncontested axiom among corporate big wigs. When cost cutting exercises are undertaken, the vulnerable workers get the axe. The corporate world would have loved a hire-and-fire policy without any legal or compensation hassles but the organised strength of the workers is proving a major deterrent, making it difficult to give the go-by to procedures which ensure their safety against arbitrary retrenchment.

With the VRS, the workers themselves opt to quit their job in exchange for a lump sum amount of money, and in India, both private and public sectors have taken to VRS in a big way to reduce their workforce. Public Sector Undertakings have shed about 2.18 lakh workers upto May 1998, incurring Rs 4,000 crore as expenditure, of which Rs 2, 040 crore was released by the National Renewal Fund (NRF) to fund the retirement of 1.18lakh workers, while the remaining 1lakh workers were funded through the internal resources of public sector units. Many more loss-making and blue chip PSUs are ready with voluntary retirement schemes.

VRS in the PSUs - How Voluntary is it?

The Steel Authority of India (SAIL), has one of the most ambitious schemes to reduce the staff strength by almost 60,000 people, including 5,000 executives, within five to six years, by laying off about 10,000 people per annum. In an earlier VRS offer during the 1980s, SAIL had retrenched about 30,000 workers. In a VRS scheme between March and April 1998, 5,500 workers in SAIL accepted the offer.

Trade unions of SAIL want downsizing plans and VRS to be stopped as they feel that the management is trying to shift the blame for its ineptness onto the employees. A section of employees, on the other hand, is demanding VRS offer benefits at par with the offer made by their competitor, Tata Steel.

The Department of Heavy Industries too has floated a Voluntary Retirement Scheme for units on the verge of closure and where the workforce is being trimmed for restructuring. The Heavy industry Secretary, P. Shankar, conveyed the Government's perspective squarely when he said that the main problem with disinvestment in the public sector was its huge workforce. 'The Government had worked out a voluntary retirement scheme for around 20,000 to 30,000 workers of the public sector units proposed for disinvestment,' said Shankar in December 1998.

The Bad Faith and Bad Economics of the Golden Handshake

In another major development in October 1998, the Central Cabinet approved a proposal to shut down eight industries which were declared unviable by BIFR and the disinvestment commission, and approved VRS for 11,000 workers employed in these industries. These units are: the Mining and Allied Machinery Corporation, Cycle Corporation of India, National Instrumentation Ltd., Weighburd India, Rehabilitation Industries Corporation, Tanneries and Footwear Corporation, Bharat Ophthalmic Glass Ltd., and National Bicycle Corporation which were declared unviable by BIFR and the disinvestment commission. The VRS in these cases, was used to take on the liabilities of a company before putting it on sale. The government's decision to close down these units became a major rallying point for the central trade unions, who reacted swiftly against this decision. Gurudas Das Gupta pointed out during a parliamentary debate that while the money involved in VRS in these units was Rs 517 crore, their revival would cost Rs 400 crore. 'This is bad economics,' he quipped.

The central trade unions said that since the cost of the VRS is higher than the estimated cost of reviving the units, priority should be given to revive the units and save jobs. Even simple economics suggests this course of action, they asserted. Tapan Sen of CITU cited the example of Mining and Allied Machinery Corporation, which has a workforce of 5,000 workers, the highest among the eight units. There has been no wage revision in this company for the last 12 years. 'Even at the unrevised scales, the government will end up paying a lot more for VRS than the cost of reviving it. Under a West Bengal Government scheme, the revival cost has been estimated at Rs 114 crores,' informed Sen. Weighburd India, he says, could be revived at the cost of Rs 3.2 crore while the cost of VRS was in the region of Rs 15-20 crore. The revival scheme of Bharat Ophthalmic would cost Rs 20 crore while the Government agreed to pay Rs 25 crore for the VRS, added Sen.

Many PSUs wanting to retrench their workers are handicapped due to the lack of funds and government support to offer VRS to their workers. The reported lack of funds made HMT Ltd. devise a 'special VRS' for its lamp division workers. The proposal said that those who opted for it can remain at home with half their pay until such time as the unit receives its due from the NRF and would be considered as having retired voluntarily. However, several companies shied away from a joint venture proposal with the lamp division because of its 530 strong workforce.

Hindustan Copper Ltd. (HCL), which has earmarked 3,000 of its workforce as surplus, is stranded with the VRS scheme due to lack of funds thereby rendering 500 workers idle, at its closed Masobani mine, where it could offer VRS to 1500 workers out of the total strength of 2, 000 workers. Until 1997-98, the total outflow for VRS was Rs 116.57 crore, while it received only Rs 78.73 crore from the government.

Incentives to Opt for VRS

A major issue of discussion in 1998 among policy makers was how to make VRS more acceptable. They realised that to further downsize the PSU workforce, the incentive for

retirement needed more frills. In a recent announcement, the Union Industry Minister, Sikander Bakht, put forward a proposal for the provision of forty- five days wages for every completed year of service or the balance year of service, whichever is less. The proposal further adds that those who have completed thirty years of service would also be eligible for a maximum of sixty months or five years of salary as compensation. The trade unions criticised the proposal as being inadequate, and termed the new changes as cosmetic ones. The provision of about sixty days wages instead of forty- five days, for those who have completed thirty years of continuous service would cover far less than five per cent of the total workforce, the unions point out. A majority of the workforce, the unions say, have completed only fifteen to twenty years of service which entitles them to forty-five days' wages for every year of service and that too, only after the completion of a minimum of ten years of service. Raja Kulkarni, president, National Federation of Petroleum Workers, says, 'the VRS announced by the government is a modern pattern of retrenchment and is going to be accepted only by employees working in hazardous industries like those of chemicals, drugs and fertilisers.' A section of the trade unions demanded that the public sector VRS be made comparable with the private sector ones. H. N. Trivedi, president of the Indian National Cement Workers Union, says, 'when private firms are offering three to four months of salary for every completed year of service, the government should also match the private firms' offer to certain degree. Now, the government has to negotiate with the respective unions for collective bargaining to ascertain the upper limit of payments.' These two unions are affiliated to INTUC, which generally supports the sale of PSUs and has accepted the broad strategy of VRS.

Trade Unions in a Dilemma

The private sector has used VRS to the hilt to circumvent labour laws, which ensures protection against retrenchment of workforce. The Public Sector Units which have adopted this path were also fairly successful. The trade union response to VRS reflects the dilemma facing them regarding this issue. Although most of the central trade unions are unequivocal in their opposition to disinvestment and closure and are opposed to trimming the workforce through VRS, the trade unions' tendency to analyse the issue only in the above terms and not making VRS and downsizing an issue of negotiation, needs critical appraisal. The fact is that, for whatever reasons, in the last six years, about two lakh PSU workers have gone for VRS. The PSUs therefore seem to have been successful in circumventing the negotiating authority of trade unions and can deal with the issue at the individual level, between the management and the worker. In such a situation, the demand for bringing the policy of downsizing and the VRS under the purview of trade union negotiations, becomes all the more important. In fact, the ten-point charter of demands put forward by the Central Public Sector Trade Unions (CPSTU), on which a year-long campaign of public sector workers was based, was devoid of this aspect. This should not be misunderstood as equivalent to supporting VRS and closure, as the opposition to these policies can continue without abdicating any space for negotiation. (**Labour File Article**)

VRS: Views of Government Business Portal

In the present globalised scenario, right sizing of the manpower employed in an organisation has become an important management strategy in order to meet the increased competition. The voluntary retirement scheme(VRS) is the most humane technique to provide overall reduction in the existing strength of the employees. It is a technique used by companies for trimming the workforce employed in the industrial unit. It is now a commonly method used to dispense off the excess manpower and thus improve the performance of the organisation. It is a generous,tax-free severance payment to persuade the employees to voluntarily retire from the company. It is also known as 'Golden Handshake' as it is the golden route to retrenchment.

In India, the [Industrial Disputes Act,1947](#) puts restrictions on employers in the matter of reducing excess staff by retrenchment, by closures of establishment and the retrenchment process involved lot of legalities and complex procedures. Also, any plans of retrenchment and reduction of staff and workforce are subjected to strong opposition by trade unions. Hence, VRS was introduced as an alternative legal solution to solve this problem. It allowed employers including those in the government undertakings, to offer voluntary retirement schemes to off-load the surplus manpower and no pressure is put on any employee to exit. The voluntary retirement schemes were also not subjected to not vehement opposition by the Unions, because the very nature of its being voluntary and not using any compulsion. It was introduced in both the public and private sectors. Public sector undertakings, however, have to obtain prior approval of the government before offering and implementing the VRS.

A business firm may opt for a voluntary retirement scheme under the following circumstances:-

Due to recession in the business.

Due to intense competition, the establishment becomes unviable unless downsizing is resorted to.

Due to joint-ventures with foreign collaborations.

Due to takeovers and mergers.

Due to obsolescences of Product/Technology.

Though the eligibility criteria for VRS varies from company to company, but usually, employees who have attained 40 years of age or completed 10 years of service are eligible for voluntary retirement.The scheme applies to all employees including workers and executives, except the directors of a company. The employee who opts for voluntary retirement is entitled to get forty five days emoluments for each completed year of service or monthly emoluments at the time of retirement multiplied by the remaining months of service before the normal date of service,whichever is less. Along with these benefits, the employees also get their provident fund and gratuity dues. Compensation received at the time of voluntary retirement is exempt from tax under [section 10 \(10C\)](#) of

the [Income Tax Act, 1961](#) upto the prescribed amount upon fulfilling certain stipulated conditions. However, the retiring employee should not be employed in another company or concern belonging to the same management.

The companies can frame different schemes of voluntary retirement for different classes of their employees. However, these schemes have to conform to the guidelines prescribed in [rule 2BA](#) of the [Income-tax Rules](#). The guidelines for the purposes of [section 10\(10C\)](#) of the Income-tax Act have been laid down in the [rule 2BA](#) of the [Income-tax Rules](#). The guidelines provide that the scheme of voluntary retirement framed by a company should be in accordance with the following requirements, namely :

It applies to an employee of the company who has completed ten years of service or completed 40 years of age

It applies to all employees (by whatever name called), including workers and executives of the company excepting Directors of the company

The scheme of voluntary retirement has been drawn to result in overall reduction in the existing strength of the employees of the company

The vacancy caused by voluntary retirement is not to be filled up, nor the retiring employee is to be employed in another company or concern belonging to the same management

The amount receivable on account of voluntary retirement of the employees, does not exceed the amount equivalent to one and one-half months salary for each completed year of service or monthly emoluments at the time of retirement multiplied by the balance months of service left before the date of his retirement on superannuation. In any case, the amount should not exceed rupees five lakhs in case of each employee, and

The employee has not availed in the past the benefit of any other voluntary retirement scheme.

Some companies offers very attractive package of benefits to the employees who opt for VRS. For example, the VRS scheme may also include providing counselling to employees about their future; managing of funds received under the scheme; offering rehabilitation facilities to them, etc.

A company may make the following announcements while implementing a voluntary retirement scheme:-

The reasons behind downsizing the organisation.

The eligibility criteria for voluntary retirement scheme.

The age limit and the minimum service period of employees who can apply for the scheme.

The benefits that are offered to the employees who offer to retire voluntarily.

The rights of the employer to accept or reject any application for voluntary retirement.

The date up to which the scheme is open.

The income tax benefits and income tax incidence related to the scheme.

It should also indicate that the employees who opt for voluntary retirement and accept the benefits under such scheme shall not be eligible in future for employment in the organisation.

Voluntary Retirement Schemes have been legally found to be giving no problem to employers, employees and their unions. But, the retrenchment plans of an organization must be compatible to its strategic plans. Its procedure and reasons for introduction must be discussed with all management staff including top management. One need to identify departments or employees to whom VRS is applicable and thereby formulate its terms

and conditions and also state the benefits that would be available to those who took VRS. Such information should be made available to every employee of the organization, mentioning the period during which the scheme will be open. Also, existing employees might face insecurity because of fear of losing their job too. One of the possible drawback of the VRS is that the efficient employees would leave the company while the inefficient may stay back. Thus it is the /responsibility of the employer to motivate them and remove their apprehensions and fears

Any Chance of weight age for 55 ii C

Director HRD, shri A K Garg has been discussing with Prime Unions on the issue of implementing strictly some of the provisions of CDA Rules 2006. We have yet to get any Official minutes regarding that discussions.

One of the issues that found surface during the discussion was 55 ii c.

“An Employee may also at any time after completion the age of 55 years voluntarily retire by giving 3 months notice to the company.”

All along in our deliberations, the concern was very much on 55 ii b. we paid scant attention on 55 ii c. we do not know at what level the power is vested with to invoke 55 ii b to retire an employee on attaining the age of 55 and we do not know who is the authority to review and revoke that decision.

But 55ii c is an enabled provision for an individual to go on VR on attaining the age of 55 years. There is no extra weight age for getting this pre matured retirement. Now HRD is mooted the idea of offering some sort of weight age up to 5 years for pension and other retirement benefits. As a matter of the fact, the offer is difficult to get implemented as it needs cumbersome procedures at various levels .

We can proudly claim that it is only because of our massive struggle barring BSNLEU, we can able to achieve 37A amendment , having specific assurances to the BSNL absorbed employees, guaranteeing Govt pension from the consolidated fund of India. Initially 37A did not have any VR provision. That provision was later inserted by introducing sub clause 11A.

“A permanent Government Servant absorbed in a PSU or temporary/ quasi permanent Government Servant who has been confirmed in PSU subsequent to his absorption therein, shall be eligible to seek voluntary retirement after completing 10 years of qualifying service with the Government and the PSU taken together, and he or she shall be for pro rata pensionary benefits on the basis of combined qualifying service”

On seeing this insertion, Com O P Gupta on behalf of NFTE started objecting the discrimination showing to us quoting Pension Rules 48A and 48B.

48A 1 **“ At any time after a Government servant has completed 20 years qualifying service, he may, by giving notice of not less than 3 months, in writing to the appointing authority, retire from service”**

48B 1 **“ The qualifying as on the date of intended retirement of the Government servant retiring under Rule 48A... with or without permission shall be increased by the period not exceeding 5 years, subject to the condition that the total qualifying service rendered by the Government servant does not in any case exceed 33 years and it does not take him beyond the date of superannuation”**

Unfortunately both our management BSNL and Owner DOT were not able to clinch the issue and we were told that the Rules 48A and 48B not applicable to the BSNL absorbed employees. BSNLEU was also replied thro the minutes of 13th National Council that the issue of weight age of 5 years was not acceptable to DOPPW.

The question of getting weight age using provisions 48A and 48B could not gain currency in our case. Later, on the recommendations of 6th CPC, GOI has decided and issued order to withdraw the weight age benefit itself.

“Linkage of full pension with 33 years of qualifying service should be dispensed. Once an employee renders the minimum pensionable service 20 years, pension should be paid at 50% of average emoluments received during the last minutes or the pay last drawn, whichever is more beneficial to the retiring employee, simultaneously, the extant benefit of adding years of qualifying service for computing pension/ related benefits should be withdrawn as it no longer be relevant.”

Now our management is mooting the discussion on the basis of their earlier proposal during 2003 NC. If it is pushed as VR Scheme, then Trade Unions are bound to fight it out. VRS as scheme should have some specific period- opening and closing dates. Provision is something different.

If management is ready to amend 55 ii c by adding some weight age provision, then TUs have some role to play to shape it. The weight age proposal should be first decided by the management and Board should give its specific approval for that amendment. The decision of the Board has to be vetted by DOT.

The pension Rules 48 48A are all specifying years of service as 30 years, 20 years etc but not spelling age. FCI staff Regulatory Rules are having provision on the basis of age.

Rule 22 2 ii : **“Employees by giving 3 months notice retire after 50 years. The qualifying service as on the date of intended retirement of the employees of the corporation under this provision shall be increased by a period not exceeding 5 years subject to the condition that the total qualifying service rendered by employees does not in any case exceed 33 years and it does not take him beyond the date of superannuation.”**

This rule has been in vogue at FCI since 26-7-1990 and not withdrawn even after 6th CPC guidelines. In BSNL 55 ii c also specifies age only, not service, as 55 years. The need of the amendment to the provision of 55 ii c may be of this type..

“If any employee voluntarily retires vide 55 ii c, he or she may be considered by giving all the increments, which the official otherwise would have earned by continuing in service corresponding to the age of superannuation. The pensionary benefits including commutation be settled taking into consideration the additional increments “

If this amendment is added as a provision in the Rule 55 ii c, then the individual employee who retires voluntarily on attaining the age of 55 years can get some benefits in his pension. Allowing 55 ii c in CDA Rules, without seeking any benefit like weight age is not good. Trade unions should be in a position to distinguish the question of making some provision and announcement of any scheme.

Seeking and shaping weight age for 55 ii c need not be construed as Violation of Trade union Principle of opposing VR Scheme. Let us discuss and decide things, instead of simply wailing and allowing things after mere protests.

VRS குறித்து MOC க்கு BSNL ன் முன்வைப்புகள் (நமது பார்வையுடன்)

BSNLல் ஊழியர் செலவு வருவாயில் 46.5 சதமாகவுள்ளது. ஊழியரின் சராசரி வயது 49. தற்போதுள்ள (22-8-2011) மொத்த ஊழியர்கள் 2,76,306. குரூப் ஏ- 7705, பி-47314, சி-180389, டி-38579 பிற-2319.

சாம்பிப்ட்ரோடா கமிட்டி, BRPSE ஆகியவை VRS குறித்த பரிந்துரைகளை தந்துள்ளன. போட்டிகம்பெனிகளின் ஊழியர் எண்ணிக்கையை தெரிந்து கொள்ளவேண்டும். ஆனால் நேரடி ஒப்பீடு சாத்தியமல்ல. ஏர்டெல் அனத்து வேலைகளையும் அவுட் சோர்சிங் விடுகிறது . அங்கு ஊழியர் 25000- அவுட் சோர்சிங்கில் 20000 என்றால் 10 லட்சம் இணப்புகளுக்கு 261 ஊழியர் உள்ளனர். உலகத்தரம் வாய்ந்த டாய்ட்சு, பிரிட்டிஷ் டெலிகாம், டெல்ஸ்ட்ராவில் 1000 இணப்புகளுக்கு 2.82, 4.13, 2.82 என்ற அளவில் FL ஊழியர் உள்ளனர். BSNL ல் IT, Sales Mktg, வாடிக்கையாளர் நலன் போன்றவைகளுக்கு போட்டி சூழலில் தேவைப்படும் திறமை வாய்ந்த ஊழியர் இல்லை. எனவே திறமையான இளம் வயதினரை எடுத்திட வேண்டும் என்று பிட்ரோடா வழிகாட்டியுள்ளார்.

புதிய வர்த்தக நடைமுறைகளை BSNL மேற்கொள்ளும்போது 175103 ஊழியரே தேவை. FL பகுதிக்கு 1,34,014 (U-79355 R-54659), WLL பகுதிக்கு 2649, CMTS பகுதிக்கு 38441 (U-23251 R-15190) என்று இருந்தால் போதும்.

மேற்கூறிய அம்சங்களை கணக்கில் கொண்டும் BSNL புத்தாக்கத்திற்கும் 1 லட்சம் ஊழியர்களுக்கு VRS கொடுத்திட முன் மொழிவுகளை BSNL செய்கிறது.

DPEன் வழிகாட்டுதல்கள் 60 நாட்கள் திட்டம், குஜராத் 35 மற்றும் 25 நாட்கள் திட்டம் ஆகியவற்றின் படி தேவைப்படும் நிதிச் செலவு குறித்து கணக்கீடுகளை BSNL தருகிறது. 45 வயதிற்கு மேற்பட்டோர் அனவருக்கும் திட்டம் பொருந்தும்.

60 நாட்கள் திட்டத்தில் 50 வயதுள்ள VRS விருப்பதாரருக்கு NE1 ஊதியத்தில் ஓய்வூதிய பலன்களையும் சேர்த்து 13,47,138 கிடைக்கும். இதில் VRS ஈடு 7,67,648. NE11 விருப்பதாரருக்கு 2846,362- VRS ஈடு

16,19,200. இதேபோல் ஒவ்வொரு ஊதிய நிலைக்கும் உத்தேச ஈட்டுக் கணக்கீடு தரப்பட்டுள்ளது.

இந்தப் பணத்தை வைத்துக்கொண்டு ஊழியர்கள் தங்கள் கனவுகளை தேவைகளை எவ்வாறெல்லாம் நிறைவேற்றிக் கொள்ளலாம் என நிர்வாகம் பட்டியலிடுகிறது. முன் கூட்டியே ஓய்வில் செல்வதால் 75 வயதுவரை காத்திருந்து ஓய்வூதியர் பெறும் கம்யூடேஷன் மீட்பை முன்னரே பெறலாம்.

60 நாட்கள் திட்டமெனில் VRS ஈட்டிற்கு 11276 கோடி தேவை. உடனடி ஓய்வூதிய பலன்களை சேர்த்தால் 18097 கோடி செலவாகும். ஆனால் 1 லட்சம் ஊழியரை முன்கூட்டியே VRSல் அனுப்புவதால் அடுத்து வருகிற 15 ஆண்டுகளில் 35,266 கோடி சம்பள மிச்சமாகும். அடுத்த 8 ஆண்டுகளில் 27076 கோடி மிச்சமாகும்.

குஜராத் திட்டத்தில் VRS ஈட்டிற்கு 8655 கோடி தேவை. உடனடி ஓய்வூதிய பலன்களை சேர்த்தால் 15476 கோடி தேவை. இத்திட்டத்திலும் அதே 35266 கோடி 15 ஆண்டுகளில் சம்பள மிச்சமாகும்.

VRS ஈட்டிற்கு தேவைப்படும் 11276 கோடியை அரசாங்கம் வட்டியின்றி கடனாக தந்துதவ வேண்டும் என வேண்டி நிற்கிறது BSNL. முன்கூட்டியே லட்சம் ஊழியர் பணி ஓய்வில் செல்வதால் கூடுதல் ஓய்வூதிய செலவையும் அரசாங்கமே ஏற்க வேண்டும் என வேண்டியுள்ளது .

நமது பார்வையில்...

தொழிற்சங்கம் என்ற வகையில் VRS எனும் ஆட்குறைப்பு திட்டம் குறித்து நாம் பலமுறை எழுதியுள்ளோம். கவர்ச்சிகரமான பல லகரங்களை பார்த்து ஊழியர்கள் மயங்கலாம். வந்தால் போட்டிபோட்டுக் கொண்டு விருப்பமும் கொடுக்கலாம். VRSல் சென்றவர்களின் கதைகளை நாம் வெளியிட்டு இருக்கிறோம். அனைவரும் சொத்து வாங்கி விடவில்லை. விட்டில் பூச்சிகளானோம் என வாழ்க்கை நொந்தவர்கள் பலர்.

BSNL முன் வைப்புகளில் ஏராள சந்தேகங்கள் எழுகிறது.

- 2012 மார்ச்சிற்குள் லட்சம் ஊழியரை அனுப்பினால் ஊதிய மிச்சமாக 2012-13க்கு BSNL காட்டுவது 3779 கோடி. இந்த மிச்சத்தால் நட்டம் குறையலாமே தவிர இலாபம் வந்து விடுமா- (வருவாய் பெருகாமல்)? VRS தந்துவிட்டால் இலாபம் என்ற உத்தரவாதத்தை தராதது ஏன்?
- லட்சம் ஊழியரை அனுப்பினால் age profile 49 என்பது என்னவாக குறையும். திறமைக் கூட்டிட (Skill set) பொருத்தமான ஆளெடுப்பு என்கிறது BSNL. ஆண்டிற்கு எவ்வளவு புதிய ஊழியர்களை எடுக்கப் போகிறது. அதற்கு ஆகும் ஊதிய செலவை ஏன் சொல்லவில்லை. புதிய ஊழியர்களை எடுக்கப்போகிறோம் என்றால் சம்பளம் மிச்சம் என்பது எப்படி வரும்? DPE வழிகாட்டுதல்படி VRSல் காலியாகும் இடங்கள் ஒழிக்கப்படுமே தவிர அதற்கு ஆளெடுக்க முடியாது. எனவே இருக்கிற திறமையையும் இழந்துவிட்டு புதிய திறமையையும் அடையாமல் மேலும் BSNL வீழ்மே என்ற நமது கவலை நியாயமான ஒன்றே

“12. In implementing the VRS scheme, managements shall ensure that it is extended primarily to such employees whose services may be dispensed without detriment to the company. Care will be exercised to ensure that highly skilled and qualified workers and staff are not given the option. As there shall be no recruitment against vacancies arising due to VRS – it is important that the organization is not denuded of talent. The managements of the PSUs shall introduce the VRS with the approval of their Boards and the administrative Ministries.”

- DOT யிடம் / அரசாங்கத்திடம் BSNL 11276 கோடி வட்டியில்லா கடனாக (VRS ஈட்டிற்கு) கோருகிறது. DPE வழிகாட்டுதல்படி வங்கி கடன் கிடைக்குமா என்பது முதலில் முயற்சிக்கப் படவேண்டும்.

“ 8. Budgetary support will be provided to the marginally profit or loss making enterprises and to the sick enterprises for implementing VRS only in case bank credit is not available. The funds would normally be made available at the beginning of the financial year. However, before seeking budgetary support in cases of unviable/sick PSUs other sources of funding should be fully explored such as asset securitization and bank loans against Government guarantee for funding VRS/VSS.”

தான் தராத 7500 கோடிக்கு BSNLயிடமிருந்து 14.5 சதம் கந்து வட்டி பெற்று வருகிறது அரசாங்கம். கபில்சிபல் 2.5 சதம் வட்டியை குறைக்கமுடியுமா என்று கேட்டதற்கு பரிசீலிக்கமுடியாது என்று blunt ஆக பதிலை தந்தார் நிதி அமைச்சர் பிரணாப் முகர்ஜி.

3. I may also mention that BSNL has adequately been compensated since its inception in the form of dividend relief as well as moratorium on the repayment of principal and interest on the notional loan. Re-imbusement of licence fees and spectrum charges have also been provided as compensation to BSNL towards meeting the operational losses in rural and village public telephony, etc. Further, the pension liability in respect of employees who were absorbed in BSNL is borne entirely by the Government. The actual expenditure on the pensionary liabilities amounted to ₹ 2893.82 crore in 2009-10, while an amount of ₹ 3700 crore in RE 2010-11 and ₹ 3950 crore in BE 2011-12 respectively have been provisioned. BSNL on its part has in fact defaulted on dividend payment to the General Revenues for the year 2008-09, despite being in profit and carrying huge Reserves and Surplus.

அரசாங்கம் 11276 கோடியளவு பெருந்தொகையை கடனாக தருமா அதுவும் வட்டியின்றி தருமா என்பது பெரும் கேள்விக்குறி தான். அப்படி வட்டியோடு அரசாங்கமோ / வங்கியோ தந்தால் 12 சத வட்டி என்றால் கூட வட்டி மட்டுமே ஆண்டிற்கு 1400 கோடியாகும். Salary Head என்பதிலிருந்து Interest Head என்பதற்கு செலவு கணக்கு மாறும் அவ்வளவுதான். இதுவரை கடன் பொறியில் சிக்காமல் தாக்குப் பிடித்து வருகிறது BSNL.

- லட்சம் ஊழியர் VRS ஆல் DOTக்கு/ அரசாங்கத்திற்கு திடீரென பென்ஷன் செலவு பெருமளவு உயரும். BSNLயிடமிருந்து லட்சம் ஊழியர்களுக்காக DOTக்கு போய்சேர வேண்டிய pension contribution as per FR நின்று போகும். இந்த புதிய சூமையை முழுமையாக DOT/அரசாங்கம் ஏற்குமா என்பதும் அய்யத்திற்குரிய ஒன்றே. சூமையை BSNLலும் ஏற்க வேண்டும் என்ற நிலை ஏற்பட்டால் லட்சம் ஊழியர்களுக்கான pension contribution as per FR என்ற அளவிற்கு இருந்தால் கூட என்ன மிச்சமாகும். ஆனால் 2006 உத்தரவு(60%) தலைக்குமேல் கத்தியாக இன்றும் தொங்கிக் கொண்டுதான் இருக்கிறது.
- அனைத்திற்கும் மேலாக மீதியிருக்கக் கூடிய 1,70,000 ஊழியர்களின் Post-VRS Situation தான் தொழிற்சங்கங்களுக்கு சவால்

நிறைந்ததாக இருக்கும்.எவ்வித பலனுமின்றி VRSல் ஈடு வாங்கிச் சென்றவரின் கூடுதல் வேலைப் பளுவை சுமக்க வேண்டியிருக்கும்.. கூடுதலாக வரும் மாற்றல்களை எதிர்கொள்ள வேண்டிவரும். எனவே Post-VRS Situation எதிர்கொள்வதற்கான Strategyயை அலட்சியப்படுத்தாத VRS எதிர்ப்பு இயக்கங்கள் அனைத்து சங்க ஒற்றுமை வடிவத்தில்- முடிந்தால் மனந்திறந்த கலந்துரையாடல்களுக்குப் பின்னர் ஒரே குறிப்புடன் முன்னெடுத்து செல்லப்படவேண்டும்.

17-9-11

VRS என்னதான் கணக்கு?

பெரும்பான்மையாகவுள்ள மூன்றாம்- நான்காம் பிரிவு ஊழியர்களை குறைப்பது தான் VRS திட்டத்தின் முக்கிய நோக்கம். கவர்ச்சிகரமான கணக்கீடுகள் என்பதெல்லாம் மாயை.

ஆகஸ்ட் 22, 2011 அடிப்படையில் மொத்த ஊழியர்களில் A-2.7%, B-17.12%, C- 65.28%, D- 13.96% என்றுள்ளனர். ஏறத்தாழ 80 % ஆக இருக்கின்ற ஊழியர்களை சரிபாதியாக குறைப்பது என்பதுதான் திட்டத்தின் பின்னணி. பிட்ரோடா தெரிவித்த 'மூன்றில் ஒரு பங்கு' என்பதையெல்லாம் BSNL விஞ்சி விட்டது.

வெளிப்பார்வையில் 99700 ஊழியருக்கு VRS- 36 % ஊழியருக்கு VRS என்று முன்வரைவு செய்யப்பட்டுள்ளதாக கணக்கீடு வரும். ஆனால் 99700 ஊழியரில் C மற்றும் D ஊழியர் 91869 என்பதும் B மற்றும் A 7745 மட்டும் தான் என்று அறிய வேண்டும். அதாவது மொத்த VRS எண்ணிக்கையில் 92 % C மற்றும் D ஊழியரைக் குறிவைத்தே திட்டமிடப்பட்டுள்ளது. மீதமுள்ள 8% தான் B மற்றும் A அதிகாரிகளுக்கு ஒதுக்கப்படுகிறது. மிக ஆர்வமாகயிருந்த அதிகாரிகள் சிலர் இதனால் ஏமாறலாம். Non-Executive ஊழியர்கள் 'மாலையிடப்பட்ட பலிஆடுகளாக' மாற்றப்படவுள்ளனர் என்பதை ஊழியர்கள் அறிய வேண்டும்.

45 வயதினருக்கு மேல் தான் VRS என்றும் சொல்லப்படுகிறது. 45 வயதிற்குமேல் 215613 ஊழியர் உள்ளனர். இதன்படி பார்த்தால் 46%

ஊழியர்கள் VRS நோக்கி தள்ளப்படவுள்ளனர். 45 வயதிற்கும் மேல் உள்ள GrC ஊழியரில் 50 % ஊழியர்களுக்கும், GrD ல் 53 % ஊழியருக்கும் VRS திட்டமிடப்பட்டுள்ளது. Gr A ல் 23 %, Gr B ல் 23% திட்டமிடப்பட்டுள்ளது. VRS Ex-gratia என்கிற ஈடு கவர்ச்சிகரமாக காட்டப்பட்டுள்ளது. மிகப்பெரிய வரப்பிரசாதம்- வாராது வந்த மாமணி போல் சித்தரிக்கப்படுகிறது. எளிய மாதிரிக் கணக்கு ஒன்றை மட்டும் நாமும் போடலாம். குஜராத் கணக்கு தான் தருவர் என்பதால் அதைப் பார்ப்போம்.

ரூ 20000 அடிப்படை சம்பளமும் 50% DA வும் உள்ள 30 வருட சேவை முடித்த ஊழியரொருவரின் கணக்கை பார்க்கலாம்.

Basic- 20000

DA 10000

Salary 30000 ஒரு நாள் ஊதியம்= 30000/30=1000

(முதலில் 26 நாட்களுக்கு ரூ 30000 என்று எடுத்துக் கொண்டு ஒரு நாள் ஊதியம் நிர்ணயிக்கப்பட்டது. பின்னர் இதை மற்றி விட்டனர்)

30 வருட சேவைக்கு- 35 நாட்கள்—35*30*1000= 10,50,000

மீதி 5 வருட சேவையிருப்பதாக கணக்கிட்டால்

5 வருட சேவைக்கு- 25 நாட்கள்- 5*25*1000= 1,25,000

= 11,75,000

அதாவது அவருக்கு 11.75 லட்சம் கிடைக்கும். செலவே செய்யாமல் அதை அப்படியே வங்கியில் போட்டு 10 % வட்டி பெற்றால் மாதம் 10,000 கிடைக்கும் என்கிறது நிர்வாகம். அந்த வட்டியையும் அப்படியே சேர்த்தால் 60 மாதங்களுக்கு 6 லட்சம் என்றால் 5 வருடத்திற்குப் பிறகு 11.75 + 6 =17.75 லட்சம் கிடைக்கலாம்.

ஆனால் அவ்வூழியர் VRSல் செல்லாமல் வேலையில் நீடித்தால் பெறப்போகும் ஊதியம் 5 வருடத்தில் 21 லட்சம். எனவே 5 வருடம் கழித்து கணக்குப் பார்த்தால் VRSல் செல்வதால் 5 லட்சம் நஷ்டம் தான் வருகிறது.

ஊதியம்- Ex-gratia கணக்கு மட்டுமல்ல. ஓய்வூதியம் கூட முன்கூட்டியே செல்வதால் ரூ 2000 மாதந்தோறும் அவருக்குக் குறையும். எனவே ஓய்வூதியம், கிராஜூடி, கம்யூடேஷனில் அவருக்கு 3 லட்சம் நட்டமாகும்.

5 வருடம் சேவை பாக்கியுள்ள ஒருவருக்கு முன் கூட்டியே VRSல் செல்வதால் 8 லட்சம் அளவில் நட்டம் தான் வருகிறது. 5 வருடம் வேலை பார்க்கவேண்டும் என்ற ஒரே ஒரு பிரச்சினை தான் அவருக்கு. உண்மையில் வேலையிலிருப்பது என்பது ஓய்வில் இருப்பது என்பதை விட கூடுதல் கௌரவமே.

18-9-11

VRS வங்கி அனுபவம்

IBA எனப்படும் இந்திய வங்கியாளர் தகவல் படி மார்ச் 2000ல் 8,63,188 ஊழியர்கள் இருந்தனர். இதில் 1,26,714 ஊழியர்கள் அதாவது 14.7% VRSக்கு விண்ணப்பித்திருந்தனர். விண்ணப்பித்தவர்களில் 80% VRSல் செல்ல அனுமதிக்கப்பட்டனர். டிச.2001 படி 1,01,300 பேர் 11.7% விருப்ப ஓய்வில் சென்றனர்.

விண்ணப்பித்த 238116 அதிகாரிகளில் 27% (64327), விண்ணப்பித்த 433666 கிளார்க்குகளில் 11% (49010), 191335 sub- staff களில் 12945 பேருக்கும் VRS கொடுக்கப்பட்டது. இந்த VRSக்கு 10000 கோடி செலவானது. வழக்கமான retrenchment ல் முன்பு சொல்லப்பட்ட 15 நாட்கள்/ சேவை ஆண்டிற்கு இழப்பீடு என்பதைத் தாண்டி 4 மடங்கு (60 நாட்கள்/ஆண்டிற்கு) தந்து அமுல்படுத்தினர். இன்றுள்ள தொழிலாளர் சட்டங்கள் படி எவரையும் வெளியில் அனுப்புவது எளிதல்ல. எனவேதான் 'தங்க கைகுலுக்கல்' என்ற பெயரில் நவ 1999ல் வங்கிகள் அறிமுகம் செய்தன.

BPE (தனி ஊழியர் வர்த்தகம்) 1.25 கோடி எனில் 177405 உபரி என்ற முடிவிற்கு வந்தனர். தனி ஊழியர் லாபம் தேசியமயமாக்கப்பட்ட வங்கிகளில் 0.65 என்றால் 1.46 தனியார் வங்கிகளிலும், 5.61 அந்நிய நாட்டு வங்கிகளிலும் இருந்தன. மிகக் குறைந்த profit ratio விற்கு அதிக ஊழியர் இருப்பதே காரணம் என்ற முடிவிற்கு வந்தனர். Manual uploading, pen & ink system தான் கூடுதல் செலவிற்கும் குறைந்த உற்பத்தித் திறனுக்கும் வாடிக்கையாளர் அதிருப்திக்கும் காரணம் என்ற முடிவிற்கு வந்தனர்.

IBA மூலம் VRS சுற்றறிக்கை வெளியிடப்பட்டது.

- 15 ஆண்டுகள் (அ) 40 வயது இருந்தால் VRSல் செல்லலாம்

- 60 நாட்கள் இழப்பீடு
- 5 வருடம் Sabbatical Leave
- VRS மறுக்கும் உரிமை நிர்வாகத்திற்கு உண்டு
- VR -ன் காலியிடங்கள் நிரப்பப்படமாட்டா
- VRS தொகை 2 இன்ஸ்டால்மெண்ட், 50% உடனடியாக 6 மாதம் கழித்து ரொக்கமாக (அ) bonds ஆக மீதி தொகை
- 26 வங்கிகளிலும் சராசரி 5.93 லட்சம் செலவாகலாம் என்ற கணக்கீடு ஆகியவற்றை தெரிவித்து சுற்றறிக்கை வெளியிட்டனர்

18 தேசிய வங்கிகளில் 5373 கோடியும் SBI குழுவில் 2117 கோடியும் ஆக 7490 கோடி VRSக்கு கொடுக்கப்பட்டது. இதைத்தவிர ஓய்வூதிய பலன்கள் சேர்ந்து ₹ 10000 கோடியை செலவு எட்டியது.

அதிகாரிகள் மற்றும் ஊழியர் சங்கங்கள் VRSக்குப் பின்னர் ஊழியருக்கு ஏற்படும் சமூகப் பிரச்சினைகள், வங்கிகளில் ஏற்படப்போகும் பிரச்சினைகள் பற்றி எடுத்துரைத்தனர். ஊழியர், அதிகாரிகள் இல்லாமல் சேவை VRS முடிந்த துவக்க ஆண்டுகளில் பாதிக்கப்பட்டது. மீண்டும் ஆளெடுப்பு கோரிக்கை வலுக்க ஆரம்பித்தது. RBI தனது வழிகாட்டுதல்களை தர நேர்ந்தது.

VRSல் சென்ற 60 சதத்தினர் வாழ்க்கை குறித்த அதிருப்தியையே வெளிப்படுத்தியுள்ளனர். 10 சத ஊழியர்கள் சோதிடத்தை நம்பியும் பெரிய பிசினஸ் செய்யலாம் என நம்பி ஏமாந்த கதையை சர்வேயின் போது தெரிவித்துள்ளனர். பல்வேறு நிறுவனங்களில் VRSல் சென்றோர் அனுபவங்களை ஒலிக்கதிரில் விரிவாகவே நாம் முன்பே எழுதியிருக்கிறோம். பிற துறை அனுபவங்கள் நமக்கு வழிகாட்டட்டும்..

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Thank You
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