



CONFEDERATION OF CENTRAL GOVT. EMPLOYEES & WORKERS

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REF: CONFDN/BUDGET/2016-17

DATED - 07-12-2016

To,

Shri. Arun Jaitley,
Hon'ble Finance Minister,
Government of India,
North Block, New Delhi -110001

Sub: - Submission of Pre-budget Views of Central Government employees for consideration and inclusion in the Central Budget for the year 2017-18 – Request – Regarding.

Respected Sir,

Confederation of Central Government Employees and Workers is the umbrella organization comprising of various Unions/Associations/Federations of the Central Government employees and employees of Autonomous bodies. The above employees are the important segment of the society and contributing for the growth of this country through effective implementation of the policies of the Government of India. Hence, the views of this segment of important stakeholders, I submit, may also be heard and considered. With this request, this organization is bringing the following views for consideration by your good self, as a part of the pre-budget exercise to finalize the budget for the year 2017-18.

Issues of the Central Government employees:

- 1. New Pension Scheme:** Lakhs of employees who joined the Central Government Departments on or after 01-04-2004 are vulnerable to the market fluctuations due to the NPS. It has been pleaded several times to scrap this NPS or grant guarantee of minimum pension at the rate of 50% of last pay drawn. It is requested to concede this request in this budget by making required amendments.
- 2. Income Tax:** It is submitted that Government employees are the most tax compliant segment of the society. At the same time they are the hard hit with heavy tax burden. For the past many years we have been requesting to raise the tax exemption limit. It is requested to consider increasing the tax exemption limit for employees to Rs. 5,00,000/-. It is also requested not to include the compensatory allowances including HRA in the taxable income.
- 3. Interest concession on loans and advances:** Nationalized Banks are extending housing loans, personal loans for their employees at a lesser rate than the market rate. This facility may also be extended to the Central Government employees.
- 4. Education loans to the Children of the Central Government employees:** In the present set up no bank is giving education loans for pursuing higher studies without keeping immovable property as collateral security. One has to cross many hassles for obtaining education loan for his ward. It is requested that education loan for the ward of a Central Government employee should be hassle free and without any guarantee or collateral security except the employee himself/herself. The total loan should cover the entire fee and living expenses without any restrictions.

5. **Minimum Wage & Fitment formula:** The minimum wage of Rs.18000/- recommended by 7th CPC is needed to be revised and enhanced to conform to the realistic and accepted norms of the wage determination. Accordingly the fitment factor should also be proportionately changed.
6. **Curtailement of litigation:** Presently due to the policy of DOP&T the Central Government employees are forced to engage in avoidable litigation in the Courts of Law, even on those similar Service matters, which were decided by the Highest Court of the Land. This is resulting in lot of expenditure to Government employees and to Government. The judgments of the Courts should be applied to all the similarly placed employees without forcing them to file cases on the very same matter.
7. **Compassionate appointments:** The eligible wards of the employees who died in harness should be given employment by removing the present artificial ceiling of 5% on such employment.
8. **Housing needs of the employees working in N.E and Assam Circles:** The employees working in these States are facing hardship due to lack of housing facilities. Hence, it is requested to construct more General Pool Residential staff quarters for all the Central Government employees working in N.E. and Assam regions.
9. It is also requested that cash less and Hassle free Medical facilities to serving and retired employees for in-patient and out-patient may also be favourably considered.
10. **Revision of wages and pension of employees & pensioners of Autonomous bodies:** It is requested that the benefits of 7th CPC may be extended to the employees and pensioners of Autonomous bodies also, at an early date.
11. **Revision of wages of Gramin Dak Sevaks (GDS) of Postal Department and Casual, Part Time Contingent Workers:** The wages of about 3 lakhs Gramin DaK Sewaks of Postal Department and the Casual Part Time Contingent Employees working in various departments are yet to be revised, consequent on revision of wages of regular employees. Request for revision of wages of these most downtrodden section of employees may be considered sympathetically and favourably.

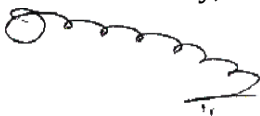
General Issues:

Central Trade Unions in their Memorandum dated 19-11-2016 has brought several issues like price raise, strengthening the Public Distribution System, safeguarding the Public Sector, Foreign Direct Investment, employment generation, Same Pay for Same Work, Social Security for unorganized workers, Labour Law Reforms, regularization of Contract and Casual Labour, which has a bearing on the lives of the common masses, employees and workers. This Federation completely endorses their viewpoint on these important issues and requests you to kindly initiate necessary corrective steps in this Budget.

It is earnestly requested to seriously consider the above suggestions for inclusion in the Budget for the year 2017-18, which will go a long way in fulfilling the long pending aspirations of the Central Government employees.

Thanking you,

Yours Sincerely,



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