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## **Honda Motor cycles Management Denies the Workers' Right to form an Union with Repression and Victimization!**

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The Japanese subsidiary, the Honda Motor cycles and scooters India has a factory at Tapukara (Alwar, Rajasthan) on the Rajasthan -Haryana boarder, besides the plant at Manesar of Haryana and it is the second biggest player in two-wheeler market of India.

Forming an union at this Tapukara plant, is made impossible, as the management vehemently denies the workers' lawful and constitutional right to form a union and making every effort to defeat the hard-earned right of the workers through their sacrifices and struggle during the era of the British colonial rule itself.

Moreover the management ruthlessly exploits the labour-power of its workers with feudalistic methods of supervision and work extraction, even in this modern age of the civilized conditions.

In this Tapukara plant there are 3,000 employees out of which 2,600-2,700 are the plant level workers and the remaining being the managerial staff. Out of the 2,700 workers only 470 are the permanent workers, while the rest are contract, casual, and trainee workers. While all types of the workers do the same work with the same work-load the permanent workers are paid with around Rs. 26,000 a month, the non-permanent workers are paid only with around Rs. 14,000 a month. At the inception of the plant, the management promised the non-permanent workers that it would make them permanent after three years. But after three years it extended the time by 6 more months.

The workers at this plant have applied to the authorities on 6<sup>th</sup> August 2015, for the registration of a union formed by them. This move of workers forming their union was digestible to the management and with this attempt to form a union the management started intimidating and victimizing the workers with various unfair labour practices. It started forcing the workers to do over-times. In the first week of Feb.2016, it has suspended 4 permanent workers who are organizing the formation of the union. It resorted to retrenchment of around 800 active contract workers.

On 16<sup>th</sup> Feb, an Executive Engineer (supervisor) physically attacked a contract-worker at the work spot (paint shop) forcing the physically unwell (sick) worker to work over time for the fourth consecutive day.

This inhuman attack of the supervisor goaded the workers in to a sit-in-strike at the work place itself. All categories of workers joined in to the agitational action.

Immediately the management has drawn the police forces and its hooligan bouncers in to action who inhumanly attacked and beaten the agitating workers.

On 19<sup>th</sup> February, 3,000 workers of HMSI and of other factories marched on to Honda Head Quarters at Gurgaon and demanded that the attacks on their dignity must be ended and working conditions be improved.

On the same evening, instead of any positive action the leadership was immediately abducted at the behest of the management, the assembled workers were brutally lathi-charged and repressed by joint police forces of Rajasthan and Haryana.

The hounding and arresting of agitating workers is continuing and implicating them in to false cases of attempt to murder rioting, looting is going on.

The management also had, through some of its supporting staff managed to obtain a 'stay' from a court on the formation of the union that applied for the registration. Mean-while it is making all possible efforts to stall the process of forming the union influencing workers who had earlier favoured formation of the union.

Though the unions in the Automobile industry are in support of the demands of Rajasthan plant workers for the re-instalment of terminated workers, punishing the attackers of the workers, to agree for the formation of the union and for regularizing the services of casual, contract and trainee workers completed their 3 yrs of service, the management adamantly refuses to heed the just demands of the workers. The state governments of Haryana and Rajasthan are siding with the Honda management along with their labour departments. Even the courts which are supposed to render justice are legalistically favouring the Honda management, without examining the merits of the causes of workers that forced them to enter in to agitational path.

This is how the 'foreign capital' that is supposed to bring-about economic and social development in India as being touted by the rulers, is playing havoc with the lives of workers, that create and increase its wealth and which has been earning super-profits in the Indian markets opened to their advantage, through the sales of its two-wheelers produced by the workers of India!