



# INDIA CFDT NEWSLETTER

## COMMIT TO EVERYONE, ACT FOR ALL!

### Summary

1. **Creation of CFDT India Section**
2. **The CFDT is actively committed to improving the salaries and working conditions of our local staff**, which have been neglected for too many years!
  - A. **Creation of working groups**
  - B. **Review of Transport and Housing allowances**
  - C. **Review of the salary Pay Band**
  - D. **Review of internal regulations**

### Join us!



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New Delhi's Team



### Creation of the new CFDT India section!

On May 7th, 18 members of the CFDT-MAE from Pondicherry and Delhi met via video conference to hold their extraordinary general assembly. They unanimously voted to establish a CFDT India section, which will have jurisdiction over the entire Indian territory.

### 2. Current issues

This new CFDT-MAE section aims to address several key issues, including:

- **The revaluation of ADL salaries ;**
- **Updating the internal regulations to comply with local law ;**
- **Taking into account employee concerns regarding ongoing construction and accommodations in staff quarters ;**
- **Potential closures of certain visa sections.**



Pondicherry's Team

## **2.A. Creation of Working Groups :**

In April, our **CFDT representatives initiated the creation of two essential working groups**: the first focused on the review of the **salary framework** and the second on **updating the internal regulations for local staff (ADL)**. The administration approved these requests in early May. The first work sessions took place on May 21 and June 4, with representatives from the CFDT, the SGA, the IFI, and other staff delegates present. A working group on the Single Document for the Assessment of Occupational Risks (DUERP) met on May 17.

**To effectively progress in the review of salaries as well as Transport and Housing allowances (HRA), the CFDT advised the administration to engage a private service provider**, who has already conducted this type of audit for other embassies. The administration has committed to following this recommendation. The selected consulting firm will be tasked with thoroughly reviewing the transportation and housing allowances and conducting a salary evaluation as soon as possible.

## **2.B. Review of Transport Allowance and House Rent Allowance (HRA) :**

**For the past 14 years, Transport Allowance and the House Rent Allowance (HRA) have not been re-evaluated, despite a significant increase in the costs of gasoline and rent, which have more than doubled during this period.** It is crucial to review these allowances, especially since they benefit from tax exemptions. The consulting firm hired will be tasked with presenting its findings within the next two months, so that the embassy's recommendations can be incorporated by the HR department in the preparation of the 2025 budget.

## **2.C. Salary Framework Review :**

**The salary structure has not been adjusted since 2010, making it essential to update it. The commissioned consulting firm will evaluate salaries by considering not only job descriptions but also the seniority of employees, with particular attention to those who have accumulated many years of experience.** However, it is important to note that the proposed adjustments can only be implemented starting in 2025.

## **2.D. Review of Internal Rules and Regulations :**

**The CFDT has highlighted the importance of compliance with the standard employment contract issued by the Ministry of External Affairs (MEA), a necessity that the administration has acknowledged.** According to this contract, the work duration is set at 7 hours and 30 minutes per day, spread over five days per week. Any time worked beyond this must be compensated at double the rate. The contract also stipulates that employees are entitled to an annual minimum salary increase based on the consumer price index.

Furthermore, it is arranged that local staff benefit from locally observed public holidays, 12 casual leave days per year, and the option to carry over up to 120 days of unused leave. **The CFDT has proposed several other amendments to better align the internal regulations with local laws**, thus ensuring greater equity and regulatory compliance for all employees.