

Electricity Employees' Federation of India

8th National Conference, 18-20 August, 2017

Habibulla Nagar : Murari Bose Manch, Hyderabad, Telengana

Action Programme on demands of Workers in the Electricity Generation Transmission and Distribution (Contract/Casual/Outsourced/Franchised & Regular workers) as adopted

Conference had a special session on 19th August for development of Action Plan through discussion on demands of Electricity Workers engaged in Generation, Transmission and Distribution through contract / casual / outsourced / franchisee including specific demands of regular workers. During this session Resolutions on **“Implement Equal Wage and Benefits for Equal Work”** and on **“Formulation and Implementation of Specific Schedule for Electricity Workers within the Ambit of Minimum Wages Act, 1948”** were moved.

After presentation of above two resolutions, General Secretary proposed an Action Plan inviting suggestion for development of long drawn movement to achieve the goal of regularization of workers engaged in various irregular ways like casual, contract, outsourced, franchised and many other forms and means. EEFI conducted a survey throughout the country on contract / casual workers in Electricity Industry 5 years ago. State and industry wise struggle on the issue of the contractor workers in perennial nature of jobs were resorted to. A National Convention on the demands of contract workers was organized at Delhi on 31st August, 2012.

It has been mentioned in the report that EEFI Working Committee from its meeting held on 23rd July, 2016 decided that series of campaign will be planned with the target of converting campaign into agitation towards culminating **END CONTRACTORISATION DAY ON 25TH OCTOBER, 2016**. All EEFI affiliates and associates submitted Memorandum to the head of utilities. As a matter of fact and coincidence that on the day next i.e 26th October, 2016 Hon'ble Supreme Court passed an order in a long pending case to direct the employers as well Government to implement the **“EQUAL WAGE FOR EQUAL WORK”** as per direction of Constitution of India as well existing Labour Laws. Off course, our struggle has obtained support of Apex Court. But we also understand that employers will not easily accept this direction, as they have so long defied the conditions of License issued within the provisions of the Contract Labour (Regulation and Abolition Act), 1970 and rules thereof.

On the part of EEFI Centre, full Text of the 102 Page Apex Court order was collected and copy was circulated to all organisations, Office Bearers and Working Committee members of EEFI par e-mail on 29th October with guidance as follows:

“You have noted through Press News the Supreme Court Judgement Dated 26/10/2016 on Civil Appeal No. 213 of 2013 in the matter of State of Punjab & others Vs. Jagjit Singh & Others. Hon'ble Jagdish Singh Khehar, J and Hon'ble S A Bobde, J has passed a mandatory order upon the employers towards payment of Equal Pay for Equal Work to all the Casual / Contractual / Temporary workers. Equal word has been amply clarified and stressed that Equal means equal to regular employees of the employer concerned. In order to dispel the bureaucratic ambiguity Apex Court has prescribed that at least lowest Scale of Pay should be paid to all these categories of workers.

Copy of the voluminous 102 Page order is attached hereto for your perusal and submission of memorandum enclosing the copy of the order to heads of all power utilities, wherever there are contract / casual / temporary workers.

You might have noted that EEFI observed END CONTRACTORISATION DAY ON 25th October. Incidentally the Supreme Court Order has been issued next day. We shall have to translate it into reality. Contract System in regular job must end if the employers are to pay equal pay for all the workers.

All our organisations and their lower level units will submit the memorandum addressed to the head of the power utility through local officers. State level memorandum should be submitted by 4th November to create immense pressure to the Power Companies.”

Some of the union submitted the demand on **EQUAL WAGE FOR EQUAL WORK** on the backdrop of Supreme Court Judgment but copies have not been endorsed to EEFI Centre. Weakness on the part of our organisations was observed. This weakness should be averted in future.

In the course of advancing the movement, EEFI organised a National Convention on **EQUAL WAGE FOR EQUAL WORK** at Delhi on 27th April, 2017. On the same day, an EEFI delegation led by Com Tapan Sen, MP met Labour Secretary, Government of India and handed over a memorandum addressed to Labour Minister along with a copy of the adopted Resolution. Chief Labour Commissioner (Central) has started conciliation upon the dispute. First meeting was held on 23rd May in his office chamber. All Central sector Power Utilities have been asked to submit detailed report on compliance by CPSUs, status of Contract workers with List of Contractors, Nos. of workers engaged by them with nature and category of jobs assigned to them, Rate of wages and benefits for the contract workers and Nos. of regular Workers of each and every establishments of the Central Power Utilities. The next conciliation meeting was decided after one month but not yet scheduled. We have sent reminder.

General Secretary explained the importance of documentation on struggle of the workers. The struggle has various forms. When the workers are organizing rally the strength of the mobilization is important. But after submission of memorandum to appropriate authority, copies of the memorandum are to be transmitted to the higher levels of the organization, so that the State and National body of the organization may put forward the demand to all constitutional authorities to impress upon them the gravity of the situation. Capitalist media do not focus on the fomentation and grievance of the workers. Hence, presentation of documents is very much essential. On completion of different phases of struggle sometimes, we may seek intervention of National and International Authorities looking into the interest of the workers. All these intervention, besides legal struggle require documents. Hence, documentation is very much important. The action plan proposed has emphasized transmission of documents up to EEFI National Centre.

After presentation of the General Secretary, 24 delegates took part in the discussion and affirmed their determination to go ahead on the path of struggle. Decision arrived upon :

1. Draft memorandum will be prepared by EEFI Centre. Besides the common demands of Contract/Casual/Outsourced/Franchised workers, vital issues related to regular workers of the utility concerned should be included in the memorandum.
2. National Demand Day will be observed on **25th October 2017** all over the country through submission of Memorandum Addressed to the Chairman of the Electricity Organisation/Company/Corporation with **mobilization of workers at Sub-division level**.

Copies of Memorandum are to be sent to:

(A) Labour Department of Appropriate government at the local level.

(B) Union's State Centre

(C) EEFI, National Centre at Delhi (Signed copy should be sent by post in addition to E-mail).

3. Division level Demonstration with mobilization of Workers' on 7th December, 2017

Memorandum to be submitted addressed to Chairman of the power sector utility.

Copies of Memorandum to be sent to:

- A) Labour Department of Appropriate government at the local level.
- B) Union's State Centre.
- C) EEFI, Delhi (Signed copy by post in addition to E-mail).

4. District/Circle level Demonstration will be organized on 10th January, 2018

copies of Memorandum to be sent to:

- A) Labour Department of Appropriate government at the District level.
- B) Union's State Centre
- C) EEFI, National Centre at Delhi (Signed copy should be sent by post in addition to E-mail).

5. **Public Contact (Jan Sampark) with other mass organisation from February 2018**

All these Programme should be in association with other mass organization. All other National Federations of Electricity Workers and Employees will be approached for their involvement in the movement.

Campaign Material :

Circulation of Hand Bill/Poster, Banner with the Demands of Electricity workers & as well consumers. Exposing Govt's obnoxious relation with Adani - Ambani, Tata – Goenka & Private Power Sector organization. Objects of Electricity (Amendment) Bill, 2014

Main content will be prepared and circulated from EEFI Centre. Those are to be translated into local languages for wide circulation among peoples of all walks of life.

Mass signature campaign in support of our movement against National Energy / Electricity Policy, Electricity (Amendment) Bill, 2014 as well opposing exploitation of Electricity workers and transfer of Energy Resources to profit monger private companies. Text of the petition addressed to Hon'ble Chief Justice of High Court and Hon'ble Chief Justice of Supreme Court will be prepared and sent by EEFI National Centre. Translation and printing in local languages should be done by the State concerned.

6. 15th March, 2018

State level Demonstration Memorandum Addressed to Chief Minister of the State copies to

- A) Prime Minister
- B) Labour Department of Appropriate government at the state or central level.

C) Union's State Centre

D) EEFI, National Centre at Delhi (Signed copy should be sent by post in addition to E-mail)

7. 1st/2nd May, 2018 (Sub Division/Division/State level, as decided by the Union)

Memorandum to Prime Minister :

Copy to Chief Minister of the State

Copies of Memorandum to be sent to:

A) Labour Department of Appropriate government at the state level.

B) Union's State Centre.

C) EEFI, National Centre at Delhi (Signed copy should be sent by post in addition to E-mail).

8. 1st June, 2018 (Sub Division/Division/State level, as decided by the Union)

Appeal to Chief Justice of the High Court and Supreme Court through Demonstration at local level.

Copies of petition signed by people and Electricity workers addressed to Chief Justice concerned will be deposited by the State / National leaders to Registrar of High Court and Supreme Court.

9. 15th June, 2018

Notice of cease work on 1st August 2018 will be submitted by the unions concerned. Text will be prepared and sent from EEFI Centre.

10. National level Cease works on 1st August 2018.

Review & Decision on further intensive Action