

1st Power Women Convention



Electricity Employees' Fedaration of India



14th October 2023

Madras Kerala Samaj Hall, Chennai, Tamil

Indian Context

In the Indian modern country is emerging as a global power but for half of its population, the women across the country, struggle to live life with dignity continues. The struggle for and the road to women's emancipation



have to go through gender and class oppression under capitalism as coming from different roots and producing a form of oppression of proletarian women as well as working women. The RSS led Modi government wanted Constitution of 'Manu Shriti' which reflects the ideology of keeping women in their homes and treating them as a machine of reproduction. All the so-called Schemes of Central Government like "Beti Bachao, Beti Padhao", "Woman help line scheme" can be easily derived as nothing but flaunting for the women. The intention of the Government can be easily understood from the concealment of the Manipur incident, Uttar Pradesh incident and the list goes on. Sexual harassment in the workplace is increasing at an increasing rate due to absence of proper vigilance and influence of political shadow.

1st Convention Backdrop

Since the formation of EEFI in 1984, it took almost 40 years to form our Women's' Sub Committee. The 9th Conference held in Chandigarh on 2022 October 13-15 took this historical decision and decided to organise the women workforce in order to protest against barbaric exploitation upon women workers. Today, in India, the BJP -Modi led union government while forming the labour codes, in



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support of their capitalist friends, has raised the working hours to 12 hours, removed bar on night shift, thus the health of women employees has been put to a big question. The issues like equal remuneration, equal

opportunities in promotion, Maternity leave, creche, Separate toilets for women employees, Conditions of compulsory night work, Sexual harassment Complaint committees at work, should be addressed by the trade unions and proper movements should be organized. In this context in our 2nd Working Committee Meeting held in Amravati, Maharashtra a Sub Committee was formed.

Array of the Convention

The 1st historical convention began with flag hoisting by the Vice President of EEFI comrade Bela Patra and after paying tributes to the martyrs, convention started. The Condolence resolution was presented by Com. Jasmine Banu and welcome note by EEFI Secretary Com. Vijayalekshmi. Different committees were elected with convenors – Com. K. Indira (Minutes committee), Baishakhi Kundu (Credential committee). The Presidium of the convention included one representative from each participating state. The Convention was inaugurated by the Senior leader and the Working



President of EEFI and also the National Secretary of CITU, Com. Swadesh Dev Roye in the presence of The EEFI President Com. Elamaram Kareem M. P., AICCWW Convenor Com. A. R. Sindhu, EEFI General Secretary Com. P. N. Chowdhury and other leaders of EEFI. 15

delegates participated in the discussion. Representation from 7 states – Tamil Nadu, Kerala, West Bengal, Andhra Pradesh, Telangana, Pondicherry and Haryana – and 10 unions was the highlight of the convention.

Inaugural Speech



Com. Swadesh Dev Roye inaugurated the convention and quoted B T Ranadive and E. Balanandan, the founder leaders of CITU and EEFI and emphasised the role of women in trade union movement and how BJP led ruling government trying hard to convert our nation onto Hindutwa agenda quoting Manusmriti concepts. He emphasized to organise more women strength by bringing them in the leadership to fight against the oppression and motivated the delegates to open up their minds.

Presentation of report

The report was placed by the Convenor Com. Deepa K. Rajan which included a comprehensive global, national context of working-class scenario as well as industry and present



challenges. The detailed status of women as per World Economic Forum, Global Gender Gap Report, Labour Market and Working Conditions of women were also detailed in the report. The available data of working women in power sector was also presented. The work report of existing women sub committees in Tamil Nadu, Kerala and West Bengal were also included

Key words By A. R. Sindhu

The All-India Co-ordination Committee of Working Women Convenor of CITU Com. A. R. Sindhu gave the Key Note address of the Convention. She elaborated on the unpaid and under paid work of women in India, work place discrimination, violence against women and the working class approach on these issues.

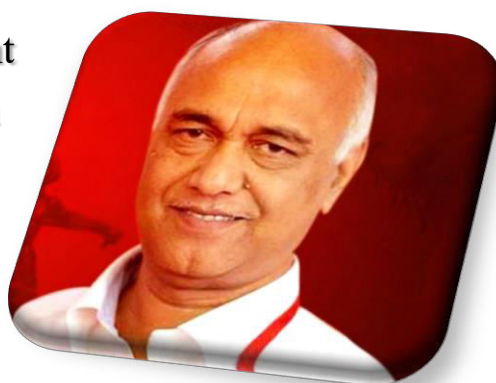


Greetings by The President and The General Secretary



The EEFI President Com. Elamaram Kareem greeted the convention and explained the political situation in India and why

BJP should be defeated in the 2024 Parliament Elections. The General Secretary of EEFI Com. P. N. Chowdhury also greeted the first Working Women Convention of EEFI.



Deliberation on Report



Demands

1. Immediate measures for addressing unemployment; Special employment scheme for women.
2. Immediate increase in budget allocation for MNREGA. Ensure 200 days' work in MNREGA @Rs600 per day. Extend to urban areas. Clear all arrears of wages.
3. Immediately increase budget allocation for basic services schemes. Regularise scheme workers – Anganwadi, ASHA, Mid-Day meal workers and other scheme workers as workers/employees; Pay Minimum wages and social security as per the recommendations of 45th ILC, immediately.
4. Arrest Price Rise. Withdraw the increase in the prices of cooking gas and other petroleum products. Ensure free ration including all essential items to all and income support of Rs.7500 per month to all non-tax paying families.
5. Recognise women's work as workers and farmers; include women's unpaid and underpaid work in the GDP. Take specific measures to reduce women's unpaid work such as provisions for adequate water to each household, subsidized cooking gas, arrangement for childcare (crèches) and elderly care etc.
6. Ensure equal wages for equal work for women in all sectors; ensure maternity leave and benefits to all working women.
7. Legal measures to promulgate amendments in all laws for joint pattas including under Forest Rights Act to ensure women's land rights. Special priority to single women headed households including widows, abandoned and deserted women. Women farmers must be included in all government schemes for farmers.
8. Strict implementation of POSH Act in all workplaces
9. Take effective measures to prevent violence against women; implement Justice Verma Committee recommendations
10. Enact Act to provide 33% reservation for women in all legislative bodies at the earliest
11. Withdraw the Labour Codes
12. Stop Privatisation of PSEs and Services; Scrap NMP
13. Ensure quality public health services to all

Future course of Action

A women sub – committee was formed in the national level and formulated the task plan. All unions under EEFI should form the working women subcommittee where there it is not formed. The elected convenor of subcommittee shall be co-opted as the Office Bearer of the union. An Action Day shall be observed after 3 months demanding important issues like maternity benefits, creches for children, toilet facilities etc., for all power sector women especially the contractual workers. A meeting of the newly formed committee shall be convened after 2 months.