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CIRCULAR

The EEFI Working Committee met on 30–31 August 2025 at Ooty, Tamil Nadu. The meeting was attended by 36 out of 55 members and 3 invitees. Fifteen leave applications were accepted.

The meeting was presided over by Com. E. Kareem, President, EEFI. The EEFI Working Committee paid homage to Com. V.S. Achuthanandan, a staunch leader of the working class and Ex-Chief Minister of Kerala. The Working Committee also paid tribute to people who died in imperialist aggression, natural calamities, and industrial accidents across the world.

In his Presidential speech, Com. E. Kareem highlighted the current international and national situation, centering on the imperialist tariff war, trade agreements, and the attack on labour, public sector utilities, and natural resources unleashed by the Central Government. He specifically described the role of EEFI in fighting for workers' and people's rights and in protecting the democratic space of our country.

The General Secretary, in his report, presented a brief on some crucial developments taking place in our country. The report mentioned the Comprehensive Economic Trade Agreement (CETA) and the Trade and Economic Partnership Agreement (TEPA) signed by India with the UK and European countries, which will impact India's critical mineral sector, dairy and agricultural products, textiles, and other industries.

The recent amendment to the MMDR Act (2025) is a blatant attempt to hand over India's mineral wealth—including critical and strategic minerals essential for energy transition, electronics, and defence—to private and foreign corporations. This move will not only enrich a few big players like Adani, Vedanta, Tata, and foreign mining giants, but also undermine the country's sovereignty over critical minerals, marginalise public sector enterprises, and devastate tribal communities and workers who depend on mining regions for survival.

Adding to that, the government's move to open up India's nuclear power sector to private and foreign capital marks a further dangerous attempt to dismantle one of the last bastions of public control over strategic resources.

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By amending the Atomic Energy Act and weakening the Civil Liability for Nuclear Damage Act, the state is preparing to hand over nuclear power generation, uranium mining, and even small modular reactor projects to corporate monopolies like Tata, Jindal, Vedanta, and likely the Adani Group, while inviting foreign investors with phased FDI. To sweeten the deal for foreign players, the government is working to dilute supplier liability and shift responsibility onto operators and an insurance pool—effectively absolving big companies of accountability in the event of nuclear accidents, while people bear the risks. The ₹20,000 crore “Nuclear Energy Mission” announced in the 2025–26 Budget, along with permissions for private uranium mining and imports, is nothing but a subsidy-driven push to privatise profits while socialising risks.

The Modi-led Government, which has paused the implementation of the labour codes for the time being, is pressurising state governments to amend prevailing labour statutes in tune with the provisions of the labour codes. As of now, the Factories Act has been amended by 31 states to allow night-shift work for women, by 19 states to increase the threshold limits of workers in factories with power from 10 to 20 and without power from 20 to 40, and by 12 states to enhance quarterly overtime limits. The Industrial Disputes Act has been amended by 20 states to increase the threshold limit for prior permission for layoff, retrenchment, closure, and lockout from 100 to 300. The Employment Standing Orders Act has been amended by 25 states to allow fixed-term employment. Labour laws have also been amended by 25 states to allow compounding of offences.

India’s largest IT company, Tata Consultancy Services (TCS), is in the process of retrenching 2% of its global workforce, i.e., over 12,000 employees across India. This sudden attack has been unleashed upon the workforce at a time when TCS reported consolidated revenue growth of 6.0% year-on-year and acquired the industry’s highest operating profit margin.

We have to take serious note of the ongoing attacks, intimidation, and harassment being meted out against Bengali-speaking migrant workers in various parts of the country, particularly in BJP-ruled states, under the guise of tracking down illegal foreign nationals. It is a calculated and dangerous attempt to demonise a vulnerable section of the working class, unleash direct assaults on their lives, security, jobs, and livelihood, and further the communal agenda of the BJP government.

In this situation, we must stand with these hapless migrant workers, build solidarity actions, and demand that all state governments ensure the safety and dignity of all migrant workers and uphold their constitutional rights, including the right to adequate housing and protection from forced evictions.

The Election Commission’s SIR (Special Intensive Revision) of voter rolls is nothing less than a voter-suppression scheme masquerading as an electoral “clean-up”—deployed strategically ahead of the Bihar elections to disenfranchise marginalised communities, migrants, and young voters while shielding the ruling elite’s hold on power.

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By demanding submission of up to 11 hard-to-obtain documents—excluding even Aadhaar, ration cards, or voter IDs—the ECI has erected bureaucratic barriers that disproportionately impact the poor, infirm, and transient populations. The process has already led to the removal of a staggering 6.5 million names from the draft voter list, a mass deletion that smacks of institutionalised vote theft. The Supreme Court's rebuke—ordering full disclosure of deleted names, allowing Aadhaar and EPIC as valid documents, and demanding the ECI accept objections—is a damning indictment of the EC's overreach and partisan operation.

In another dangerous move, the Modi government is introducing three bills to oust the Prime Minister, Chief Ministers, and other ministers after 30 days in custody, which underlines its anti-democratic tendency to circumvent established procedures of law. Given the neo-fascistic tendencies of the present government, this will obviously be used as a weapon to target opposition state governments.

Reporting of the ongoing struggle: The EEFI Working Committee congratulated the striking workers of NTPL Power Plant of Tuticorin, Tamil Nadu, for their valiant victory after a 29-day strike. After a long struggle, they called off the strike with a ₹90 per day wage hike.

Consistent struggle is going on in Himachal Pradesh, where electricity employees, pensioners, and consumers are mobilising thousands of people in every district. In retaliation, the management victimised our leadership, including the General Secretary of the union. But with indomitable spirit and conviction, the employees stood strong and compelled the Chief Minister to sit with them for negotiation.

The Joint Action Committee of Punjab electricity unions, led by our leadership, started a mass casual leave agitation for three days from 11 August 2025. The strike was massive. During the strike, the Finance and Power Minister negotiated with the employees, and we achieved a good agreement, including for contract workers.

The UP struggle has been going on for more than 250 days. The consistent struggle of UP employees compelled the Ministry and management to talk with them, but till now they have not withdrawn their privatisation plan. The employees and engineers have threatened that if the Government floats the tender, there will be en masse court arrests by the employees and they will bring the UP Power Sector to a standstill.

The meeting reviewed the implementation of the adopted tasks and framed the future course of organisational and movemental actions.

Highlights of the Industrial developments: A detailed note on industrial developments was placed and discussed in the meeting. The Working Committee expressed severe concern over the rapid privatisation attempts in the electricity sector unleashed by the Central and several State Governments.

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The Working Committee congratulated the valiant struggle of Uttar Pradesh power employees and engineers, who have been successfully resisting the blatant privatisation attempts of state/public power utilities for the last nine months. Any further escalation in privatisation attempts in Uttar Pradesh will be fought with resounding agitation all across the country.

The meeting noted that the power situation is taking a more grievous and complex shape every day. Adani Energy Solutions Ltd. formally incorporated a wholly owned subsidiary, Adani Electricity Puducherry Ltd., on 26 August 2025. Undoubtedly, the incorporation of Adani Electricity Puducherry Ltd. is directly linked to the privatisation of the Puducherry Electricity Department.

The Union Government had already announced its plan to privatise electricity distribution in all Union Territories. By creating a separate subsidiary for Puducherry, Adani has effectively set up a corporate vehicle to take over the distribution business once the privatisation process is completed.

On the other hand, the push for parallel power distribution licensing has intensified in Maharashtra, with private players like Torrent Power, Adani Electricity, and Tata Power aggressively seeking entry into multiple regions. Torrent Power has taken the lead with applications covering Nagpur, Pune, Mumbai suburbs, Thane–Palghar, and Vasai–Virar. Adani Electricity Navi Mumbai Ltd. has applied for a licence covering Thane, Navi Mumbai, Panvel, and adjoining areas, and Tata Power has submitted applications for Pune, Nashik, and parts of the Mumbai Metropolitan Region. The battle over parallel licensing is now shaping up as a defining moment for Maharashtra's electricity sector, and it is clear that the Central and several State Governments are desperate to privatise public electricity distribution utilities in various modes.

The transition to renewable energy has also taken a very contradictory form in India. India achieved 50% of its installed electricity capacity from non-fossil fuel sources on 30 June 2025. At the same time, Rajasthan curtailed 4 GW of solar capacity since March; industry incurred losses of up to ₹250 crore. This curtailment is due to transmission constraints and congestion in existing lines. The problem is widespread, with Punjab also experiencing high curtailment rates (up to 44%), and similar challenges exist in Tamil Nadu and Karnataka due to transmission limitations.

But this much-touted "green transition" is not primarily environmental. The focus is on massive IPOs and corporate investments, creating new avenues for capital accumulation. The real beneficiaries are not ordinary citizens but large corporations winning multi-billion-rupee Engineering, Procurement, and Construction (EPC) tenders and securing exclusive rights to projects. This "green capitalism" replaces public sector dominance (fossil fuels) with private players (renewable energy giants), rather than empowering communities to control their own energy production.

It is true that the Ministry of New and Renewable Energy (MNRE) has notified amendments to the guidelines for implementation of the PM-Surya Ghar: Muft Bijli Yojana for the component of central financial assistance (CFA) to residential consumers.

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However, a study of the solar market clearly shows who is benefiting from it. Tata Power, through its solar and renewables arms, recorded its highest-ever revenue of ₹64,502 crore in FY 2024–25, with a profit of ₹5,197 crore, driven by a 48% rise in renewables earnings and robust growth in rooftop solar, where it holds nearly 20% of the EPC market. Its rooftop and module manufacturing segments also saw sharp increases in profit, making Tata Power the clear market leader.

Adani Green Energy has emerged as another dominant player, posting a 31% rise in profit to ₹824 crore in Q1 FY 2025–26, backed by higher energy sales and improved capacity utilisation in both solar and wind projects. On the manufacturing side, INA Solar (Insolation Energy Ltd.) reported revenues of ₹1,334 crore and net profit of ₹126 crore in FY 2024–25, more than doubling year-on-year, and is rapidly expanding its module and cell capacity, which is essentially assembling with Production Linked Incentives (PLI) from the Central Government. Meanwhile, ReNew Energy Global, with more than 10 GW of renewable assets, continues to be a major developer. Together, these companies highlight how India's energy transition is nothing but a transition to a private power ecosystem. On top of this, the technical and financial burden imposed on public sector DISCOMs due to fluctuating and sporadic RE integration into the grid is crippling and will subsequently privatise the DISCOMs.

Equally crucial is the formal recognition of Virtual Power Purchase Agreements (VPPAs). A VPPA is essentially a financial contract between a renewable energy developer and a corporate buyer, structured as a contract-for-difference. In this arrangement, the renewable project generates electricity and sells it directly into the local wholesale power market at the prevailing market price. The corporate buyer does not physically receive this electricity; instead, the actual electricity flows into the grid and is consumed by whoever is connected.

If the wholesale market price at that time is lower than the strike price, the buyer pays the developer the difference to guarantee the developer's revenue. Conversely, if the market price is higher, the developer pays the buyer the difference, allowing the buyer to benefit financially. Along with this, the Renewable Energy Certificates (RECs) or other environmental attributes generated by the project are transferred to the buyer, enabling them to claim renewable energy usage in their sustainability reports, even if their actual operations continue to draw power from fossil-fuel-heavy grids. VPPAs are financial contracts that allow large corporations—notably big tech firms and multinational companies—to claim "green energy" credentials without actually purchasing clean power directly.

Along with this, the National Stock Exchange (NSE) has launched monthly electricity futures contracts. The new contracts are aimed at facilitating price discovery and providing hedging tools for power generators, distribution companies, and large consumers. On the first day of trading, more than 4,000 contracts were exchanged, representing around 200 million units of electricity, with a total turnover of over ₹870 million. Certainly, the power market is going to be completely speculative in the coming days.

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But undoubtedly, the most dangerous move is the desperation of the Ministry of Power (MoP) and the Ministry of Atomic Energy (MoAE) to achieve the 100 GW nuclear energy mission. The Government of India's recent decision to open the civil nuclear sector to private participation has placed Small Modular Reactors (SMRs) at the centre of its reform agenda. In the Union Budget 2025–26, the government launched a ₹20,000 crore Nuclear Energy Mission with a specific target of operationalising five indigenously developed SMRs by 2033. To make this viable, amendments to the Atomic Energy Act (1963) and the Civil Liability for Nuclear Damage (CLND) Act (2010) are being prepared, enabling private companies not only to invest but also to potentially build and operate SMRs in partnership with NPCIL or NTPC.

Major private conglomerates such as Reliance, Tata Power, Adani, Vedanta, and Jindal have reportedly shown interest in entering the SMR space, either through joint ventures with state entities or via technology collaborations with global firms. The withdrawal of supplier liability from the CLND Act will lead to dangerous devastation in a densely populated country like India.

In this serious industrial situation, the following organisational and movemental decisions and tasks were adopted by the meeting.

Organisational Decisions

A. **<u>The last date for submission of membership for 2024 is 30 September 2025.</u> All unions must submit a copy of the annual return form to the EEFI Centre, either through email or by post.** Without the return form, the membership will not be counted.

B. **The target for 2025 membership has been fixed in discussion with the major unions. *The unionwise percentage of membership increment is proposed in the chart attached to this circular (Annexure I).***

The total enhancement in the membership of Federation as per the proposal will be 15% in total.

C. **<u>All unions have to remit Rs. 10/- per member as Struggle Fund for the year 2024 by 31st December 2025.</u> The contract workers union may remit Rs. 5/- per member as struggle fund.**

D. We adopted some priority organisational tasks for all constituent unions. Unions have already started taking positive measures in regard to those tasks. To put further emphasis, it was decided that:

- **a)** **The 2025 membership should be updated in digital format and the detailed list should be shared with the EEFI Centre.**

- **b)** **The filing and reporting of EEFI Centre decisions, along with reporting of the committee meetings, will be done within 15 days of issuance of each communication.**

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c) Regular coordination will be established between the unions and the EEFI Centre.

E. After the last conference, we formed 8 sub-committees for more democratic and collective functioning of our organisation.

In the interim period, some sub-committees have started preliminary functioning. The Youth Sub-Committee met physically on 24 August 2025 at Hyderabad. ***The decisions of the meeting are attached for consideration and implementation by all unions (Annexure-II).***

Other sub-committees are still not functioning. We have to ensure the regular functioning of all sub-committees.

F. **Expansion of Organisation:** It was decided that special initiatives will be taken to expand membership or form unions among the unreached regular and non-regular workers of the same utility, to make connections in other utilities, and to affiliate existing independent unions to EEFI.

The Odisha Power Sector Technical Employees' Union, Balasore, with 285 members, has been affiliated to EEFI from this Working Committee meeting. The unions operating in the distribution utilities of Thrissur Corporation and Kannandevan TE will be brought under EEFI. The Electricity Wireman and Supervisors Union of Kerala will join EEFI. Two unions of Andhra Pradesh that were part of the joint struggle will be approached to join EEFI.

We have approached the leaders of the Coal Federation operating in the states of Jharkhand and Chhattisgarh to develop primary contacts with the existing independent power sector unions. **Two thermal power plants of Jharkhand will be affiliated to EEFI very soon.**

A meeting will be held in Kerala to plan the scope of our organisational expansion in the RE sector.

G. Our presence in the Central Power Sector, especially in power generation units, is very limited. We will try to form new unions and bring existing unions to EEFI and CITU in the coming days. A dedicated Office Bearers' meeting will be held to discuss this specific agenda and assess the scope.

H. A meeting of nuclear power and value chain workers will be held in November 2025 at Delhi.

I. **Formation of Electricity Employee–Consumer Forum:** We have started forming structured associations of electricity employees and consumers. **All states must initiate the process to form permanent employee–consumer associations before the next Working Committee meeting.**

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J. **All unions must ensure the formation of Internal Committees before the next Working Committee meeting.** An online meeting of the Working Women Sub-Committee with the GS and President of each union will be organised to facilitate the process.

K. Urgent work is needed to develop our presence in social media and publications. **The upgradation of the website and other publicity issues will be settled before the next Working Committee meeting.**

L. **Education:** From our 10th Conference, we have very seriously introspected that the tasks of politicising our cadres and members have been neglected for long. This must be corrected with utmost sincerity and urgency. **We will frame a full-fledged cadre development programme, coordinated by the EB Research & Education Centre. We have to organise regional classes in November and December 2025.**

For mass education of the workers, we will propose a specific theme and issue for education and campaign each month. This means an agenda for mass education will be provided to the unions along with supporting materials, which must be translated, printed, and campaigned among the mass of workers in a systematic manner. This will establish a network of educative campaigns throughout all tiers of the unions.

M. **Regional Committees will meet in October 2025.**

Movemental Tasks:

A. **Heighten the anti-privatisation struggle; fight with all strength in UP; halt parallel licensing in Maharashtra; and prepare for struggle to protect the Puducherry Electricity Department. The EEFI Southern Region will meet at Puducherry on 23 September 2025 to discuss the issue in detail and frame the future course of action. A similar initiative must be taken in Maharashtra.**

B. There are many pending issues related to employees of different utilities. Pendency or anomalies in pay revision, demand for OPS, and new recruitment are common in all companies. **On these issues of employees and industries, a state-level convention, followed by lower-level conventions and meetings, should be organised throughout September and October 2025.** Efforts should be made to ensure the presence of EEFI national leadership at state-level conventions.

This campaign will culminate on 10 December 2025 in a National Action Day—massive demonstrations of electricity employees at state capitals.

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C. Contract workers are now the major striking force in the power sector. But they receive only minimum wages in the majority of states and are victims of fatal accidents all across the country. A special roadmap for struggle centering on the issues of contract workers has been framed in the Working Committee.

A thorough, separate campaign should be initiated on the issues of contract workers in September–October, followed by one massive demonstration in front of utility headquarters on 20 November 2025.

D. We are in the process of forming Electricity Employees' and Consumers' Forums in several states. There exists a very good scope to build joint struggles with Kisan organisations at state and local levels. **A joint meeting with AIKS and AIAWU will be planned at the state level to identify areas for united, issue-based struggle and joint action.**

E. Organise the 80th anniversary of Victory over Fascism by the Red Army of the USSR and the 80th Foundation Day of WFTU through seminars and symposiums.

F. Start working on the preparation of alternative techno-economic plans for the revival of state DISCOMs and build capacity for more empowered engagement in the energy transition process.

With Regards

Sudip Dutta

(Sudip Dutta)
General Secretary