NATIONAL COORDINATION COMMITTEE OF ELECTRICITY EMPLOYEES & ENGINEERS
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To
The Hon'ble Chief Minister
Government of Haryana
Chandigarh

CC:
The Hon'ble Power Minister
Government of Haryana
Chandigarh

Sub: Appeal for Immediate Intervention to Resolve the Issues of Electricity Employees and Engineers and Withdraw the Privatisation Measures in Haryana

Hon'ble Sir,

The National Coordination Committee of Electricity Employees and Engineers (NCCOEEE), the apex coordinating platform of the National Federations representing electricity employees and engineers across the country, expresses its deep concern over the developments in the power sector in Haryana and extends its full solidarity and support to the legitimate struggle of the Haryana Bijli Karmachari Evam Engineer Sanyukt Sangharsh Morcha, which has served notice for a three-day statewide strike on 11, 12 and 13 August 2026.

The issues that have compelled the employees and engineers in Haryana to launch this struggle arise from a policy direction that is being pursued in different forms across the country with the objective of dismantling the integrated public electricity distribution system and opening the sector to private corporate interests. Consequently, the developments in Haryana have become a matter of national concern for the entire electricity workforce.

NCCOEEE earnestly appeals to your Government to immediately intervene in the matter, initiate meaningful and structured negotiations with the representatives of the Joint Action Committee, withdraw the anti-public and anti-worker measures presently being pursued, and resolve all outstanding issues through dialogue. Such an approach alone can preserve industrial peace, ensure uninterrupted electricity supply, and strengthen the confidence of employees and consumers alike.

The immediate cause of the present industrial unrest is the series of decisions taken by the Government of Haryana to fragment the public distribution system and facilitate the entry of private operators. The proposal to establish a separate Haryana Agri DISCOM, the move to grant a parallel private distribution licence in Gurugram and Nuh, and the continued implementation of smart metering under the existing privatisation-oriented framework are not isolated administrative initiatives.

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They constitute different components of a comprehensive restructuring agenda intended to fundamentally alter the character of the publicly owned electricity distribution system.

NCCOEEE has consistently opposed similar policy measures at the national level. Electricity employees and engineers throughout the country have jointly resisted the Draft Electricity (Amendment) Bill, 2025, which sought to introduce multiple distribution licensees in the same area by permitting private companies to utilise the distribution infrastructure created with massive public investment over several decades. The proposed legislation would have enabled private companies to cherry-pick profitable consumers while leaving the social obligations, subsidy burden, and less remunerative consumers with the public utilities. Such a policy would inevitably weaken public distribution companies financially, undermine universal service obligations, increase tariff pressure on consumers, and ultimately accelerate privatisation of electricity distribution.

It is significant that widespread resistance by electricity employees, engineers, consumers, farmers, and trade unions across the country compelled the Central Government to keep the proposed legislation in abeyance. Unfortunately, many State Governments are now attempting to implement the same policy objectives through executive and administrative decisions. The developments in Haryana clearly represent such an attempt to introduce, through the back door, measures that could not secure legislative approval. This naturally raises serious apprehensions among electricity employees and engineers throughout the country.

The proposal to establish a separate Haryana Agri DISCOM deserves particular reconsideration. The proposed transfer of lakhs of agricultural consumers, thousands of agricultural feeders and distribution transformers, substantial subsidy-dependent liabilities, and a large section of the existing workforce into a separate utility will fundamentally alter the structure of electricity distribution in the State. Such segregation removes the balancing mechanism created through cross-subsidisation between different categories of consumers and substantially weakens the financial viability of the existing public distribution companies. Experience has repeatedly shown that fragmentation of public utilities becomes the first step towards carving out commercially attractive areas for eventual private participation.

The proposed restructuring also creates widespread uncertainty among employees and engineers. The transfer of employees to a newly created corporation, abolition of posts in the parent utilities, disruption of established service conditions, uncertainty regarding promotional opportunities, pensionary benefits, seniority, and long-term career prospects will inevitably affect workforce morale and institutional stability. A strong, experienced, and secure workforce constitutes the backbone of any efficient public utility. Policies that divide employees among multiple entities ultimately weaken the entire electricity distribution system.

Equally disturbing is the proposal to grant a parallel private distribution licence in Gurugram and Nuh. Such an arrangement violates the basic principles upon which public electricity distribution has functioned for decades.

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Private operators naturally seek to concentrate on dense urban, industrial and high-paying consumers while avoiding rural areas, agricultural consumers, weaker sections and socially necessary obligations. Public distribution companies are then left with high-cost, subsidy-dependent consumers, thereby eroding their financial sustainability. The experience of power sector reforms in various parts of the country demonstrates that such selective competition neither improves efficiency nor benefits consumers. Instead, it weakens public utilities while allowing private operators to appropriate profitable market segments created through decades of public investment.

The continued implementation of smart metering under the present policy framework raises similar concerns. NCCOEEE has never opposed technological advancement or modernisation of the electricity sector. On the contrary, electricity employees and engineers have consistently supported the adoption of modern technologies that improve operational efficiency, enhance consumer services, reduce technical losses, and strengthen public utilities. However, technology cannot become a vehicle for outsourcing public functions, transferring public assets to private entities, imposing arbitrary billing systems, reducing employment opportunities, or increasing financial burdens upon consumers. Smart metering must therefore remain under the full ownership, operation and control of the public utilities themselves.

Apart from these policy issues, the employees' organisations have raised several long-pending service matters, including filling up vacant posts, regular recruitment, regularisation of contract workers performing perennial work, improvement in service conditions, promotions, pensionary issues, occupational safety, welfare measures, and adequate staffing levels. These are legitimate demands directly related to maintaining the efficiency, reliability and sustainability of electricity services. Addressing these concerns will strengthen public utilities rather than weaken them.

The electricity employees and engineers of Haryana have rendered exemplary service to the people of the State under extremely demanding conditions. Whether during natural calamities, unprecedented peak demand, storms, floods, or other emergencies, they have worked continuously to restore electricity supply and maintain the functioning of essential public services. Their dedication has enabled Haryana to sustain economic growth, agricultural development and industrial expansion. Such a committed workforce deserves recognition, constructive engagement and respect—not uncertainty generated by privatisation-oriented restructuring.

Electricity is not merely a commercial commodity; it is an essential public service and a critical infrastructure for national development. Universal access to affordable and reliable electricity can be ensured only through strong, publicly owned and publicly accountable electricity utilities. Fragmentation of the sector, selective privatisation, and weakening of public institutions will ultimately harm consumers, farmers, employees, and the State economy alike.

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NCCOEEE, therefore, earnestly urges the Government of Haryana to immediately withdraw the notification relating to the proposed Haryana Agri DISCOM; abandon the proposal for granting a parallel private distribution licence in Gurugram and Nuh; halt all measures that directly or indirectly facilitate privatisation of electricity distribution; and initiate immediate, structured and meaningful negotiations with the Haryana Bijli Karmachari Evam Engineer Sanyukt Sangharsh Morcha for an amicable settlement of all pending issues.

As a confidence-building measure to facilitate constructive dialogue, we further urge the Government to issue a written assurance that no further steps shall be taken towards implementation of the Haryana Agri DISCOM, grant of parallel distribution licence, expansion of privatisation-oriented smart metering, or any other restructuring measure until the discussions with the Joint Action Committee are concluded. Such an assurance will create an atmosphere conducive to genuine negotiations and demonstrate the Government's commitment to resolving the dispute through democratic consultation.

The developments in Haryana are being closely watched by electricity employees and engineers throughout the country. And so, any attempt to impose privatisation measures through confrontation will have wider repercussions across the national electricity sector.

We sincerely hope that your Government will act with foresight and responsibility, protect the publicly owned electricity system, safeguard the interests of consumers and employees, and take timely initiatives to avert the proposed industrial action through meaningful dialogue.

Yours faithfully,

Sudip Dutta

(Sudip Dutta)
Convener, NCCOEEE
