



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/150 (BSNLCCWF)

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To

Shri A.Robert J.Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath,
New Delhi -110001.

Sir,

Sub: - **Submitting of Memorandum on the burning problems of the contract workers working in BSNL - seeking your kind and immediate intervention for the redressal of their grievances - req.**

Ref: - **BSNL Corporate Office letter no. BSNLCO- RSTG/21(11)/18/2020-RSTG dated 01-09-2020.**

We wish to submit the following Memorandum with regards to the problems and grievances being faced by the contract workers working in BSNL. The BSNL Corporate Office, vide letter cited under reference, has clearly laid down the steps to be taken by the field units for the implementation of various laws pertaining to the contract workers. However, we regret to bring to your kind notice that, all the guidelines stipulated in the above cited Corporate Office letter, have been thrown to the winds by the field units.

The above cited letter has stated beyond any doubt that, BSNL is the Principal Employer in the case of the contract workers. As such, it is the duty and responsibility of the BSNL Management that, various provisions of the Labour Laws are strictly implemented in the case of the contract workers working in BSNL.

As regards payment of wages, the above letter has clearly mentioned that, Minimum Wages should be implemented for the contract workers. Further, the letter has also underscored the need for the prompt payment of wages to the contract workers. In spite of these clear- cut instructions, wages are still not being paid on time to the contract workers in many circles.

The letter has also categorically stated that, payment of wages to the contract workers should be made through account payee check or online, in the presence of the authorised representative of the Principal Employer. However, this provision of the above cited letter is not being implemented anywhere. As a result, even a portion of the meagre wages being paid to the contract workers, is being pocketed by the contractors or their agent.

In view of the foregoing, we demand implementation of Minimum Wages to the contract workers and also timely payment of wages to them. Further, we also demand immediate payment of all the wage arrears to be paid to the contract workers.

As per labour laws, implementation of EPF and ESI is compulsory for the contract workers. As per para 30 (3) (Payment of contributions) of the EPF Act 1952, it is the responsibility of the Principal Employer to ensure that, both the Employer and the Employee contributions are remitted to the EPF Organisation on time. However, we regret to bring to your kind notice that, in most of the circles, EPF is not being implemented for the contract workers. Similarly, ESI is also not being implemented in most of the circles, for the contract workers. Hence, it is demanded that, the BSNL Management should ensure the strict implementation of EPF and ESI to the contract workers.

One of the most serious problems being faced by the contract workers, is retrenchment. In the present day scenario, absolutely there is no need to retrench the contract workers in BSNL. But, unmindful of it's impact on the quality of services, contract workers are being retrenched. The only criteria for the retrenchment of the contract workers is curtailment of the expenditure. If contract workers are found redundant in any particular area, they can be gainfully re-engaged in other areas like marketing, etc., which will ensure increased revenue collection to the Organisation. Hence, it is demanded to stop the retrenchment of contract workers.

We also demand implementation of the following measures in connection with the contract workers:-

- 1) BSNL Management should discharge it's responsibilities as the Principal Employer of the contract workers.
- 2) Issuing suitable instructions to all the field units for the strict implementation of the instructions contained in the BSNL Corporate Office letter no. BSNLCO- RSTG/21(11)/18/2020-RSTG dated 01.09.2020.
- 3) Earmarking one officer in every district and making him / her responsible for the implementation of the Labour Laws connected with the contract workers.
- 4) Maintenance of Attendance Register for the contract workers.
- 5) Granting of Weekly – Weekly Off to the contract workers.
- 6) Compulsorily issuing the Wage Slip to the contract workers.

We earnestly urge upon you sir, to kindly ensure the implementation of the demands contained in this Memorandum. We also request that we may kindly be provided with an opportunity to discuss the demands contained in this memorandum.

Thanking you,

Yours sincerely



[Animesh Chandra Mitra]
General Secretary