

राजन वर्मा, सी.एल.एस.  
मुख्य श्रमायुक्त (केन्द्रीय)  
**RAJAN VERMA, CLS**  
CHIEF LABOUR COMMISSIONER (C)



भारत सरकार  
श्रम एवं रोजगार मंत्रालय  
मुख्य श्रमायुक्त (के०) कार्यालय  
श्रम शक्ति भवन, नई दिल्ली-110001  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner (C)  
Shram Shakti Bhawan, New Delhi-110001  
Tel. No. : 011-23710447  
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D.O. No.24/51/2019-LS-II

Dated 16.8.2019

*Dear Shri Purwar,*

I would like to draw your attention to the issues relating to non-payment of wages to the contract labours working in Bharat Sanchar Nigam Limited, through various contractors in different locations of the country. I have been receiving memorandums and representations from various Trade Unions relating to non-payment of wages in B.S.N.L for the last approximately 7 months.

You may kindly appreciate that the responsibility of payment of timely wages lies both on the contractors and on the principal employer. Further, it is not a pleasant situation, if payment of wages is inordinately delayed to the contract labours working in B.S.N.L, which is a Govt. of India Undertaking.

In view of above, you are requested to look into the matter personally and ensure that the un-paid arrears of the wages are paid to the contract labours engaged in B.S.N.L immediately as per the laws of the land.

A line in confirmation in this regard shall be highly appreciated.

*with regard,*

Yours sincerely,

(Rajan Verma)

Shri Pravin Kumar Purwar,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
Harish Chandra Mathur Lane,  
Janpath, New Delhi-110001

**BSNL EMPLOYEES UNION  
BSNL CASUAL & CONTRACT WORKERS'  
FEDERATION**

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Date: 13.08.2019

**Memorandum submitted to the Labour Commissioner  
on 13.08.2019.**

To,

Shri Rajan Verma,  
Chief Labour Commissioner (Central),  
Shram Shakti Bhawan,  
Rafi Marg,  
New Delhi-110001

Sir,

Sub: - **Non-payment of wages to the BSNL Contract Workers for the past 7 to 8 months – large scale retrenchment of contract workers - requesting your kind intervention – req.**

We wish to solicit your kind and emergent intervention to the following pathetic problems of the contract workers, working in BSNL.

Thousands of contract workers are working in BSNL ever since the formation of BSNL, i.e., for the past eighteen and half years. In fact, a good number of them were working in the Department of Telecommunications, even before the formation of BSNL in October, 2000.

All these contract workers are engaged in important operations of BSNL, like the maintenance of copper and optic fibre cable, landlines, broadband connections, mobile towers and housekeeping. A good number of these contract workers are also engaged in doing skilled works like working on computers in offices, provisioning of FTTH connections, etc.

It is a tragic development that, these contract workers are not being paid wages for the past 7 to 8 months. The BSNL Management has stopped making payment to the contract workers, under the pretext that the Company is facing a severe financial crisis. Both, BSNL Employees Union (BSNLEU) and the BSNL Casual Contract Workers Federation (BSNLCCWF) have already written many letters to the top BSNL Management. The office bearers of BSNLEU and BSNLCCWF have already met the top officers of BSNL, viz., the Chairman and Managing Director (CMD BSNL), Director (Finance), Director (HR) and the Senior General Manager (Corporate Banking & Budget) of the Corporate Office. However, no solution has come to the problem.

Both, BSNLEU & BSNLCCWF have already organised many agitational programme like demonstrations, dharnas, both at the Corporate Office, New Delhi, as well as in all the states. However, the BSNL Management is not inclined to make payment of the wage arrears of the contract workers.

We are extremely perturbed to bring to your kind notice that, 7 contract workers have already committed suicide, unable to face the crisis arisen due to the non-payment of wages. These suicides speak volumes about the gravity of the situation. We too agree that the BSNL is facing serious financial crisis. However, no Management can justify the serious crime of not paying wages to it's workers for 7 to 8 months.

***We are constrained to draw your kind attention, since we feel that the BSNL Management has no idea at all to clear the wage arrears of the contract workers.***

We also wish to bring to your kind notice that the BSNL Corporate Management had issued letters to all the Chief General Managers of the Telecom Circles to massively retrench the contract workers, in the guise of overcoming the financial crisis of the Company. The BSNL Management may justify it's massive retrenchment, stating that there is no sufficient work. This will be a bogus argument. When sufficient works were there for these thousands of contract workers for all these eighteen and half years, how a situation has arisen in BSNL, wherein workers are being retrenched on the plea that there is no sufficient work. It is needless to state that after working for more than 18 years in BSNL, and after spending the prime part of their lives, the contract workers will be left in the lurch after retrenchment. Their families will face certain starvation deaths.

Under these circumstances, we urge upon you to kindly intervene and to prevail upon the BSNL Management to immediately make payment of wage arrears to the contract workers and also to ensure that contract workers are not retrenched in the name of austerity measures in BSNL. We shall be greatly indebted to you sir, if you make your kind and immediate intervention in this matter.

Thanking you,  
*Yours sincerely,*



**P. Abhimanyu,  
General Secretary,  
BSNLEU**



**Animesh Mitra  
Secretary General,  
BSNLCCWF**