



# BSNL EMPLOYEES UNION

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Central Head Quarters

**P. Abhimanyu**  
General Secretary

Main Recognised Representative Union.  
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,  
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E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/156 (BSNLWWCC)

16.12.2022

To,

Shri Arvind Vadnerkar,  
Director (HR), BSNL,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane, Janpath,  
New Delhi – 110 001

Sir,

Sub: - Decisions and resolutions of the 2<sup>nd</sup> All India Convention of the BSNL Working Women's Coordination Committee – reg.

We are pleased to inform that, the 2<sup>nd</sup> All India Convention of BSNL Working Women's Coordination Committee, which is the Sub-Committee of BSNLEU, was held at Kanyakumari on 10<sup>th</sup> December, 2022. 185 women employees participated in this Convention from 15 circles. We are thankful for the participation of Ms. Anita Johri, PGM(SR) and Shri Jagdish Prasad, CLO, from the Corporate Office. Delegates from all the circles participated in the deliberations. Based on the views / grievances expressed by the delegates, the Convention formulated the following demands to be submitted to the BSNL Management.

### Decisions / demands.

- 1) Independent and effective functioning of the Internal Complaints Committee should be ensured at the Circle / BA and OA levels, implementing the directions of Supreme Court and orders issued by the Union Government, from time to time.
- 2) Strict and timely action should be taken by the authorities on complaints of sexual harassments.
- 3) Safety of the women employees should be ensured at work places having interface with customers.
- 4) Strict implementation of DoP&T orders on Child Care Leave should be ensured.
- 5) Special Medical Leave for women employees above 45 years, should be implemented.
- 6) Menstrual leave for 3 days per month should be implemented for the women employees. (In 2018, India introduced the Menstruation Bill in Parliament, which stated that the companies must provide a leave of at least the first two days every month.)
- 7) Separate toilets and dining rooms should be provided for women employees at all work places in BSNL.

The All India Convention has elected a new All India Committee of the BSNLWWCC, consisting of 13 working employees. The list as follows:-



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Convenor : Smt. K. N. Jothilakshmi (Kerala)  
Joint Convenors : Smt. Nandita Datta (West Bengal)  
: Smt. Amita S. Naik (Maharashtra)  
Members : Smt. Sulagna Basu (Kolkata)  
: Smt. G.Uma Rani (Tamil Nadu)  
: Smt. Sarojini Rabha (Assam)  
: Smt. R. Srilakshmi (Andhra Pradesh)  
: Smt. G.H.Bharathi (Karnataka)  
: Smt. Manju Prasad [UP (East)]  
: Smt. Mamata Bhavsar (Madhya Pradesh)  
: Smt. Manju Viswakarma (Chhattisgarh)  
: Smt. Prachi Rana (Gujarat)  
: Smt. Padmavathi (Telangana)

The resolutions passed in the All India Convention are enclosed for your kind perusal. We earnestly request you to kindly do the needful for the settlement of the demands formulated in this All India Convention, as they are very genuine and thus need the immediate attention of the BSNL Management.

Thanking you,

Yours sincerely,

**[P. Abhimanyu]**  
General Secretary

Encl: As above.

Copy to: Ms. Anita Johri, PGM (SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi-110001

2<sup>nd</sup> ALL INDIA CONVENTION OF  
BSNL WORKING WOMEN'S  
COORDINATION COMMITTEE – BSNLEU

Comrades Jyotsana Mokashi – S. Hemavathi Memorial Hall,  
Sree Pasupathi Mahal, Kanyakumari – 10.12.2022

***Resolution, demanding the BSNL Management to take immediate action  
against GMTD, Ludhiana, in sexual harassment complaint case.***

It is the duty of the BSNL Management, to safeguard the dignity of every woman employee working in our esteemed Company. However, the GMTD, Ludhiana, is continuously involving in activities of outraging the modesty of women employees.

Many women employees have been targeted within a few months of his joining duty at Ludhiana. Especially, he is targeting young women employees and is giving mental torture to them. The affected women employees had given complaints to Internal Complaint Committee and also to the CMD BSNL. Despite several enquiries, letters from BSNLEU, discussions in person with CGM, Punjab, Dir (HR), CMD BSNL, both the Punjab Circle Administration as well as the Corporate Management have not made appropriate intervention. This inaction of higher authorities has emboldened the GMTD, Ludhiana and thus, he continues to play his game.

Therefore this 2<sup>nd</sup> All India Convention of BSNL Working Women's Coordination Committee-BSNLEU, held at Kanyakumari on 10.12.2022, strongly urges upon the Corporate Management to take speedy action in Ludhiana Sexual Harassment case without any further delay and render justice to the affected women employees.

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Comrades Jyotsana Mokashi – S. Hemavathi Memorial Hall,  
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***Resolution on the women contract workers.***

Hundreds of women are working as Contract workers in various types of works, in BSNL. They have been denied all benefits which is in records of the Contract Workers Act. Exploited highly by the Contractor and the Management, the women workers who come from the oppressed social rank and lowest economic classes, have very little economic security and job security. The new outsourcing system introduced in BSNL has also thrown hundreds of contract workers to the streets. Payment of salary is pending for months and years together. In this horrible situation, the poor women workers are not able to work in peaceful atmosphere also, due to various reasons.

As such, this 2<sup>nd</sup> All India Convention of BSNL Working Women's Coordination Committee – BSNLEU, held at Kanyakumari, on 10.12.2022, unanimously resolves to demand the BSNL Management, that the women contract workers may be ensured job security, minimum wages, social security benefits, basic amenities, leave facilities, and safety at work place.