



# BSNL EMPLOYEES UNION

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**BSNLEU/107 (VRS)**

**30.12.2024**

To,

**Shri A. Robert J. Ravi,**  
**CMD BSNL,**  
**Bharat Sanchar Bhawan,**  
**H.C. Mathur Lane,**  
**Janpath, New Delhi – 110 001**

Sub: - **Opposing implementation of 2<sup>nd</sup> VRS in BSNL – req.**

Sir,

We wish to bring the following to your kind notice for favour of information and necessary action.

It is reliably learnt that, the BSNL Board of Directors has taken the decision to implement one more round of VRS in BSNL. As per media reports, the BSNL Board has decided to cut down the existing workforce by 35%.

In 2020, VRS was implemented in BSNL. Management anticipated that, around 30,000 to 35,000 employees would opt for VRS. Whereas, around 80,000 employees went on VRS, which is more than twice the anticipated figure. As such, there is no logic in the decision of the Board of Directors to implement one more VRS in BSNL.

As of March, 2024, only 29,750 Executives and 26,435 Non-Executives are working in BSNL. As such, there is absolutely no need to implement one more VRS BSNL. BSNLEU, being the Main Recognised Trade Union in BSNL, strongly opposes the decision of the BSNL Board to implement one more VRS and strongly demands to withdraw the proposal for the following reasons:-

- (1) BSNL is reportedly spending 38% of its revenue towards payment of salary of employees. Whereas, this figure of other private operators is said to be in single digit. We wish to state that, this is a distorted figure.
- (2) Jio and Airtel are earning a massive revenue and thus, the percentage of their expenditure for salary payment is insignificant, when compared to their revenue.
- (3) Despite implementation of a revival package in 2019 and two more revival packages in 2022 and 2023 respectively, BSNL has failed to increase its revenue substantially.
- (4) While Jio and Airtel have already completed their Pan India 5G roll out, BSNL is still relying upon its 2G & 3G services only.
- (5) Installation of BSNL's 4G equipments, by the TCS is getting terribly delayed. Wherever BSNL's installation of 4G equipments are completed, the customers are facing a lot of problems in getting good quality voice and data services.
- (6) This situation has arisen only because of the Government's flawed policy, whereby BSNL was mandated not to procure its 4G equipments from reputed international vendors and was restricted to procure its equipments only from Indian vendors. When private operators like Reliance Jio, Airtel and Vodafone Idea have the freedom to procure their 4G and 5G equipments from reputed international vendors like Nokia, Ericsson and Samsung, why should BSNL alone be restricted to procure its mobile equipments from Indian vendors? This is nothing but denial of level playing field to BSNL.
- (7) As per media reports, lakhs of customers migrated to BSNL after the steep tariff hike by the private operators in July, 2024. Whereas, those customers are again porting out from BSNL now, due to BSNL's unsatisfactory mobile service. Due to the reasons cited above, BSNL's revenue generation from its mobile service remains pathetic.

- (8) In its recent report placed in the Parliament, the Parliamentary Committee on Public Undertakings, has expressed its deep concern over the quality of BSNL's 4G service, utilising equipments supplied by the TCS. The Committee has advised BSNL to seek the help of foreign technology companies to overcome the problems it is facing in the deployment of TCS's 4G equipments.
- (9) Once, BSNL was earning bulk of its revenue from its landline service. After implementation of VRS in 2020, the maintenance of landline and broadband connections was completely outsourced. This resulted in serious deterioration of the quality of service. As a result, BSNL's landline connections are almost wiped out and Jio has emerged as the biggest landline service provider, utilising the optic fiber technology. It is very unfortunate that BSNL has not been able to do, what is achieved by Jio, despite having the biggest optic fiber network.
- (10) Till a few years back, BSNL's FTTH service was considered to be the best. Customers preferred BSNL's FTTH service over the one provided by the private operators. BSNL earned an attractive revenue from its FTTH connections. However, this situation has completely changed now. BSNL is facing massive disconnection of its FTTH connections, due to poor quality of service. Customers have bitter complaints about the maintenance of their FTTH connections.
- (11) BSNLEU has strongly demanded that, the provisioning and maintenance of FTTH connections should be taken over by BSNL and that, the private partners (TIPs) should be disengaged. However, it is unfortunate that, this suggestion of the Union has been brushed aside by the Management, citing acute shortage of workforce. However, it is an irony that, the same Management has now proposed to retrench employees through the 2nd VRS, claiming that, its manpower has become surplus.

From the above, it becomes clear that, the flawed policies of the Government and the inefficiency of the BSNL Management has contributed to BSNL's present situation. However, instead of rectifying their mistakes, both the Management and the government try to paint a picture that, the employees strength of BSNL is the reason for the woes of the Company.

We also wish to draw your kind attention to what happened in MTNL. VRS was implemented thrice in MTNL. However the financial position of MTNL did not improve and the Company is facing closure now.

We wish to emphatically state that, the employees strength of BSNL is not the reason for its financial problems. The inability of the Management to substantially increase BSNL's revenue generation is the real reason. We strongly urge the Management to reconsider and withdraw its decision to implement a second VRS. Instead, we suggest a thorough self-introspection of flawed policies and managerial inefficiencies, as these are the true barriers to BSNL's revival and growth.

Hence, we request the Management to withdraw its decision to implement one more VRS in BSNL.

Thanking you,

*Yours sincerely,*



**[P. Abhimanyu]**  
**General Secretary**

Copy to: (1) Dr. P. K. Mishra, Principal Secretary to Prime Minister of India, Prime Minister's Office, 49, South Block, New Delhi - 110011  
(2) Dr. Neeraj Mittal, Secretary, Telecom, Department of Telecommunications, Sanchar Bhawan, 20, Ashoka Road, New Delhi-110001  
(3) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi-110001