

2nd ALL INDIA CONVENTION
BSNL WORKING WOMEN'S
COORDINATION COMMITTEE – BSNLEU
Comrades Jyotsana Mokashi – S. Hemavathi Memorial Hall
Sree Pasupathi Mahal, Kanyakumari – 10.12.2022

***Resolution on revival of BSNL and launching
of 4G and 5G services.***

BSNL is the largest Public Sector Company, owned fully by the Union Government of India. It was earning a net profit of Rs. 10,000 crores during 2004-2005. Later it was not permitted to procure equipments for providing better Mobile services, as a result of which it was turned out to be a loss making company. The Unions and Associations in BSNL unitedly conducted several struggles for procurement of equipments and revival of BSNL. They also conducted several programs to improve the services of BSNL, by proposing and effectively participating in “Customer Delight Years”, “Service with smile”, “BSNL at your doorstep” etc and gave a call to the employees of BSNL to work for additional one hour. But, due to the blockades made by the pro-private policies of the Government, the loss continues till date. Huge amounts announced by the Government in the name of Revival of BSNL only remain on papers. 4 G services started in India during the year 2014, but only Private Telecom Companies were permitted and allotted 4 G spectrum. BSNL was allotted 4 G spectrum in the year 2019 only, but BSNL could not launch the services till now, because, various steps taken by the Government are blocking BSNL. For instance, Private Telecom Companies procure 4 G equipments from global vendors, like Nokia, Ericsson and Samsung. But, BSNL is not permitted to do so. It is to be noted that, no Indian Company has the technology to produce 4 G equipments. Moreover, though the Government has started auctioning the 5 G spectrum, BSNL is nowhere in the picture.

Therefore, this Second Convention of BSNL Working Women's Coordination Committee – BSNLEU, held at Kanyakumari on 10.12.2022, unanimously resolves that immediate steps may be taken by the BSNL Management and the Union Government, for the real Revival of BSNL and eliminate the blockades for launching 4 G / 5 G services by BSNL.

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Resolution on demanding Union Government to adopt a Gender Policy that ensures gender equality in all aspects.

The principle of gender equality is enshrined in the Indian Constitution not only guarantees equality to women, but also provides the State with the power to take measures of positive discrimination in favor of women in order to mitigate their cumulative socio-economic and political disadvantages. But, in the 75th year of Independence, India is among the most unequal countries, as per the “World Inequality Report – 2022”.

It cannot even be said that from birth to death, women in India are treated very badly unequal to men, because, a research by Pew Research Center based on Union Government data indicates feticides of atleast 9 million females in the years 2000-2019. A woman in India has no right of birth or even death. The female child population in the age group of 0-6 years declined from 78.83 million in 2001 to 75.84 million in 2011. During 1991-2011, the child sex ratio(0-6 years) declined from 945 to 914.

Capitalism and its social structures help patriarchal notions and practices which promotes the subordinate status of women. Moreover, in the capitalist society, women are also treated as commodities. It is reflected in Media and Judiciary. This results in denial of birth, education, job and other rights of women and women are treated just as sexual pleasures of men. Women are targeted for rape or murder when there is a conflict between castes or religions. Empowered women are only a small percentage.

Therefore, this 2nd Convention of BSNL Working Women's Coordination Committee – BSNLEU, held at Kanyakumari, on 10.12.2022, unanimously resolves that immediate steps may be taken by the Union Government to make a gender policy that ensures gender equality in all aspects.

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Resolution on demanding Union Government and State Government to plan and take immediate steps to stop all categories of violence and harassments against women and children.

In India, the National Crime Bureau 2021 reports, every day, on an average, 86 women are raped, 49 offences committed against women, 18 women lost their lives in dowry related domestic violence – 6589 dowry deaths registered in a single year.

But, 75% of the perpetrators remain unpunished. This low rate of conviction is directly a result of biased investigations by the police, long delays in the court system and social pressures on the survivors of violence to compromise.

Cultures that normalize domestic violence have got new life under the present regime with the promotion of notions of “Ideal woman”. Gang rapes and murders have increased in large numbers.

Therefore, this 2nd All India Convention of BSNL Working Women's Committee-BSNLEU, held at Kanyakumari, on 10.12.2022, unanimously resolves that, the Union Government and State Governments have to take immediate steps to stop all categories of violence and harassments against women and children.

This 2nd 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 immediate action may be taken for :

- Provisioning of Separate toilets and dining rooms for women employees at all work places in BSNL.
- Ensuring the Safety of women employees at work places having interface with customers.
- Strict implementation of DoP&T orders on Child Care Leave.
- Implementation of Special Medical Leave for women employees above 45 years.
- Menstrual leave for 3 days per month with full wages.

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Resolution on Wage Revision.

Wage revision for BSNL Employees is due from 1.1.2017. Even after 5 years, the Union Government and BSNL Management / DOT, are not ready to move a single step ahead, stating that BSNL is a loss making company and is in financial crisis, though it is crystal clear that employees are not to be blamed and burdened. After conducting several struggles, promises and guarantees made by the Management regarding fitments, scales and increase in allowances during the talks / wage negotiation committee meetings, are taken back with distorted minutes.

As such, this 2nd 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 immediate action may be taken for wage revision with minimum 5% fitment, allowances increase, scales without stagnation etc. as demanded by the Staff Side in the Wage Negotiation Committee and implement them without any further delay.

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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 2nd 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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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 2nd 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.

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- Independent and effective functioning of the Internal Complaint 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.
- Strict and Timely action should be taken by the authorities on complaints of sexual harassments.