



# BSNL EMPLOYEES UNION

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Central Head Quarters

**P. Abhimanyu**  
General Secretary

Main Recognised Representative Union.  
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02.01.2025

BSNLEU/543 (CL)

To,

Dr. Kalyan Sagar Nippani,  
Director (HR), BSNL,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane,  
Janpath, New Delhi – 110 001

Sub: - Addressing the grievances of the contract workers working in BSNL – req.

Sir,

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

Nowadays, a substantial part of BSNL's works are being outsourced to contractors. Those contractors engage workers for completing BSNL's works. It is a bitter fact that, these contract workers are being exploited by the contractors. None of the Labour Law of the land, with regards to minimum wage, social securities, etc., is being implemented for these contract workers.

Various courts, as well as Labour Commissioners, have categorically held that, BSNL is the 'Principal Employer' even for the contract workers working in outsourced works. BSNLEU is repeatedly drawing the attention of BSNL Management at various levels, regarding non-implementation of Labour Laws in respect of the contract workers.

In this connection, we would like to draw your kind attention to a recent judgement of the Hon'ble Supreme Court of India. The case relates to temporary cleaning and gardening staff, employed in the Central Water Commission. In the judgement delivered on 20th December, 2024, the Hon'ble Supreme Court severely criticised the Central Government, for copying the "precarious employment arrangements" of the private sector.

In it's judgement, the Supreme Court has stated thus, ***"..... In the private sector, the rise of the gig economy has led to an increase in precarious employment arrangements, often characterised by lack of benefits, job security and fair treatment. Such practices have been criticised for exploiting workers and undermining labour standards. Government institutions, entrusted with upholding the principles of fairness and justice, bear an even greater responsibility to avoid such exploitative employment practices."***

Thus, in it's judgement, the Hon'ble Supreme Court has categorically pointed out that, the government institutions are supposed to uphold the principles of fairness and justice and they have greater responsibility in avoiding exploitative employment practices.

The President and Generally Secretary of BSNLEU, in their meeting held with the Director (HR) on 24.12.2024, have pointed out the exploitations being faced by the contract workers, who are engaged in the outsourced works of BSNL. The Director (HR) was kind enough to agree for holding a separate discussion with the Union, to look into the grievances of the contract workers.

In the light of the aforementioned judgement delivered by the Hon'ble Supreme Court of India on 20.12.2024, we once again request you to kindly ensure that, the grievances of non-payment of minimum wage, non-implementation of social securities, etc., are looked into and also needful action is taken. The assured meeting may also be fixed at the earliest.

Thanking you,

Yours sincerely,

**[P. Abhimanyu]**  
General Secretary

Copy to: Ms. Anita Johri, PGM (Restg.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001