

# **BSNL CASUAL & CONTRACT WORKERS' FEDERATION**

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## **Memorandum to the Hon'ble Prime Minister on the issues of the Casual and Contract Labour in BSNL**

Dated: 22.02.2017

To

Shri Narendra Modiji,  
Hon'ble Prime Minister of India,  
South Block, Raisina Hill,  
New Delhi – 110011

*Respected Sir,*

**Sub: - Memorandum on the demands of the Casual and Contract Labour working in BSNL – reg.**

On behalf of the one lakh casual and contract labour working in BSNL, we are submitting this Memorandum to your benign self for sympathetic consideration and favourable necessary action at your end.

- 1. Equal Wages for Equal Work:** Both the casual and contract labour engaged in BSNL are performing work which are identical to that of regular employees in many respects. But the wages paid to these workers are far below that of the regular employees. Supreme Court, in a recent judgment, has ordered that 'Equal Wage for Equal Work' is to be paid. We demand that this should be implemented for the casual and contract workers.
- 2. Regularisation of Casual and Contract Labour in BSNL:** Almost all the casual and contract labour working in BSNL have completed more than 10-15 years of service. Many casual labour have been working for more than 20- 25 years, all of them appointed by Department of Telecom (DOT) before the formation of BSNL. As per the agreement between the Federations of telecom employees and DOT at the time of formation of BSNL, it was assured that all the existing casual labour, who fulfilled certain conditions will be regularized. This process continued till 2006 and many casual labour were regularized, but the process was stopped on the plea of an adverse Supreme Court Judgment in the matter. We request that all the casual and contract labour engaged in BSNL be regularized.

It is to be pointed out that there has been practically no recruitment in the lower cadres in BSNL even though more than 1,60,000 officials have retired since formation of BSNL. All these jobs are being attended by the casual and contract workers and it is only justice that they are regularized.

- 3. Gratuity for Casual Contract Workers:** Though statutory provisions exist for gratuity, it has not been extended to the casual contract workers in BSNL, despite continued demand by the Federation. Workers are retiring without any benefits. Gratuity provision be got implemented for the BSNL Casual Contract workers.

4. **Implementation of social security measures like EPF / ESI:** Though clear orders exist, social security measures like EPF and ESI are not implemented in many centres. Even where they are implemented and deduction done, the amounts are not remitted to EPF/ESI by BSNL / Contractor. Social security measures should be got implemented fully.
5. **Minimum Wage as per Gazette Notification:** While the Chief Labour Commissioner (Central) is issuing Gazette Notification fixing the Minimum Wage and Variable DA every six months, these are not implemented for the contract workers in BSNL in most of the places. Brutal exploitation takes place. In some circles like U.P.(East), the wages are not paid for months together, putting the workers in to untold misery. BSNL authorities refuse to take any action, even when such incidents are brought to their notice.
6. **Retrenchment of workers:** Many of the Federation office-bearers and workers are retrenched from work for raising their voice for the implementation labour laws like minimum wages, EPF, ESI etc. Victimisation of the union workers and retrenchment is rampant. All the casual and contract labours in BSNL are working more than 10 to 15 years, and putting off them from their job is inhuman and violation of labour laws. Necessary direction is required to take them back for work.

We would request your kind self to favourably consider our memorandum and give necessary direction so that the poorly paid casual contract workers are saved from brutal exploitation and justice is meted out to them.

Thanking you,

*Yours faithfully,*



**(Animesh Mitra)**  
**Secretary General.**

Copy to: (1) Shri Manoj Sinha, Hon'ble Minister of State for Communications, Government of India, Sanchar Bhawan, No. 20, Ashoka Road, New Delhi – 110 001  
(2) Shri Bandaru Dattatreya, Minister of Labour and Employment, Room No. 116-A, Shram Shakti Bhawan, New Delhi-110001