

BSNLEU/522 (C&C)

18.08.2008

To

**Shri Shakeel Ahmad,
DDG (SR), BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001**

Sub: **Issue of Casual and Contract Workers**

Ref: ***Your letter no. BSNL/39-1/SR/2008 dated 21.05.2008***

Sir,

I am in receipt of your letter cited above regarding the issues of Casual and Contract Workers of BSNL being raised up by the BSNL Employees Union.

BSNL is a Public Sector Company fully owned by the Government of India. It has got a prestige, values of social justice and is expected to have transparency. Being one of the important stake holders of the company, the BSNL Employees Union, the recognised non-executive union in BSNL also has the responsibility to ensure that the organization runs efficiently, profitably and with corporate and social ethics.


The management is not unaware of the serious exploitation of the labour engaged in BSNL. There are Rules and Regulations of the Government of India as also concerned state governments on the method of engaging contract workers, payment of wages and social security benefits etc. As the principal employer, BSNL management has got prime responsibilities in ensuring these provisions for those workers engaged directly or through contractors. It cannot back away from the responsibility and advise the union not to take up their issues.

I have been going many places on tour and the reports getting are very sad and unhappy. The contract workers in many places are paid Rs.500/- or so, whereas the management is paying the Contractor the minimum Wage (Rs.3000/- to Rs.4500/-) according the state government rate. An executive of the management is required to be present when the payment is made. There are no records of engagement kept in many places. It is unfortunate and unforgivable that in many places the officers are also part of this ignominious exploitation of the labour in league with the contractors.

The relevant rules and regulations are not only violated exploiting the labour, but also it is giving a bad name to the BSNL management and employees. In this connection it is also noteworthy that media recently reported that BSNL is ranked in second position in involvement of corrupt cases. This is a very very sad situation and all of us in BSNL should seriously retrospect how this has happened.

The management, instead of taking immediate necessary actions to curb these unhealthy practices is trying to curb the union bringing such crimes to its notice. It may be pointed out here that in all Public Sector Companies, the issues of Casual / Contract Workers are taken up by the representative unions and settled. It is not a crime to bring out injustices to the notice of the management for redressal, but it is a shameful crime to allow continuance of such corrupt practices and keep silence.

Yours Sincerely,



**[V.A.N. Namboodiri]
General Secretary**