

BSNLEU/522(CL)

19th June, 2008

To
Shri. Kuldeep Goyal
CMD, BSNL
Bharat Sanchar Bhawan
New Delhi – 110 001

Sub: **Ensuring of full payment of Wages, Social Security Measures like EPF, Insurance, etc to Casual & Contract Workers**

Sir,

I would like to bring to your personal notice the serious issue of non-implementation of statutory rules and regulations with regard to the engagement of Casual and Contract Workers in BSNL.

It is estimated that there are about one lakh casual and contract workers engaged in BSNL in line work, security, office work, customer centres etc. In the absence of proper records being maintained, it is difficult to find out correct number. Regular posts are being abolished on one or another plea. Instead of posting a regular worker in the arising vacancy, contract workers are engaged, since there is work to be attended to.

The Contract Labour (Regulation & Abolition) Act, 1970, Contract Labour (Regulation & Abolition) Central Rules, 1971 and other relevant Labour Rules have given clear direction with regard to the conditions of engaging casual and contract workers and the social security measures to be implemented. However, it is to be noted that these rules are mostly violated than implemented.

There is a prevalent thinking that why unions should take up issues other than their promotion, posting, wages etc. It is true that it is one important aspect. However, at the same time, the unions are interested in the expansion and growth of the company, the transparent and efficient functioning, the cordial relationship between the management and workers etc. The issue of contract workers is related to all these concerns.

During my tour to various places in the country, many casual and contract workers have met me, gave memorandum and pleaded for settlement of cases. The wage given by the management to contractor is not paid to the workers. Contract worker in certain places are given only Rs.500/- to Rs.600/- in a month. There is no supervision by the management, who is the principal employer.

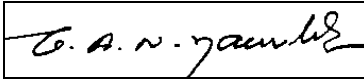
Social security measures like EPF, ESI are not implemented. Eligible family pension is not given. Unfair labour practices are rampant. Many casual workers who are eligible for regularization are denied their due.

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All these are eroding the vitals of BSNL. The motivation of casual and contract workers are at the lowest. The image of the company itself is being tarnished. Many cases have been filed in Labour Courts against the violations.

I would request you to take immediate necessary action to ensure that the due wages are fully paid to the workers and that all social security benefits eligible for them are got implemented. The above mentioned malaise cannot be removed simply by issue of certain instructions, but had to be implemented with determination and courage.

Yours Sincerely,

A rectangular box containing a handwritten signature in black ink. The signature appears to be 'V.A.N. Namboodiri' written in a cursive style.

(V.A.N. Namboodiri)
General Secretary