

BSNL CO-ORDINATION COMMITTEE

BSNLEU : AIBDPA : BSNLCCWF.

Dada Ghosh Bhawan, 2151/1, New Patel Nagar, New Delhi - 110008

Countrywide Dharna Programme on 23rd March.

Important issues to be highlighted during the programme among employees, pensioners and casual contract labourers in BSNL.

1) Wage revision.

The stalemate that prevailed in signing the Wage Revision Agreement has been successfully broken and the Agreement was signed on 8th October, 2025. It is already more than 5 months since the agreement has been signed. Employees are eagerly awaiting implementation of the Wage Revision Agreement. The Management has informed that, the BSNL Board of Directors had approved the Wage Revision Agreement and had sent it for the approval of the DoT. The employees should not be under the illusion that, the approval of the DoT will come automatically. This is because the Third Pay Revision Committee has recommended that, the employees of the loss making PSUs are not eligible for the Wage Revision, which has also been approved by the government. BSNL comes under the category of loss making PSUs. Hence, BSNL employees cannot get the benefits of the Wage Revision Agreement, unless the Union Cabinet gives exemption to BSNL, from the Affordability Clause of the 3rd Pay Revision Committee. The BSNL Management has not signed the Wage Revision Agreement with the recognised unions, without the knowledge of the government. In fact, the Joint Wage Revision Committee itself was constituted only as per the direction of the DoT, which instructed the CMD BSNL to sign the Wage Revision Committee with the Recognised Unions and send it for the approval of the DoT. A large number of BSNL employees have lost many of their increments due to Stagnation. This problem of Stagnation can be resolved only if the Wage Revision Agreement is implemented. In view of this, we demand that the government should immediately approve the Wage Revision Agreement and pave the way for its implementation.

2) Pension Revision - an out of court settlement is the need of the hour.

Pension Revision of absorbed BSNL Retirees due from 01-01-2017 is being unjustly dragged by the government for the last nine years. Initially, government took the stand that pension revision can be given only after wage revision. After several agitations by AIBDPA, AUAB and CoC, a meeting of all the Pensioners Associations in BSNL and MTNL was convened by DoT on 17-10-2022 and on the basis of consensus reached in the meeting, the file was processed and reached to the final stage in 2023. But it was subsequently put to cold storage after CAT, New Delhi order in the case filed by certain pensioners associations seeking 7th CPC fitment. The government filed a writ petition in Delhi High Court to quash the CAT order and still pending for disposal. After High Court it is Supreme Court and nobody can predict when the final order will be issued. So we demand an out of court settlement without further delay as thousands of pensioners have left this world without getting their legitimate right of Pension Revision.

3) Repeal the four Labour Codes.

Despite the repeated and vehement protests by the united trade union movement of the country, the Modi government has implemented the pro-corporate and anti- worker four Labour Codes. These sugar - coated Labour Codes are implemented only to create a trade- union- free atmosphere in the country, for the employers and big corporates to exploit the working class. The earlier Labour Laws, ensuring Minimum Wage and Social Security Measures have been done away with. Hard-won Labour Rights like the right to form a trade union, the right to organise strike, etc., have been practically snatched away. After implementation of the Labour Codes, some state governments have already increased the working hours up to 12 hours per day. The Joint Platform of 10 Central Trade Unions and industrial federations has vowed to continue with the struggles, till the four Labour Codes are repealed.

4) Validation of Pension Rules - a draconian act threatening the very concept of Pension.

The government has cunningly brought out, Validation of Pension Rules and Principles for Expenditure on Pension Liabilities from the Consolidated Fund of India as part of Finance Bill, 2025 and made it an act on 29th March, 2025. It is given effect from 01-06-1972, the date on which CCS (Pension), 1972 came into existence. The act gives extraordinary powers to the government to make distinctions among the pensioners based on their date of retirement notwithstanding the pension rules and court orders. The Validation, rather Invalidation of Pension Rules is intended to deny the benefits of Central Pay Commission to the pre 2026 Pensioners and has far reaching implications. It is actually violation of Article 14 of the Constitution and challenges the historic judgment of the Constitution Bench of Supreme Court in the case of D S Nakara & others Vs Union of India. NCCPA has taken up the issue seriously and on continuous agitation under the banner of Forum of Civil Pensioners Associations.

5) No further staff reduction in BSNL.

80,000 employees have already been retired under the VRS. Undoubtedly, this cutting down of the workforce has severely affected the BSNL's services. Under these circumstances, we are shocked to know that in a meeting presided over by the Hon'ble Prime Minister of India on 07-01-2026, decision has been taken to further reduce the staff strength in BSNL. Minutes of this meeting have also been released by the government. BSNL is unable to compete with the private operators only because of denial of the timely launching of 4G and 5G services. Not only that. BSNL was even denied the freedom to procure good quality equipments from reputed companies. Government's pro- private and anti- BSNL policies are behind these calculated moves to weaken BSNL. However, the BSNL Management and the Government are continuously painting a picture that, the large number of work force in BSNL is responsible for it's financial crisis. The systematic cutting down of staff strength in BSNL is, nothing but the road map of the Government for future privatisation of the Company.

6) Attack on casual and contract workers in BSNL.

Casual and contract workers, who have been serving since the P&T era and the formation of BSNL in 2000, have played a vital role in network construction and maintenance across the country. However, with the policy of contractualisation, accelerated in recent years, most telecom works have been outsourced. The introduction of the SLA system has replaced manpower-based tenders with job-based contracts, leading to massive retrenchment of workers. Thousands have already lost their jobs, while many others are forced to work for extremely low wages without social security. At the same time, fund allocation for contract workers' wages is being continuously reduced. Casual labourers are still denied wage revision as per the 7th CPC and regularisation is rejected citing the Uma Devi judgment. Many are paid below the 6th CPC minimum, and even the CDA hike has not been granted since January 2025. This is a direct attack on the livelihood and rights of workers. BSNL casual and contract labourers recently organised an All India Convention in Delhi and decided to launch a countrywide agitational programme to compel the Government and the Management to reverse this retrenchment policy.

7) National Monetisation Pipeline and it's impact on BSNL.

As part of its economic reform policies, the Government has launched the National Monetisation Pipeline (NMP) to monetise public assets by handing them over to private corporates and multinational companies. Public Sector Undertakings have become the primary targets of this policy. BSNL is a clear example, where the implementation of NMP is being carried out with high priority. Valuable assets such as land and telecom infrastructure are being prepared for transfer, mainly to benefit private telecom operators. This move is also aligned with policy changes that facilitate the expansion of private players in the telecom sector. In the initial phase, a target of ₹20,000 crore was set through BSNL asset monetisation and now the Government is moving ahead with NMP 2.0. To meet these targets, BSNL Management is selling vital assets such as exchange land, buildings, staff quarters, towers, and underground cable networks, including OFC routes. This poses a serious danger, as these public assets should not be handed over to corporates at throwaway prices. The attack is not limited to BSNL but is extending to other PSUs like Coal India, ONGC, Shipping Corporation, and financial institutions. Trade unions across the country, including in BSNL, are united and determined to strongly oppose this anti-public policy.
