

# **BSNL CASUAL CONTRACT WORKERS, FEDERATION**

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

## ***Observe countrywide Call Attention Day at BA level on 25.03.2026.***

We, the contract and casual workers in BSNL, have gathered today, to highlight and discuss the burning issues faced by the casual and contract workers of BSNL. It is unfortunate that a section of workers who have contributed immensely to building and maintaining the telecom network of our country are being deprived by the BSNL Management and also the Central Government.

In past, in DoT, the casual contract labourers played a vital role in the construction of lines, laying of cables and maintenance of networks across the nation which has been derailed by the government after the introduction of economic reforms policy in 1991. To follow-up the reform economic policy in country, BSNL was formed in October, 2000 and the policy for casualisation and contract process was accelerated in BSNL. Most of the daily engaged casual works were handed over to contractors. Thousands of casual labourers, who had worked for 15 to 20 years, were converted into contract workers. This marked the beginning of large-scale contractualisation in BSNL.

During this period, the Management have been taken away the hard-earned benefits of workers. Even today, the management is not ready to implement the 7th CPC wages for casual labourers. Regularisation is denied citing the Uma Devi judgement. Many workers are still getting wages below even the 6th CPC scale, and the minimum CDA hike has been denied since January 2025.

The situation has become worsened further with the introduction of the SLA system. The manpower-based system has been replaced with a job-based system, resulting in massive retrenchment. Workers who have given 25 to 30 years of their life to this organisation are being thrown out. In many places, contract workers are not even getting minimum wages, EPF, or ESI benefits. There are even attempts to threaten workers and prevent them from joining trade unions. This is unacceptable.

Today, this Call Attention Day will highlight the genuine demands of the workers and also to find out the ways to resist and fight back. We cannot remain silent when thousands of workers are losing their jobs. On the other hand, the management is reducing funds for contract workers, while these labourers are very much necessary for network maintenance, housekeeping, electrical work and security. Without them, BSNL cannot function.

This Call Attention Day strongly demands that this experienced workforce be effectively utilised to improve service quality, especially for strengthening 4G services and rolling out 5G across the country. These attacks by the Management are not isolated; they are part of larger economic policies of liberalisation, privatisation, and globalisation. The implementation of the four Labour Codes will only worsen the situation. Therefore, to defend the workers, we must defend BSNL, and to defend BSNL, we must defend all Public Sector Undertakings. Today, BSNL is increasingly dependent on outsourcing and franchisee systems. Even through the Telecom Infrastructure Provider system, work is being handed over to private agencies that have no commitment to the organisation. As a result, BSNL is losing customers and revenue.

To observe this Call Attention Day throughout the country, we should highlight the following demands of the contract labourers to convey a strong message to the Management and the Government also. No retrenchment of contract workers, Implementation of 7th CPC wages for casual labourers, Minimum wages, EPF, and ESI for all contract workers, Re-engagement of retrenched workers, Regularisation of casual labourers, Repeal of the four Labour Codes and Save BSNL and Save PSUs, are the demands on which we should organise massive campaign among the workers throughout the country.

We have started the action to achieve our demands by observing the Call attention Day on 25th March, 2026. We will highlight our issues to the CMD BSNL, Chief Labour Commissioner and also the Chief General Managers in all circles. We will organise massive mobilisations at BA level so that a message will go to the Management at Circle and Corporate Office. Let us involve the other sections of BSNL employees and officers in our programme so that the Management can get also an effective message of our grievances.

***Save BSNL - Save Contract Casual Workers - Save PSUs - Save Country***