

**BSNL**

Connecting Bharat  
Security • Reliability • Integrity

**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)  
WS&I Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
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Phone: (011)23734343

No: BSNLCO-RSTG/21(11)/3/2020-RSTG-Part(3)

Dated : / 9.05.2026

To .  
All Chief General Managers  
Territorial & Core Network Circles  
BSNL

**Subject:-Monitoring of statutory provisions of Labour Laws / EPFO-ESIC etc.**

BSNL Corporate Office has issued various advisories/ directions/guidelines to the field units of BSNL regarding adhering with the applicable Labour Laws/Acts, wherein it has been clearly stipulated inter alia with others, that the responsibilities of BSNL as Principal employer and accordingly compliance of laws depend upon the terms and conditions incorporated in the SLA- based outsourcing tenders.

A meeting was held under the Chairpersonship of the Secretary, Ministry of Labour and Employment, on Labour welfare and statutory compliance of CPSUs and Industries, wherein strict compliance with wage payments and other statutory provisions has been emphasised.

In this regard, all concerned are advised to ensure the compliance with all labour laws including timely payment of wages, social security measures (EPFO/ESIC), statutory compliance etc.

This is issued with the approval of competent authority.

DGM(WS&I)  
O/o PGM(WS&I/SR/Restg)

ENST NO. MHCO- ADMN/15/1/2020- O/o GM (ESTT)-BSNL- MHCO Dtd. 26-5-202

TO,

- All BA Heads,
- MH circle

For kind information & n/a please.

26-05-2026

सहायक महाप्रबंधक (प्रशासन)  
Asstt. General Manager (Admn)  
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