



BSNL EMPLOYEES UNION

Main Recognised Representative Union in BSNL
(Registered Under Indian Trade Union Act 1926. Regn No. 4896)

.....SSA

Date: 24.08.2023

MEMORANDUM

To,

Dy. Central Labour Commissioner/
Regional Labour Commissioner (Central)/
Labour Enforcement Officer,

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Sir,

Sub: - **Non-implementation of Minimum Wage, EPF, ESI and Labour Laws in BSNL for the contract workers - requesting for kind intervention - conciliation – req.**

On behalf of our Union, we would like to submit the following important problems for favour of your kind intervention and for arranging conciliation for the early settlement of these problems.

It is brought to your kind notice that, the Principal General Manager, BSNL, is engaging hundreds of contract workers throughout Telecom District. The contract workers are being engaged in the following fields after calling for appropriate tenders:

- 1) Provision and maintenance of Landline and Broadband connections.
- 2) Tower maintenance.
- 3) Infrastructure maintenance of various exchanges, telecom buildings.
- 4) Optical Fiber Cable Maintenance.
- 5) Sweeping, Cleaning, Scavenging works, etc.
- 6) Manning of Customer Service Centres.

These contract workers are being engaged in Skilled nature of works such as Tower maintenance , Computer services, Driving vehicles etc., Semi skilled nature of works such as infrastructure maintenance and other Unskilled nature of works such as sweeping / cleaning etc. These contract workers are putting in their best services for the routine functioning, improvement and development of BSNL Organisation in all the Business Areas.

However they are being paid meagre wages without any norm. It ranges from Rs.2,000/- to Rs.10,000/- per month. It is brought to your kind notice that, no contractor (Employer) or Principal General Manager (Principal Employer) are bothering about the various orders issued by Chief Labour Commissioner (Central), Ministry of Labour and Employment with regard to Minimum Wages .

No Attendance Register or Labour Register are being maintained in our Telecom District. Similarly no Wage Slip is being issued to the contract workers.

No bonus is being paid to contract workers. No Gratuity is being sanctioned for the eligible contract workers. In short, no labour law is being implemented in our Telecom District.

Other than this, the Social Security Measures such as EPF and ESI are not being implemented for the contract workers working in this SSA by the employers (Contractors) and these violations are not at all being viewed seriously by the Principal Employer (Principal General Manager).

It is regretted to inform that, our Principal General Manager is not ready to intervene or settle all these problems in his capacity as the Principal Employer. He is simply neglecting his responsibilities as the Principal Employer as laid down in the Labour Laws. In short, Contractors (Employers) and Principal General Manager (Principal Employer) are not at all bothering about any Indian Labour law with regard to the contract workers.

Hence, it is requested that, your good office may kindly intervene and issue necessary direction to our Principal General Manager for ensuring:-

- 1) **Payment of Minimum Wages as per orders issued by Ministry of Labour and Employment.**
- 2) **Implementation of Social Security measures such as EPF, ESI, etc.**
- 3) **Sanctioning of Gratuity.**
- 4) **Payment of Bonus.**
- 5) **Maintenance of Attendance Register, Labour Register and for the issuing of Wage Slips.**

Thanking you.

Yours sincerely,

**District Secretary,
BSNL Employees Union**