



BSNL EMPLOYEES UNION

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BSNLEU/102 (Circular No.04/2022-25)

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To,

The Circle Secretaries
and Central office-bearers.

Dear Comrades,

**2nd All India Convention of BSNL Working Women's Co-ordination
Committee (BSNLWWCC) on 10.12.2022 at Kanyakumari.**

As has already been intimated by the CHQ, the 2nd All India Convention of BSNL Working Women's Co-ordination Committee (BSNLWWCC) is going to be held at Kanyakumari on 10.12.2022. BSNLEU, Tamil Nadu circle union and BSNLWWCC, Tamil Nadu circle, are hosting this Convention. The CHQ of BSNLEU heartily congratulates both BSNLEU and BSNLWWCC, Tamil Nadu circle, for hosting this All India Convention.

Women constitute 50% of the Indian population. However, they are facing innumerable discriminations, exploitations and atrocities. We daily come across news in the media, about the atrocities being heaped on women in various parts of the country. Working class is the most progressive section of the society. As such, it is the duty of the working class to fight against all sorts of menaces being faced by women.

In BSNL also, women employees are facing many problems. Sexual harassments, gender discriminations, lack of basic amenities in work places, are common problems. BSNLEU has always taken up the issues of women employees on a priority basis. For example, after Child Care Leave was implemented by the Government of India, BSNL Management refused to implement the same in BSNL, even though the Central Government Leave Rules are being followed in the Company. BSNLEU took serious efforts and ultimately succeeded in implementing the Child Care Leave in BSNL.

Sexual harassment in work places is a serious problem, being faced by women employees working in BSNL. Unfortunately, the Internal Complaints Committees (ICCs), functioning in all circles, have proved to be ineffective in stopping sexual harassments. Mostly, these ICCs are being influenced by male officers. BSNLEU has given top most priority in tackling the sexual harassment cases. It has effectively intervened in sexual harassments that have taken place in places like Pondicherry and Shimla. Presently, BSNLEU and BSNLWWCC are jointly fighting against the sexual harassment that has taken place in Ludhiana.

The 1st All India Convention of BSNLWWCC was held at Hyderabad in 2017. Since then, together with BSNLWWCC, BSNLEU is taking efforts to organise the circle level organisations of BSNLWWCC. This issue has been discussed in many CEC meetings of BSNLEU and decisions are taken. However, we have not been successful in implementing the decisions. Even after the implementation of VRS in BSNL, a good number of women employees are working in BSNL among Executives, Non-Executives and contract workers. Ample opportunities are there, for starting BSNLWWCC in more number of circles and for strengthening that Organisation.

It is under these circumstances that, the 2nd All India Convention of BSNLWWCC is taking place at Kanyakumari. As all of you are aware, BSNLWWCC is not a separate organisation, but it is a sub-committee of BSNLEU. The strengthening of BSNLWWCC will certainly reflect in the strengthening of BSNLEU. **The All India Centre meeting of BSNLEU, held on 15.10.2022, has decided that all the circle unions should take initiative to send delegates to the 2nd All India Convention of BSNLWWCC. The All India Centre meeting also decided that, the travelling expenses and the delegate fees should be borne by the respective circle unions.**

Hence, the CHQ is requesting all the circle unions to take up this matter seriously and to make arrangements to send delegates to the 2nd All India Convention of BSNLWWCC.

Thanking you,

Yours fraternally,


[P. Abhimanyu]
General Secretary