

# **ORGANISATION & TASKS**

## **BSNL Employees Union**

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Published By:

# **BSNL EMPLOYEES UNION**

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# ***Organization & Tasks***

## ***BSNL Employees Union***

### ***Background***

Bharat Sanchar Nigam Limited (BSNL) was an unwanted child born at the wrong time. There was no necessity, requirement or justification to convert the Department of Telecom Services / Department of Telecom Operations / Department of Telecom in to a Public Sector i.e. BSNL. It was done as part of the ongoing process of liberalization, globalization and privatization policy of the Central government initiated in the 1990s.

The government proposal was to convert the government department in to a PSU by April 2001. This was advanced to 1<sup>st</sup> October, 2000, i.e. 6 months earlier, due to the collaborationist policy of the then recognized Staff Federations viz. National Federation of Telecom Employees (NFTE), Federation of National Telecom Organizations (FNTO) and Bharatheeya Telecom Employees Federation (BTEF). After going on strike for a day against corporatization, they compromised with the government for an additional amount of Rs.1, 000 p.m. and some' vague assurances on government pension continued to the absorbed employees in BSNL.

The National Action Committee (NAC) of Telecom Organizations which comprised of the All India Unions which merged later in to BSNL Employees Union went on strike on 9<sup>th</sup> September, 2000 and also organized Non-co-operation agitation on 26<sup>th</sup> & 27<sup>th</sup> September, continued by walk out strikes on 29<sup>th</sup> September 2000 against corporatization. But the compromising attitude of the three recognized federations enabled the govt. to corporatize DTS/DTO/DOT in to BSNL w.e.f. 01.10.2000.

Com. V.A.N. Namboodiri, Convener, NAC, at the time of inauguration of BSNL pointed out that the workers and the unions have a threefold task at the moment i.e. to ensure that corporation is sustained defeating government's plan to privatize it, planning and developmental activities on a fast pace and hard work & determination on the part of workers for giving a better service to the people.

### ***BSNL Employees Union formed***

BSNL Employees Union was formed on 22<sup>nd</sup> March, 2001 in the National Convention of Telecom Workers held at Visakhapatnam by merging the following All India Unions:

1. All India Telecom Employees Union Class-III (N)
2. All India Telegraph Traffic Employees Union Class-III
3. All India P&T Industrial Workers Union
4. All India Telecom Civil Wing Employees Union Gr. 'C; & 'D'<sup>1</sup>
5. Indian Telecom Employees Union Line staff & Gr. 'D'
6. All India Telecom Administrative Offices Employees Union

7. All India Telecom Employees Union Line Staff & Gr. 'D'

8. All India Telegraph Traffic Employees Union Gr. 'D'

Corns. Sisir Bhattacharjee and Moni Bose, veteran leaders of P&T trade union movement, were elected as Chief Patrons. Corns. J.N. Mishra and V.A.N. Namboodiri were elected as President and General Secretary respectively. Thus a new vibrant union of Telecom Workers was born. It is noteworthy that the Union was formed on the death anniversary of Com. A.K.Gopalan, one of the all time loved working class leader and the first opposition leader in the Parliament.

The Organizational Resolution adopted in the Conference gave call to forge unity among the entire telecom workers and to fight against privatization of this crucial industry and for the cause of the entire telecom workers.

### ***The Growth of BSNLEU***

The formation of BSNLEU was welcomed by the workers not only of BSNL, but by the entire country. The recognized and well established Federations in BSNL as also BSNL management tried to create hurdles in its activities; but countering all these difficulties and attacks, BSNLEU started its forward march.

### ***The growth of the organization -Foundation Conference at Visakhapatnam***

The formation conference of BSNLEU was held on 21 - 22 March, 2001 at Visakhapatnam (Andhra Pradesh). The union constitution and flag were approved in this conference. A unanimous panel of office-bearers with Com. J.N. Mishra as President and Com. V.A.N. Namboodiri as General Secretary was elected. The conference also passed a policy and programme resolution on the basis of which the union started functioning. The BSNL Employees Union was registered with the Registrar of Trade Unions Delhi on 15.06.2001 with Registration No.4896.

6 Central Executive Committee / Office-bearers meeting was held at Delhi (26.05.2001) Kolkata (13-15 September, 2001) Delhi (28.02.2002) Mandya (08-10 April, 2002) Aurangabad (3-5 August 2002) and Kolkata (26-27 October, 2002).

The first wage agreement on conversion from CDA to IDA was finalized and signed on 26.04.2002 after hard bargaining. Since no union was recognised, all the applicant unions participated.

A lot of agitations were organized against victimization, on our demands as also on the call of Sponsoring Committee of Trade Unions etc. There were two one day strikes successfully organized on 16.04.2002 and 21.05.2003 as per the call of Central Trade Unions.

### ***// AIC at Lucknow***

The II All India Conference of BSNLEU was held at Lucknow on 2-5 June, 2003. A large number of delegates attended despite the terrible heat and later very heavy rains. The conference called upon the workers to intensify the struggle against privatization as also on the demands of the

workers. The conference re-elected Comrs. J.N. Mishra as President and V.A.N. Namboodiri as General Secretary. 7 Central Executive Committee meetings were held at Delhi (25-26 August, 2003) Hyderabad (20-21<sup>st</sup> January, 2004) Pondicherry (17<sup>th</sup> -19<sup>th</sup> July, 2003) Delhi (9-10 December, 2004) Ludhiana (7-9 March, 2005) Pune (15-17 June, 2005) and Kanyakumari (21-22 October, 2005). Many important issues were discussed and sustained struggles organized during the period.

In the II Membership Verification held, BSNLEU got No. 1 position and recognition. The United Forum was formed with 4 other unions to defeat pro-management NFTE.

A large number of long pending issues were discussed and settled including BSNL GSLI Scheme, refund of CGEGIS, gift to retiring employees, Perks, New PLI etc.

Many struggles were organized on workers' issues. Strikes were organized on 24<sup>th</sup> February, 2004 for TU rights and 29<sup>th</sup> September, 2005 strike as per call of Sponsoring Committee of Trade Unions. The strike on 5<sup>th</sup> January, 2006 called by Joint Forum was deferred after Secretary DoT assured in writing that BSNL will not be disinvested / privatized.

### ***/// AIC at Guwahati***

Guwahati All India Conference held on 26<sup>th</sup> to 29<sup>th</sup> January, 2006 was a milestone in the history of the BSNL Employees Union. It was held in the backdrop of the historic victory in the II membership verification for BSNLEU and United Forum.

A women's convention was organized as part of the AIC which was largely participated. The policy & programme adopted gave a clear line to the organization to move forward. This conference saw a good number of senior leaders, especially retired comrades, giving way to comparatively younger generation.

Central Executive Committee meetings were held at Calicut (21<sup>st</sup> to 23<sup>rd</sup> August, 2006), Bijapur (6<sup>th</sup> to 8<sup>th</sup> February, 2007) and Bhubaneswar (21<sup>st</sup> to 23<sup>rd</sup> August, 2007). Important decisions were taken with regard to issues as also organizational matters. A lot of important demands could be settled. Promotion Policy, Transfer Policy etc. were got approved.

Two important strikes were successfully organized on 14.12.2006 called by Sponsoring Committee of Trade Unions and another on 11.07.2007 by BSNL Unions to defend BSNL and for getting sufficient mobile lines to provide to the people. The strike on 11.07.2007 was complete with both executives and non-executives fully participating. It is worth noting that there was no economic demand in this strike. Only the firm stand taken by BSNLEU ensured strike and that too a 100% strike. Many other agitational programmes were also organized.

### ***BSNL Casual & Contract Workers Federation***

Another important development was that as per decision of the Guwahati Conference, BSNL Casual & Contract Workers Federation was formed at the All India Convention held

at Koikata on 14<sup>th</sup> & 15<sup>th</sup> March, 2008. Com. V.A.N. Namboodiri and Com Tapas Ghosh were unanimously elected as President & Secretary General of the Federation. About 14 circle unions have been formed by this time. BSNLEU and BSNL C&CWF together are trying to improve the conditions of Casual / Contract Workers.

### ***IV AIC at Mumbai***

The IV All India Conference was held at Mumbai from 13<sup>th</sup> to 16<sup>th</sup> February, 2008. Despite restrictions on the number of delegates, more than 4,000 workers participated as also many visitors. The high level discussion was a pointer to the growth of the organization. For the first time, a Communications Minister (ThiruA. Raja) attended BSNLEU conference. Leaders of almost all Non-Executive and Executive Unions addressed the conference. Foreign delegates from Sri Lanka and Nepal also participated.

The conference adopted a resolution for Indefinite Strike to start from 26<sup>th</sup> February, 2008 against disinvestment, VRS etc. It also adopted another resolution on organization to strengthen the same. The issues of Casual & Contract Workers also were given focus. Certain amendments to the constitution were adopted.

More than 120 delegates participated in the discussion. Coms. J.N. Mishra and V.A.N. Namboodiri were unanimously elected as President and the General Secretary for the IV consecutive term.

Central Executive Committee meetings were held at New Delhi (21-22 July, 2008) Kolkata (03-05 November, 2008) and New Delhi (05-06 March, 2009). The next Central Executive Committee meeting is going to be held at Mysore from 27-29 August, 2009. One more Central Executive Committee meeting can be held before the AIC to be held at Thiruvananthapuram.

Many agitations and struggles were organized during this period including for settlement of wage revision and other demands. The 7<sup>th</sup> May, 2008 strike called by CPSTU was deferred after the Prime Minister gave assurance on the 5 year periodicity for wage revision. The indefinite strike call by Joint Forum on common demands from 26<sup>th</sup> February, 2008 was also deferred on the basis of assurance from management. Massive Dharnas were organized on 28<sup>th</sup> & 29<sup>th</sup> May, 2008 and was withdrawn after 50% IDA merger was ordered at the instance of Communication Minister.

The 20<sup>th</sup> August 2008 strike was one of the biggest strikes of Indian Working Class. The call for strike given by Sponsoring Committee of Trade Unions was well responded with crores of workers' participation. Another strike called on 11-12 December, 2008 was deferred on assurance to start the negotiation from 15<sup>th</sup> December, 2008. BSNLEU also participated in the Parliament March on 18<sup>th</sup> February, 2009 called by the Sponsoring Committee of Trade Unions. The 2 days strike called for 19-20 May, 2009 was deferred after management agreed to pay 6 months pay advance and new HRA retrospectively from February, 2009.

### ***First Membership Verification***

Four membership verifications have been conducted so far, in 2002, 2004, 2006 & 2009 to select the majority union for grant of recognition. While NFTE wanted check off system, BSNLEU & other unions insisted upon Secret Ballot and the latter was accepted by Chief Labour Commissioner and management. In the first verification in 2002, NFTE got approximately 35% and BSNLEU 30%. As per the then existing rules on recognition in Government, both NFTE and BSNLEU, which got more than 15% should have been recognized. (No other union, including FNTO, did not reach 15%). But to deny due recognition to BSNLEU, the management and NFTE conspired and on the plea of provisions of 'Code of Discipline', NFTE alone was recognized, denying rightful recognition to BSNLEU.

### ***Brutal Repression***

Neither the management nor the Federations expected that BSNLEU will get 30%, only 5% less than NFTE. In order to curtail the growth of BSNLEU, it was targeted and series of attacks were made on BSNLEU by management in connivance with the recognized union. Many Circles, Districts and Branch Secretaries along with hundreds of active workers of BSNLEU were transferred in a move to destabilize the union and discourage workers joining it. Many charge sheets were issued on active workers and punishments imposed on flimsy charges. BSNLEU organized sustained struggles continuously including a Parliament March and fought against the harassment and victimization.

### ***// Membership Verification***

During the two years of its tenure of recognition, NFTE concluded certain agreements which were completely against the interests of workers. It agreed to the Management proposal of retrenching 50,000 workers through VRS/CRS. Very low perks were agreed upon. It declared that it will not oppose government policies like disinvestment / privatization etc. While crying hoarse about uncertainty of pension, it did not make any effort to ensure it by government. In all these, FNTO was a party as they allied with NFTE at that time.

Continuing such a grave situation would have resulted in quick disinvestment / privatization as happened in the case with corporatisation. The workers were very unhappy and wanted a change'. BSNLEU took the initiative to form the United Forum of BSNL Unions with the support of certain unions including FNTO and fought the II membership verification which was held in 2004. The 'invincible' NFTE was decisively defeated and BSNLEU got recognition as the majority union, it was a big victory of BSNL workers. BSNLEU got 39,601 votes more than NFTE.

The main task after grant of recognition was to restore the confidence of workers. United Forum under the leadership of BSNLEU took long pending issues one after another for settlement. An agreement was got signed between management and LIC for group insurance, which is the biggest group insurance scheme in the world. A new Perk agreement was made with more benefits than agreed to by the earlier recognized union. A committee was formed to finalise promotion policy on the demand of BSNLEU. The workers understood the difference between the earlier & present recognized unions.

### ***/// Membership Verification***

The many settlements made after getting recognition in 2004 resulted in increase in membership of BSNLEU to a large extent. The support base amongst the workers also increased. The result was another landslide victory. NFTE felt utterly isolated. The difference between BSNLEU and NFTE increased to 64,207-votes.

Our continuous and sustained struggle against Disinvestment / IPO, VRS, for improvement of services and on workers demands, while increasing our support base, also created a peculiar situation where in the management wished for a compromising recognized union. Gradually it started supporting NFTE and also managed to create division within United Forum.

FNTO was not happy that BSNLEU has become very strong with more than 50% membership of total non-executives. If not to become king, FNTO wanted to become kingmaker. By granting facility of deduction of subscription and certain TU rights to the non-recognised unions, the management was successful in ensuring that FNTO and certain other unions desert United Forum.

### ***The Dark Conspiracy***

It is in this situation that FNTO and Rashtriya Union left United Forum, joined NFTE and formed BSNL Workers Alliance to face the IV membership verification in the banner of NFTE. President of SEWA BSNL, who was with us from the 1<sup>st</sup> verification joined with NFTE alliance. BSNLEU was left with only AIBCTES and TEPU in the United Forum. The massive hateful and slanderous propaganda unleashed by NFTE-FNTO alliance had to be countered. BSNLEU had a paid membership of more than 1,35,000 out of 2,47,000 total non-executive workers, coming to 55%. But the fact that there was a shift of about 10,000 memberships from BSNLEU to other unions earlier when deduction of membership was given to non-recognised union was a warning bell.

The Central Executive Committee held at Delhi considered all these aspects and gave clear direction to CHQ that a strengthened United Forum is necessary not only to win the verification with more than 50%, but also to continue and strengthen our fight against disinvestment, privatization etc.

### ***United Forum - 7 Unions Alliance***

As per the directives of the CEC, hectic efforts were made and CHQ could form a strong alliance of 7 unions (including BSNLEU) even breaking away some of the constituents of NFTE alliance, like BSNLMS and BTU. SEWA BSNL and SNATTA also joined. It was not an easy matter and we had to go extra mile for reaching that target. Though the alliance was completed very late, it gave a strong message and confidence to the workers.

The IV Membership Verification witnessed a very low standard and malicious propaganda by NFTE-FNTO alliance. Management overtly and covertly supported NFTE. We countered it with explaining our achievements with facts and figures. The intensive propaganda during the last few days entirely changed the situation in favor of BSNLEU. Once again, BSNLEU won with a thumping majority defeating NFTE by more than 28,000 votes.

The shattered and desperate NFTE & FNTTO have now left the Joint Forum, the umbrella organization of executives and non-executives, on flimsy grounds. The real reason is entirely different. In fact, they do not want to oppose the anti-worker policies of govt. and management in order to get certain concessions and support from management. Of course, this game plan will be defeated by workers. But for that to succeed, sustained and concentrated effort on our part is necessary.

## ***Wage Negotiation***

Without going in to details, certain important points on this issue are given below. The periodicity of wage agreements in PSUs was 5 years till the Mohan Committee Report (I Pay Revision Committee -1997) which recommended a ten year period. So this time, except in Coal Industry, where the workers, through continuous struggles compelled the management for 5 years agreement both in 2002 and 2007, all other PSUs are having an agreement for 10 years. Committee of Public Sector Trade Unions (CPSTU) called for one day strike on 7<sup>th</sup> May, 2008 on the demand for restoring 5 years periodicity and other demands on wage revision. The Prime Minister called the union leaders, heard them and assured that the wage revision can go from 10 years to 5 years. DPE also issued guidelines for the same. As such, Rao Committee (II Pay Revision Committee for executives- 2007) did not specify any periodicity. The workers will get two wage revisions in 10 years, if 5 years periodicity is agreed. Pension also will be revised.

The propaganda by management and NFTE-FNTTO alliance is that in the 5 years periodicity, workers will not get full fitment benefit. We are not going to make any agreement with less than full fitment benefit, considering the special situation of BSNL. Our task is to convince the workers about the benefits of 5 years agreement and expose the pro-management unions.

## ***Joint Forum***

BSNLEU took the initiative in forming the Joint Forum of BSNL Associations / Unions & Executives and Non-Executives and organized many struggles for improvement of BSNL and its services. It also organized struggles on the common demands of BSNL Workers like Pension and IDA merger. Com. V.A.N Namboodiri, General Secretary, BSNLEU .continues to be the Convener of Joint Forum.

BSNL Employees Union always stood for a Better Service to the Nation. It regularly discusses the issue with the management. Works Committees were formed at SSA levels at the insistence of BSNLEU for joint discussion on the development, expansion and service.

## ***Organizational Tasks***

BSNL Employees Union is the biggest union in BSNL with about 1,35,000 members. From 60,000 in 2001 it has grown to this position despite the fact that more than 10,000 employees are retiring every year and there is almost no recruitment. This growth of membership itself is a great success, which no other union could achieve so far. In the first verification we were in majority in only 13 circles but now except in eight circles BSNLEU is

in majority. Our target to be number one in all circles could not succeed due to various reasons. However, we have advanced in almost all circles.

As already stated, in the formation conference at Visakhapatnam in 2001, the resolution on organization stated that "BSNL Employees Union stands for the workers cause, democratic functioning and will be part of the main stream of working class".

In the report adopted in the All India Conference of BSNLEU at Lucknow in June 2003, we underlined the need for democratic functioning and streamlining the organization to enable it to fulfill the expected tasks.

***With regard to democratic functioning it stated:***

"13.10 The democratic functioning of the organization is a must for its growth and strength. In many places the decision making is being done by a few leaders. This is not fair. Collective decision making should be done after discussion at the appropriate body.

13.11 The members should be given the right to place their views on the functioning of the leaders and that of the organization. Hence, conducting of branch general body meetings is a must. At present except in some areas, conducting of general body meetings is not taking place at all. Position cannot remain like this. Regular general body meetings should take place and District and Circle Secretaries should ensure this. Similarly, Districts and Circle Executive Committees should meet periodically, for ensuring effective functioning. CHQ also wishes to point out that this is not happening at present and the position should improve."

With regard to **streamlining the organization** the report stated:

13.12 The functioning of the organization has got to be toned up. The days to come are going to be very difficult and the organization should be strong and vibrant enough to face any situation. All calls given by the All India Union should be diligently carried out by the Circle, District and Branch levels. It is the duty of the Circle Secretaries to ensure that the All India calls are successfully implemented in their respective circles. Written reports should also be sent to the CHQ in time, about the implementation of the calls. In the case of strike calls, it is imperative on the part of the Circle unions to hold the Circle Executive Committee Meetings well in advance and meticulously plan the implementation of the call.

13.13 Grievances of the members should be represented to the management in time. If required, our Branch, District and Circle unions should resort to local agitations such as demonstrations, dharna, fast etc. to ensure timely settlement of the issues. The guidance of the higher bodies shall also be sought in such cases. The CHQ is always willing to help for the settlement of Circle level issues. At the same time, the tendency of making over the cases to CHQ, without seriously trying for it's settlement at the lower levels, is not correct.

- 13.14 Now everyone writes to the CHQ seeking its help to settle problems. This is also a wrong tendency. It will be better if the cases are referred to the CHQ, through the Circle union. This will avoid duplication and complications.
- 13.15 The Circle, District and Branch unions should relentlessly propagate the policies and achievements of our union. Top priority should be given for the matters connected with our fight against disinvestment and privatization. Posters and leaflets should be printed and taken to the masses whenever necessary. Our branch unions should utilize our notice boards effectively. Daily information connected with our union activities, general information connected with working class movement etc. should be displayed on the notice boards."

These stipulations are fully relevant today.

In the Policy & Programme Resolution adopted in Guwahati conference, January, 2006, we stated:

"This conference decides to broaden the strength of the Joint Committee of the Unions in the Public Sector Units which is unavoidable to protect the interest of the employees of the PSUs as a whole and at the same time fighting out the faulty anti people, anti nation policies pursued by the government, **BSNLEU pledges to play a pivotal role in organizing the Joint Trade Union ' Actions of the CPSTU. Better service to the nation, satisfactory service to the people and settlement of issues of workers. This must be the motto of the BSNL Employees.'**"

In all the conferences and programmes, maximum focus is given for our fight against disinvestment, privatization, FDI increase etc.

The Guwahati Conference adopted another resolution on the need to organize the increasing number of Casual and Contract Workers, in order to improve their working conditions and wages.

"This 3<sup>rd</sup> All India Conference of BSNL Employees Union notes with grave concern that all over India in different Telecom Circles, thousands and thousands of contract labours are working for years together and number of such workers are increasing day by day. These labourers are most unorganized and as such highly exploited section of workers though they are engaged in an organized, strategically and technically important industry like telecom. This Conference feels that such a huge work force cannot be allowed to remain unorganized and BSNL Employees Union, will have to take lead to organize them as it is in a better position to understand their problems and to take suitable measure to redress those."

The conference therefore decided helping in formation of an "All India Federation of BSNL Casual & Contract Workers."

During the last 8 years of its existence, BSNL Employees Union had tried to advance in the right direction. In this context, what are our immediate and long term tasks?

Some of the important tasks on which maximum attention have to be given are given below:

1. The union has to arouse the consciousness of the workers, including that of the backward sections so that it will become a mighty force not only to settle their own economic demands but also to be part of the main working class movement fighting against the anti-worker policies of the government especially in this era when the neo-liberalization programmes are forcibly being implemented.
2. The policies of liberalization and structural adjustment programmes are imposing the following burdens on the common people and workers especially in the developing countries like India.
  - Disinvestment, Privatisation of PSUs and public assets
  - Drastic reduction in workforce and retrenchment through VRS etc.,
  - Closure of sick units including sick PSUs.
  - Free entry of MNCs through FDI etc.
  - Curtailment of Social Security benefits and existing amenities.
  - Attack on TU and democratic rights.
  - Amendment to labour laws giving free hand to employers etc.

The Trade union movement has to unite the entire working class to fight against these attacks and onslaughts. The programmes organized by the Platform of Mass Organisations, Sponsoring Committee of Trade Unions, CPSTU etc. against the above attacks should not only be supported but should also be implemented effectively and with massive participation of maximum number of workers.

3. The struggle cannot be limited in one sector alone. It requires concerted and joint movements of the working class as a whole. The information regarding struggle in one sector or in one PSD should be given wide publicity and supported.
4. The working class has also to fight against reactionary and communal forces which divide the workers and disrupt the working class movement. The conspiracy of these forces should be thoroughly exposed and defeated with the full participation of workers.
5. The union work should extend to the social life of workers outside office / factory like cultural activities, education, health, accommodation and other social activities. This is very important. The connection should not be limited to the worker alone, but should reach to each and every member of the family.
6. Intensify ideological work to improve consciousness of workers to develop the activities and preparing them for bigger struggles. Due to the influence of the reactionary and revisionist leaderships and their continued propaganda, a negative trade union look out is being gradually developed making the workers slaves to economic demands. This should be changed in to trade union consciousness with sustained propaganda and trade union classes.

7. The experience of the past struggles, failures & achievements should be studied and explained in order to plan our future work. Both the Central Government employees as also the public sector trade union movement have gone through historic struggles which will inspire the workers.
8. The vacillations among the workers, resulting out of the massive vile propaganda unleashed by the employers, media and govt. should be removed through continuous effective propaganda and personal contact. Interaction, pamphlets, notices, journals, meetings etc. can be successfully utilized for this purpose.
9. Even while working in united and joint movements, our independent activities should continue. To keep up your identity as also develop your cadres this is necessary.
10. Organising Casual & Contract Workers is a very important task the union has to undertake. These workers are maximum exploited by the management and the contractors. They do implement neither the social security measures nor the relevant labour laws. It is the responsibility of our union functionaries to help the casual contract workers in organizing their union and achieving their rights.
11. Organising women workers and their participation at leadership level are being neglected. Women workers constitute about more than 25% of our workforce as also membership. The problems of women employees must be given due importance. It is utmost necessary for the health of the organization itself that the women workers are well organized and they are in the leadership at all levels. It is only with conscious effort that this can be achieved.
12. The number of pensioners is increasing. In BSNL, more than 10,000 to 12,000 workers are retiring every year. BSNL Pensioners have their special problems, in addition to that of Central Govt. pensioners. A separate organization for them is necessary. We should take initiative for the same and help in organizing pensioners and their struggles.
13. Democratic functioning is most important. The point has already been elaborated earlier.

Some of the main tasks before us are mentioned above. These should be discussed, enriched, complemented and implemented effectively, so that BSNL Employees Union can advance and while settling the issues of workers can take its correct position in the TU movement and society.

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