

**Resolution adopted in the 9th All India Conference of BSNLEU,
on 3rd Pay Revision of BSNL employees.**

This 9th All India Conference of BSNL Employees Union (BSNLEU), being held at Mysuru from 17th to 20th December, 2018, views with serious concern that the Executives and Non-Executives of BSNL are being denied 3rd Pay Revision, with 15% fitment, w.e.f. 01.01.2017, on the plea that BSNL does not qualify for 3rd Pay Revision, as per the criteria laid down by the 3rd Pay Revision Committee.

This All India Conference wishes to point out that the employees of BSNL are in no way responsible for the present state of affairs of the Company. As was rightly pointed out by Shri Ravi Shankar Prasad, the former Hon'ble Minister for Telecommunications, from 2007 to 2012, BSNL was not allowed to procure equipment by the then government. As a result of this, BSNL, which earned Rs.10,000 crore net profit in 2004-05, went into loss from 2009-10 onwards.

However, due to the combined efforts, put on by the BSNL Management and employees, from 2013 onwards, BSNL has made considerable expansion of its mobile networks. Together with this, the Non-Executives and Executives are also putting in extraordinary efforts, to improve the quality of services and to increase the revenue of the Company. The unions and associations have launched many movements to actively involve the employees in the process of BSNL's financial revival. They have successfully launched movements like "Customer Delight Year", "Service With A Smile", etc., to improve the quality of the services, as well as to increase the customer-base and the revenue of the Company. As a result of this, BSNL's revenue, as well as customer-base, have increased significantly.

For example, BSNL's loss stood at Rs.8,234 crore in 2014-15, whereas it has come down to Rs.3,880 crore in 2015-16. BSNL has made operational profit of Rs.672 crore, Rs.3,854 crore and 1,684 crore respectively, in 2014-15, 2015-16 and 2016-17.

However, due to the disruption created by Reliance Jio, by adopting predatory pricing, BSNL is also facing a crisis once again, together with the other private telecom companies. The recent order of the TDSAT, striking down the decision of the TRAI, with regards to Predatory Pricing, vindicates the stand of the unions and associations that, Reliance Jio is adopting Predatory Pricings, with the support of the government.

Further, the government is adopting a discriminatory approach, in helping the telecom companies, affected by Reliance Jio's Predatory Pricing. The government has already offered a bail-out package to the affected private telecom companies. As per media reports, one more bail-out package is in the pipeline, to rescue the private telecom companies.

At the same time, the government has not given any such bail-out package to BSNL. The government projects being offered to BSNL, give only a small margin to BSNL. On the other hand, the government has not considered the demand of BSNL, as well as that of the All Unions and Associations of BSNL (AUAB), in respect of the allotment of 4G spectrum. It is also a fact that, the private companies are freely availing huge amounts as loans from banks. Whereas, the DoT has laid down unwarranted restriction that, BSNL could avail bank loans only for capital works. Once again, this restriction has aggravated BSNL's financial strain. These are only instances of how BSNL is being discriminated by the government, vis-à-vis the private telecom companies.

In spite of the above discriminations of the government, the Executives and Non-Executives of BSNL are putting up their best efforts for the financial revival of BSNL. But, the government is denying the justified 3rd Pay Revision to the employees. It is very pertinent to mention here that the BSNL's Board of Directors have already recommended to the DoT, for granting 3rd Pay Revision to the employees, with 15% fitment and without any financial support from the government.

Under these circumstances, the unions and associations of BSNL, under the banner of the All Unions and Associations of BSNL (AUAB), decided to go on an indefinite strike from 03rd December, 2018. Consequent to the talks held between Shri Manoj Sinha, Hon'ble Minister of State for Communications (IC), and based on the assurances given in the meeting, the AUAB has deferred the indefinite strike.

This All India Conference, unanimously resolves to demand the government to approve the wage revision of BSNL employees, from 01.01.2017, with 15% fitment. In case, this issue is not sorted out amicably within a reasonable time, this All India Conference requests the AUAB to re-launch the deferred indefinite strike. This All India Conference also calls upon the entire circle and district unions to keep the employees fully mobilised to face such an eventuality.

Proposed by : Com. C. Santhosh,
Circle Secretary, Kerala circle

Seconded by : Com. D.K. Bakutra,
Circle Secretary, Gujarat circle