



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOTEA, BTU)

Email: bdmbms23@gmail.com, Phone: 9415000770, 8373967633

BDM/2025-26/13

Dated 09.06.2025

To,
Smt Anita Johri
PGM (SR),
Bharat Sanchar Nigam Limited,
Janpath, New Delhi – 110001.

Sub: Response to Appeal for Withdrawal of Organisational Program by Bharatiya Doorsanchar Manch (BDM) - Reg.

Ref:

1. *No.BSNL/7-1/SR/2023 Dated:30-05-2025 – Minutes of Meeting of Director (HR) meeting with AIGETOA and BTEU.*
2. *No. BSNL/7-1/SR/2023 Date:02.06.2025 - Appeal to withdraw all organizational actions by AIGETOA and BTEU, proposed from 02-06-2025 to 17-07-2025 as per schedule vide letter dated. 20.05.2025.*

Respected Madam,

“Jai Hind, Jai Bharat”

This has reference to your appeal dated 02.06.2025 subsequent to meetings held on 29.05.2025 under the chairmanship of Director (HR) and on 02.06.2025, requesting withdrawal of the peaceful organisational action program initiated by the Bharatiya Doorsanchar Manch (BDM). **At the outset**, we wish to reiterate that BDM (Bharatiya Doorsanchar Manch) is consisting of the like-minded groups aligning with **Bharatiya Mazdoor Sangh's vision** of “Nation First” followed by “Organisational interests” followed by the “employee's interests”. This was quite apparent from our unconditional withdrawal of the organisational action programs served earlier vide our letter dated 01.05.2025 when there was a warlike situation in the country and time was to stand firmly for the Nation.

Our forum represents the unified voice of the vast majority of the BSNL employees across cadres/verticals and has always upheld the principles of peaceful, responsible and lawful protest. **The organisational action programs launched by BDM are a peaceful means of expression of the legitimate concerns and frustrations of employees over long-pending and unresolved BSNL viability-related and HR issues** without any intended disruption to essential BSNL services, and with utmost regard for the public interest and the company's operational continuity.

The 18000 plus offline signatures and around 12000 plus online signatures till date totalling to almost 30000 and increasing further in support of the call are a clear indication of the prevailing unrest and growing public support to the issues raised by Bharatiya Doorsanchar Manch. From today our action programs have entered into second leg of the democratic and peaceful means of protest and still if management wishes to ignore the voice of such a large majority, then the onus of any associated unrest shall lie on management only.

Reference is invited to Para 3 of the minutes dated 30.05.2023 and Para 5 to 7 of the appeal dated 02.06.2025 wherein an emphasis is laid on the importance of dialogue and on the growth and development of BSNL, **we wish to inform that while the unions and association in general and employees in particular are aware of this fact, on the contrary, management has been found to be lagging behind on the concerns raised by the forum especially on the serious concerns raised with respect to the BSNL viability issues and safeguarding of the Swadeshi 4G/5G technology being developed under the Aatma Nirbhar Bharat Scheme. Management must appreciate that if BSNL's long term viability and the interests of employee is at stake due to the non-addressing of the critical concerns, a responsible forum dedicating itself to the nationalist thought process and cause of the nation cannot remain mute.**

It's high time for the management to realise the criticality of the issues raised which mostly pertains to the viability of BSNL and safeguarding the ambitious Government of India Projects. **We cannot remain silent witness to the issues adversely affecting the government's effort to make BSNL as engine of Unfettered Telcom growth being the only National Telecom Carrier.** The herculean efforts of Government to take Bharat on the world telecom map with indigenously developed 4G/5G core cannot be allowed to fritter away because of indecisiveness and lack of action on the part of the management. We, as committed telecom soldiers of Bharat cannot ignore the ongoing issues affecting the smooth rollout of Home Grown 4G/5G. **We are in process of compiling the feedback on the concerning issues being faced in rolling out the full-fledged 4G Network and the same shall be submitted in due course.** Our demand for the white paper on the actions taken by BSNL to address the critical concerns must be addressed by management.

Another major area of concern is frequent media outage and the problems associated with backhaul. **The issues faced by the subscribers due to problems in the 4G core is getting further aggravated by these frequent back haul issues.** The non-availability of media added with lack of maintenance resources and equipment is not only making subscribers unhappy but also is making the life of BSNL employee miserable who are being forced to attend the faults without equipping them with proper resources and rugged media. **The problems are many but it is surprising to note that instead of entering into a constructive transparent discussion to address the root cause of the associated problems, management is trying to give a rosy "All is Well" picture as can be seen from the minutes issued through letters under reference.** Had everything remained so well, such a massive exodus of the subscribers in last few months after the completion of the mandatory cooling period in the network would not have taken place. Most of these subscribers were the very same subscribers **who migrated to BSNL to Network by throwing away their private Telcos SIMs to stand with Bharat ka Apna Swadeshi Network.** *The massive exodus of these very subscribers should act as an eye opener for management to act on a war footing basis to do away the problems associated in smooth and full-fledged rollout of the Swadeshi 4G/5G and make it as the one and only choice for all the citizens of the Bharat.*

Instead of considering our action programs as agitation, management should consider them as a feedback mechanism to safeguard and strengthen the national telecom interests as well as the interest of BSNL and should come up with a transparent, constructive and informative discussions to address the viability related issues of BSNL. BSNL employees being the stake holders of the organisation have

full right to know the actual status including the details of the utilisation of various revival packages, details of the assets which have been taken away from BSNL without paying any compensation and **also the outcome associated with appointment of various consultants to increase the revenue and profitability of BSNL from the core telecom business.**

The demand of the forum for appointment of a regular CMD in BSNL has been omitted even from a mention in the issued minutes as if this demand was in contravention to the interests of the organisation. **We wish to reiterate that BDM's demand for posting of a regular CMD in BSNL is for ensuring the continuity in decision making and ensuring the smooth implementation of the telecom objectives set by Government of India as a huge sum of taxpayer's money is involved in the form of various revival packages.** An organisation where so much public money is involved should not run on ad-hoc arrangements for so long and hence our demand should be taken in that earnest only.

The recommendations of the **COPU (The Parliamentary Committee on Public undertakings which consists of 22 members, 15 elected by the Lok Sabha, and not more than 7 members by the upper house, the Rajya Sabha)** in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Lok Sabha have also largely remained unaddressed despite the committee having exhaustively studying the **situation of BSNL and recommending to improve the operational efficiency of BSNL.** The committee gave its recommendations on the operational, viability and HR issues of BSNL but management is yet to take any action on these recommendations. Ignorance of the recommendations of such a high-power committee of Hon'ble Lok Sabha and Rajya Sabha MPs is indeed surprising and accordingly the forum has rightfully highlighted this issue and requests management to implement the recommendations with respect to operational and HR issues in the best interest of BSNL.

BSNL management has not only been inconsiderate on the issues of BSNL viability but the crucial HR concerns of the BSNL employees and retirees have also remained ignored. **The unsung warriors of BSNL who have devoted themselves for the cause of nation largely remain affected from lack of proper pay, lack of proper social security, lack of proper pension, lack of proper health care, lack of proper resources/equipment's for maintenance and lack of a smooth career progression despite almost all of them being professionally/technically qualified.**

The devotion of BSNL employees—often unacknowledged—was clearly demonstrated during various national emergencies, including the current tense geopolitical situation. These telecom warriors risked their lives to ensure uninterrupted communication services across the nation including the border areas. It is high time their sacrifices are honoured through just and timely policy action by rewarding them with the resolution of their long pending dues of Pay, Pension, Promotions and 3rd PRC. **The unrest stems from the management's indifferent approach towards addressing critical concerns vital to BSNL's viability and resolving the long pending HR issues which are again the offshoots of the management's failure to ensure a substantial increase the revenue in Telecom Core Business despite unparalleled support extended by Government of India through a series of revival packages and other supportive measures.**

We further wish to state that while management has been emphasising on the importance of resolution through dialogues, **they could not take even a single step to resolve the concerns despite firm assurances and more than one month time getting elapsed when the issues were raised for the first time vide BDM charter of demands submitted through letter dated 01.05.2025.** Its high time that management realises the gravity of the situation and acts decisively in the interest of organisation and its employees. We once again emphasise that Bhartiya Doorsanchar Manch, as a responsible forum of BSNL employees, shall continue to fulfil its responsibilities of safeguarding the national interest along with the organisational and employee interests.

In the backdrop of the above, we also draw your kind attention to the fact that:

1. BDM had earlier deferred its planned actions unilaterally in view of the war like situation, demonstrating our commitment to national priorities. However, in return, **no confidence-building measures were initiated by BSNL management even till today despite 5 weeks getting passed.** On the contrary, **provocative administrative actions, arbitrary transfers, and failure to act upon verbal** and written assurances have created further unrest.
2. Despite repeated assurances and meetings held with Director (HR) and other senior officers, the tangible outcomes have been **consistently lacking,** including in the most recent meetings held on 29.05.2025 and 02.06.2025. In fact, **even the issuance of minutes has been selectively and inaccurately presented, leading to further erosion of trust.** The meeting held on 02.06.2025 again ended with **generic assurances. The minutes of meeting issued vide letter dated 06.05.2025 and 30.05.2025 carrying varying responses over the same issue within a period of 25 days speaks a lot why the employees of BSNL remain in a state of complete unrest.**
3. On the operational front, key demands related to **4G rollout, backhaul strengthening, and implementation of the Atmanirbhar Bharat vision remains unaddressed.** This not only hampers BSNL's revival but also undermines the BSNL's national strategic role.
4. While we fully support BSNL's turnaround and appreciate the Government's revival initiatives, **we firmly believe that ignoring employee welfare and legitimate HR concerns will only weaken the organisational foundation.** BSNL's sustainability cannot be achieved by overlooking the backbone of its services - its workforce and they deserve urgent attention.
5. We further highlight that the current organisational action is not only about perks or privileges. It is about justice, dignity, and preserving the Divine mission of Making Bharat Self-reliant in Telecom by developing the Swadeshi 4G/5G Technology. The adopted programs are a peaceful, democratic expression of the pain of thousands of BSNL employees and retirees who have devoted their lives to the service of this nation.

The organisational programs being carried out are completely peaceful, lawful, and are being executed in a non-disruptive manner. **The intent behind these programs is not to harm the organisation, but to protect its future by ensuring that the issues affecting employees and the company's strategic viability are addressed meaningfully and**

also the government's effort to make a self-reliant Bharat in Telecom remains safeguarded.

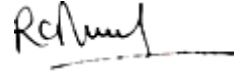
In view of the above, the peaceful organisational programs are being continued as planned unless concrete progress and sincere efforts are demonstrated in addressing the demands already submitted to management. **We once again affirm our commitment to the discipline, integrity, and constructive contribution toward the growth of BSNL, realisation of the national telecom objectives set by Government of India and to safeguard the future of its employees and retirees.**

With Warm Regards,



(Chairman)

**General Secretary AIGETOA
8373967633**



(Convener)

**General Secretary BTEU BSNL
9415000770**

Copy to :

1. **The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information please.**
2. **The Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information please.**
3. **Hon'ble Members of the Committee for Public Undertaking for kind information please.**
4. **The Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information and intervention please.**
5. **The Chief Labor Commissioner (Central), Shramev Jayate Bhawan, Dwarka, New Delhi for kind information and intervention please.**
6. **The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
7. **The Organizing Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
8. **Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, BMS, New Delhi kind information and intervention please.**
9. **The Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind information and intervention please.**
10. **All the other Directors of BSNL Board for kind information please.**