



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

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BDM/2025-26/25

Dated 31.10.2025

To,

Shri Jyotiraditya M. Scindia Ji
Hon'ble Minister of Communications
Government of India
Sanchar Bhawan, New Delhi.

Sub: Request for implementation of 3rd PRC in BSNL by waiving of the affordability clause in view of the continued upsurge in financial performance and BSNL's successful role in development of Swadeshi 4G Stack - Regarding.

Respected Sir,

On behalf of the executives and employees of Bharat Sanchar Nigam Limited (BSNL), we once again extend our heartfelt gratitude for the visionary leadership of our Hon'ble Prime Minister and continued patronage of your good self to the revival of BSNL. **Your guidance in promoting "Swadeshi 4G and 5G technology"** through BSNL has not only revitalized our ailing PSU but also realized the dream of **Atmanirbhar Bharat** in the telecom sector. **We sincerely thank our government for choosing BSNL to fulfil this divine objective.**

We are also deeply indebted having received recognition and blessings directly from our Hon'ble Prime Minister. His kind words of appreciation for the youth of BSNL and the continued support to BSNL has infused a renewed energy and optimism in each and every employee. BSNL which was in ICU few years back before 2014, is now breathing freely and is serving the nation with full vigor and enthusiasm due to the unparalleled support extended by the present Government.

Sir, while we celebrate BSNL's **Silver Jubilee**, it is definitely a matter of concern that the unsung telecom warriors of BSNL i.e. the employees who have been the backbone of this organization, are still awaiting the **implementation of the 3rd Pay Revision (pending since 01.01.2017)** and settlement of the **residual issues of 2nd Pay Revision (Pending Since 01.01.2007).**

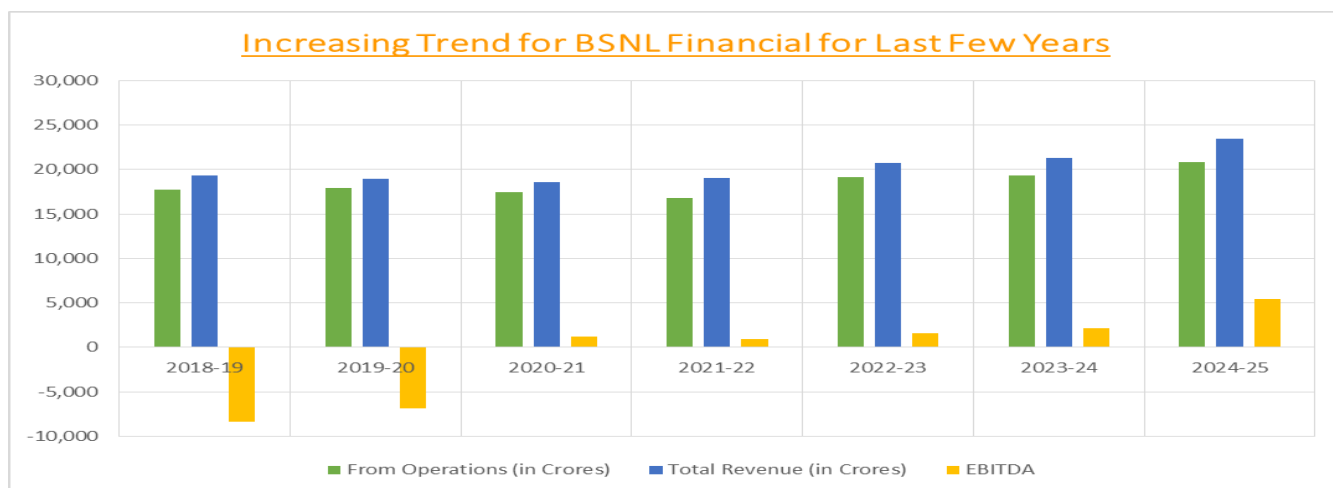
The affordability clause, which has been cited as the reason for non-implementation, must be waived off at least now, given the improved financial performance of BSNL as acknowledged by your good self also and **its return to profit only due to the efforts of current government under the patronage of your kind self.** We would like to submit the following salient points for consideration of implementation of 3rd PRC for BSNL by doing away the affordability clause:

- 1. Involvement of BSNL in successful development of Swadeshi 4G (5G ready) technology** making Bharat only the fifth country have its own **End-to-end indigenous 4G stack.** *Making India Atmanirbhar in all domains is the vision of our Hon'ble Prime Minister and we take pride in being part of this divine initiative.*
- 2. BSNL has Strategic, Social & Economic Relevance in Telecom Sector** and is rendering telecom services in a fiercely competitive market dominated by large Private Sector Telecom Service Providers. Its main role are as follows:
 - (i) It addresses market imperfections** in telecom sector;
 - (ii) It is functioning as a reference point for getting more reliable information** for the sector regulator;
 - (iii) It is working as tariff balancer so as to ensure availability of reliable and affordable telecom service** to the masses;

- (iv) It is **providing telecom services in the uneconomic, unviable, rural, far flung areas and difficult hilly terrains;**
- (v) It **plays vital role in providing connectivity during emergencies, natural calamities, war like situation** etc. The recent examples being - providing the uninterrupted telecom services during the recent tense geopolitical situation at Border Areas and Covid-19 Pandemic.
3. BSNL is **executing Government Projects of national importance** like Bharat-Net, Network for Spectrum, LWE Areas Project and Comprehensive Telecom Development Plan for NE States, etc.
4. BSNL has been **identified as 'Strategic Sector' CPSU in Telecom Domain**, due to reasons mentioned above.
5. **The financial position of BSNL has been on rising trend due to the continuous support and various initiatives taken by the Government of India under the active guidance of your good self** and also because of the firm commitment shown by the employees of BSNL to fulfil these visionary objectives. This is very much visible from the recent statistics of BSNL as mentioned below:

Revenue statement (in Crores) for the last few years is as follows:

Financial Year (FY)	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
From Operations (in Cr)	17,761	17,886	17,452	16,809	19,128	19,331	20,841
Total Revenue (in Cr)	19,321	18,907	18,595	19,053	20,699	21,302	23,427
EBITDA (in Cr)	-8,341	-6,879	1,177	944	1,559	2,164	5,395



6. While seeking the options for absorption in BSNL, Government gave the Erstwhile DoT employees assurances for better prospects. **Had they not opted for absorption, they would have got the benefits of 7th CPC and now will get 8th CPC.** Unabsorbed Government officers deployed in BSNL have already been granted the benefit of 7th CPC w.e.f. 01.01.2016 and they shall be now getting the 8th CPC also without any linkage to Profitability of BSNL.

It will be pertinent to mention that almost all of these unabsorbed employees getting the 7th CPC benefits have been working in BSNL only ever since BSNL was formed. Even they are being promoted against the vacant Posts of BSNL. **It is our submission that the regular employees of BSNL should not face the financial loss just because they chose to obey the directions of the government.** This disparity has been **highlighted by the Hon'ble Parliamentary Committee of Public Sector Undertakings (COPU)** with a recommendation to resolve this disparity to DOT/BSNL in its 6th Report submitted before 18th Loksabha.

7. It is submitted that to make turnaround of a non-profitable CPSU working in stiff competition needs more motivated employees than an organization already running in profit in a lesser competitive market. Apart from above it is also worth mentioning that to remain vibrant and add to its competitive edge, BSNL has recruited about 36,000 employees with Technical and Professional qualifications. Pay revision is imperative to retain and motivate this young talent.
8. **We would also like to submit the Recommendations of the 3rd PRC (Para 5 of the Executive Summary) wherein the committee has recommended that affordability conditions shall not be applicable to such CPSEs which are formed to perform specific agenda of the Govt. BSNL was formed in pursuance of specific agenda of the Govt of India to meet the objectives of the National Telecom Policy 1999. Therefore, the condition of affordability should not have been insisted in case of BSNL.**

In the above backdrop, we humbly request for the following:

1. **For implementation of the 3rd PRC in BSNL by granting waiver of the affordability clause**, thereby recognizing the selfless contribution of BSNL employees in making India Atmanirbhar in Telecom, building the nation's digital backbone and bridging the digital divide between rural and urban India.
2. **For Directing the Department of Telecommunications (DoT) and BSNL management** to address the long-pending **HR and pay parity issues**, ensuring motivation, retention, and fairness among all cadres.

Sir, your intervention in extending the long-pending wage revision for BSNL employees will not only restore their morale but also serves as the rightful recognition of their tireless service on the 25th anniversary of BSNL's formation.

We once again express our sincere gratitude for your continued support and unwavering faith in BSNL's potential. We firmly believe that BSNL will continue to lead India's journey toward technological self-reliance and digital empowerment. We stand firmly with your vision of making India Atmanirbhar in Telecom and BSNL as the leading telecom carrier of the nation.

With Highest Regards,



(Chairman)
Ravi Shil Verma
General Secretary, AIGETOA
8373967633



(Convener)
R C Pandey
General Secretary BTEU BSNL
9415000770

Copy to:

1. **The Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information please.**
2. **The Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information please.**
3. **The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information please.**
4. **Shri A Robert J Ravi, Chairman & Managing Director, BSNL New Delhi with a request to take up the matter with administrative ministry in the best interest of BSNL and its executives.**
5. **Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, BMS, New Delhi kind information please.**