



भारत संचार निगम लिमिटेड  
(भारत संचार का अग्रक्रम)  
**BHARAT SANCHAR NIGAM LIMITED**  
(A Govt. of India Enterprise)

**NO: BSNL/Admn-I/29-5/2007(Pt)**

**Dated: 23 .03.2012**

To

**All Heads of Telecom Circles  
All Heads of Districts/Maintenance Regions  
All Heads of Project Circle & other Administrative Units**

Sub **Compliance of Labour Laws**

This is in continuation of this office letter no. even dated 05.11.08 and communications on the above subject. Legal Cell of Corporate Office has also issued a number of such circulars/ instructions from time to time to impress upon ensuring proper & timely compliance of various provisions under a number of Central/State legislations on labour issues.

2. It is being felt that though awareness & sensitization about due diligence for honouring statutory obligations on labour issues, has certainly increased in field units, much is still left to cover the distance between what is desired and what happens on the ground. We fully appreciate that these gaps could be more on account of insufficient awareness rather than being as deliberate slippages. Nonetheless the onus of implementing these statutory obligations in letter and spirit remains squarely upon each of us being the Principal employer in most cases.

3. In addition to legal dimensions of these issues, it is also our moral and more so social responsibility that we put our might behind the processes which end up ensuring bread and bare minimum means for the lowest strata of our society.

4. In numerous deliberations, feedback and complaints from our public representatives, Hon'ble Members of Parliament/Legislature, increasingly strong onus is being put on administration for being more sensitive to such labour issues and to ensure that the statutory labour provisions are followed homogeneously and religiously across the field units of BSNL.

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5. BSNL being a fully owned government establishment, honouring the Government Laws and being role model employer – becomes a still more stringent obligation upon us, as compared to other organisations. The very dimension and national footprint of BSNL, makes it more vulnerable to such scrutiny from almost all the quarters of the governance. We just can't afford to loose on these counts, having potential to ultimately affect our market image.

6. In the backdrop of all above, it is requested that clear and strong communication may please be made to all the units under your respective administrative control to ensure that such Labour Laws and issues are dealt with extreme sensitivity & caution by all concerned. A tight vigil may please be kept on the complaints as being raised from potential quarters, with the ultimate aim of compliance to these laws/provisions.

  
22/03  
**(NEERAJ VERMA)**  
**GM (Admn. & Trg.)**

Copy for kind information:

1. **CMD, BSNL Board**
2. **Functional Directors – BSNL Board**
3. **CVO, BSNL CO.**
4. **Executive Directors, BSNL , CO**
5. **Sr. GM (Legal/CS) BSNL CO.**