

भारत संचार भवन
नरेंद्र क. यादव
Chief General Manager

DO No. SR/Union/Non.Recog/10-11/8
Dated at Bhopal 18-08-2011.

Dear Shri

Reference is invited on numerous instructions issued by BSNL Corporate Office New Delhi from time to time, which were endorsed by this office regarding implementation of minimum wages and social security measures for contract workers. It is regretted to state that the same are not being followed in its true spirit. Complaints have also come up before Regional Labour Commissioner, Bhopal regarding short payment made to contract labours by the contractors in BSNL. Being the principal employer the compliance of all labour laws are obligatory to us.

In this regard matter has also been raised by Ms.Brinda Karat Hon'ble M.P. Rajya Sabha regarding non-implementation of minimum wages and social security measures for contract workers in BSNL M. P. Circle.

It is once again reiterated that it is the duty of the principal employer to ensure that all the labour laws are being followed strictly in the organization and all the field units must also ensure that the provisions of such statutes are complied with by way of:-

1. Maintenance of prescribed records and registers.
2. Preparation and filing of required returns.
3. Ensuring that Contractor/Agency possesses Registrations/License from the appropriate labour authority and they are furnishing particulars of their employees/ workers engaged by them to execute the activities under contract.
4. Ensuring that such contractor/Agency is making payment to its workers at the rates not less than the rates prescribed under Central Minimum Wages Act.
5. Ensuring that the payment to workers is made in the presence of nominated representative of BSNL who must certify at the end of entries of Wage Register and on payment sheet also.
6. Ensuring that the contractor/Agency has obtained registration with PF/ESI authorities where ever necessary.
7. Monitoring that the contractors ensure timely deposit of PF and ESI dues of the employees with the appropriate authorities and contractor be asked to submit the supporting documents in this regard to BSNL.
8. By getting information that the contractor is making payment to workers by cheque or by crediting the wages in their bank account after obtaining written authorization of workmen if needed.
9. Ensuring that the workers of the Agency/Contractor deployed for the work carry their Identity Cards duly certified / issued by the Agency/ Contractor.

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