

BSNL EMPLOYEES UNION (CHQ)

NATIONAL FEDERATION OF TELECOM EMPLOYEES BSNL

New Delhi-110008

Date: 02-02-2026

General Strike on 12-02-2026

- join enmasse.

Dear comrades,

The Joint Platform of Central Trade Unions and Independent Federations and Unions organised the National Convention of Workers at New Delhi on 9th January 2026. BSNLEU and NFTE BSNL participated in this Convention. This Convention gave the call for organising a General strike on 12th February 2026. Being participants of the National Convention of Workers, BSNLEU and NFTE BSNL have given call to the employees to participate in this General Strike.

The government has implemented the anti-worker and pro-corporate four Labour Codes and the Shram Shakti Niti-2025. Due to the implementation of the four Labour Codes, trade union movement will be hit hard. Stringent conditions will be imposed on the Right to Association, Right to Collective Bargaining and Right to Strike. Further, almost 70% factories /establishments and 90% of the organised sector workers will be taken out of Labour Law coverage. All these will convert the workers into modern day slaves.

The Central Government is implementing anti-Public Sector policies. In one way or the other, the Public Sector Undertakings in Telecommunications, Banking, Insurance, Coal, Steel, Oil sectors, etc., are being weakened by the Government, with the ultimate aim of getting them privatised. BSNL is a victim of this policy. BSNL is lagging behind the private telecom companies in 4G and 5G services, due to this discriminatory policy. BSNL's financial revival is badly affected due to this. It is already 5 years since the first Revival Package for BSNL was implemented. But, BSNL continues to languish in financial crisis. This is the result of the anti - BSNL and pro - private policies of the government. We demand that good quality 4G and 5G services should be expeditiously provided by BSNL. This will be the stepping - stone for BSNL's revival.

Citing the reason that, BSNL has been running in loss since 2009-10, BSNL employees are denied of their Wage Revision w.e.f 01-01-2017. Due to the united struggles organised by the unions and associations in BSNL, Wage Revision Agreement has been signed between the Recognised Unions and the BSNL Management on 08-10- 2025. However, this Wage Revision Agreement cannot be implemented unless the Union Cabinet gives exemption to BSNL from the "Affordability Clause" of the 3rd Pay Revision Committee. Relaxing the Affordability Clause and implementing the Wage Revision is an important demand in this General Strike to be held on 12th February 2026.

Posts in all cadres have been massively abolished in the name of "Restructuring of Manpower". This has severely affected the promotional prospects of the Non-Executives. Further, there is serious discrimination in the promotional policies between the Executives and the Non-Executives. BSNL works are being massively outsourced. This is rendering the employees redundant. All these issues should be appropriately addressed by the government and BSNL Management. Retrenchment of contract workers should be stopped. Minimum Wage, EPF and ESI should be ensured for contract and casual workers.

To achieve the above demands, BSNLEU and NFTE BSNL call upon the BSNL employees to massively join the General Strike on 12th February 2026 and make the General Strike a grand success in BSNL.

Charter of demands

Part – A

- Scarp the Shram Shakti Niti-2025 and the anti-worker four Labour Codes and Rules.
- Stop privatisation of Public Sector Enterprises and Government Services.
- Scrap National Monetisation Pipeline (NMP).
- Stop outsourcing of operation and maintenance in PSUs.
- Stop Fixed Term Employments and engaging of apprentices, trainees, etc., under various schemes and pretexts.
- Stop the engagement of contract workers in permanent and perennial jobs.
- Ensure National Minimum Wage of Rs.26,000/- p.m. for all workers including unorganised sector workers, contract workers and scheme workers.

Part – B

- Immediately relax the ‘Affordability Clause’ and ensure the early settlement of Wage Revision of BSNL employees.
- Do not weaken BSNL. Immediately ensure good quality 4G service and expeditious rolling out of 5G service.
- Implement New Promotion Policy for the Non-Executives. Remove the discriminations in the promotional avenues of the Non- Executives and the Executives.
- Undo the massive and unscrupulous abolition of posts done in the name of Restructuring of Manpower. Ensure sufficient vacancies in the Internal Examinations for all Non- Executive cadres.
- Immediately stop the massive outsourcing of BSNL's works. Fill-up the vacant posts in all cadres.
- Stop retrenchment of contract workers and remove TIPs from day-to-day operation and maintenance services in BSNL.
- Stop exploitation of the casual and contract workers. Ensure Minimum Wage, EPF & ESI and DA arrears due in 2025.



[Animesh Chandra Mitra]
General Secretary
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General Secretary
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