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Title: Need to pay the wages to the contract workers engaged by BSNL in Cuttack circle of Odisha in proportion to the number of days on which they were employed in a month and to categorise them as per their work experience and performance.

SHRI BIBHU PRASAD TARAI (JAGATSINGHPUR): I would like to state that Cuttack circle of BSNL under CGMT, Bhubaneswar in Odisha has appointed more than 400 contract and casual labourers under various sub-divisions in technical and non technical categories. It is reported that the contract and casual labourers engaged in telecom circles of BSNL in different regions of the country work for 26 days in a month and are paid for all the 26 days, whereas the contract and casual labourers of Cuttack circle of BSNL in Odisha, work for 26 days in a month but get wage for 18 or 20 days. This trend clearly show the exploitation of casual and contract labourers engaged in Cuttack circle of BSNL as well as violation of labour laws. It has been observed that, now a days, most of the contract workers are poor though well educated are working at par with the high skilled as well as semi-skilled permanent workers of the BSNL but they get a meagre amount of wage meant for unskilled workers. I would like to mention that the BSNL management had issued order in 2010 to provide minimum wage to its contract workers on the basis of performance which is yet to be met by the management authority of Cuttack circle of BSNL in Odisha. In view of this, I would like to suggest that the contract workers in the BSNL in Cuttack circle should be categorized into different work force like high skilled, skilled, semi-skilled and un-skilled along with respective pay structure in order to put forward the idea of equal pay for equal work. The contract workers who are engaged in BSNL for 18 or 20 years at a stretch and fulfill all the criteria of being regularized should be given attention by the management authority without delay.

In this connection, I urge upon the Ministry of Communications and Information Technology to ensure that the contract workers of Cuttack circle of BSNL in Odisha are paid for all the 26 days they work in a month and to initiate categorization of contract workers as per their work experience as well as performance.