

**GOVERNMENT OF INDIA  
MINISTRY OF COMMUNICATIONS  
DEPARTMENT OF TELECOMMUNICATIONS**

**LOK SABHA  
UNSTARRED QUESTION NO. 2849  
ANSWERED ON 6<sup>TH</sup> AUGUST, 2025**

**CONTRACTUAL EMPLOYEES IN BSNL**

**†2849. SHRI BRIJMOHAN AGRAWAL:**

Will the Minister of COMMUNICATION be pleased to state:

- (a) whether there has been inordinate delay in rolling out of the 4G and 5G by BSNL mainly due to shift towards indigenous equipment and challenges pertaining to their development and deployment and if so, the details thereof;
- (b) the number of contractual employees in BSNL along with the date of induction into service, State-wise;
- (c) whether there is any plan to regularise the services of these employees;
- (d) if so, the details thereof;
- (e) whether BSNL employees are governed by Industrial Dearness Allowance (IDA) pattern in place of Central Pay Commission and if so, whether there is any plan to bring back them under the CPC format along with details thereof;
- (f) whether there are about 30,000 non-executive employees in BSNL out of which about 12,000 employees are facing the issue of stagnation and as a result they are not being provided annual increments and whether there is any plan to implement any promotion policy for them; and
- (g) if so, the details thereof?

**ANSWER**

**MINISTER OF STATE FOR COMMUNICATIONS AND RURAL DEVELOPMENT  
(DR. PEMMASANI CHANDRA SEKHAR)**

- (a) In line with Atmanirbhar Bharat initiative, BSNL has placed purchase order for indigenously developed 4G sites for pan India deployment. Supply of 4G equipment has started from September 2023 and as on 30.06.2025, total 95,537 4G sites have been installed and 90,035 sites are ON-Air. The equipment is 5G upgradable from technology perspective.
- (b) to (d) BSNL does not employ contract workers directly. All non-core activities like repair and maintenance, housekeeping, security etc. are on Service Level Agreement/ Service Model.
- (e) BSNL employees are governed by Industrial Dearness Allowance (IDA) pattern and there is no such plan to bring them under CPC format.
- (f) & (g) The stagnation of pay of non-executives is due to non-revision of pay scales due to poor financial condition of BSNL, as BSNL does not meet the affordability criteria prescribed by the Department of Public Enterprises.

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