

Inaugural address by Hon. Member of parliament Dr.T.N.Seema at relay Hunger strike on 25-06-2014 at Trivandrum in front of CGMT office Kerala:

Respected President, national and circle level leaders of SNEA and comrades, I have attended many agitation programs on several occasions in this place. I have never seen this type of restless moments before. I can understand that you all are restless at present, but I feel that it is also affecting me. As mentioned in the speeches of other leaders, this office has witnessed many agitation programs before from various cadres of employees of BSNL against management but I don't remember that any management has made any punitive actions like this before. As mentioned before, no other management ever objected to the erection of a shamiana (tent) during rainy season or using public addressing system or arranging chairs etc. But by doing so the CGMT is thinking that he can stop all forms of protest arising from any corner and he can continue his arbitrary ruling unquestioned in Kerala. He is trying to shoot the video of the crowd gathered here, and also trying to capture it through mobile. He doesn't know the basic rights prevailing in the country, being such an ignorant man as CGMT is shame to Kerala circle. According to the existing IT act, nobody can take any video or photograph without the consent of a person. Who allowed him to record this program in video or mobile phone. If he takes the video of me, I will file a case against him, you will only protest, but I will definitely file a case against him. He is capturing all our moments including ladies. Capturing videos of ladies is a different case. I suspect that he is taking this video to get the pictures of the ladies assembled here. I am not telling anything suspicious but if anybody thinking that they can rule Kerala smoothly by objecting all democratic way of protests and demonstrations it is utter foolishness. You have raised many demands in this agitation and the main demand is to protect BSNL, one of the most performing public sector unit. The employees including SNEA members already realized that the survival and existence of BSNL is the only way of self survival of each employee. In every programs of SNEA or any other BSNL unions, one of the primary demands is Survival of BSNL.

I heard that this CGMT has come to Kerala Circle against his preference, and he came here not to save the BSNL in Kerala. Everyone knows well that BSNL Kerala is one of the best performing Circle in the entire country. Even CGM is also agreeing with that truth. He is conveying this through his messages and in press meetings. In press meetings he is telling that the BSNL Kerala is making profit even though he is taking credit for that performance. I agree with his statement that the Kerala people are strongly attached to PSUs. Yes, Kerala people are very exposed to the international marketing giants, have affinity towards those who are giving good services and also they, especially youth, are attached to those companies who are marketing their product through good advertisements. Hence many private operators in mobile sectors are having huge penetration in Kerala telecom market. But due to attention and intervention of the ever vigilant left oriented organizations, parties and People of Kerala, PSUs are still working here with huge profit. I am not thinking that Kerala people are completely leaned with PSUs. Success of PSUs in Kerala is due to the active participation of United Trade Unions in Kerala. To feel the actual field realities, don't rule inside the double door protected glass cabinet but you have to understand the history, culture, economy and should have at least some commonsense. Then only you can understand Kerala.

We are always anxious about the viability of BSNL. I am a member of a BSNL family. I am proud to say that. When I was born, this was telecom not BSNL. I have witnessed many struggles in telecom sector in those days. I have witnessed that my father and mother were coordinating people for agitation in our two bed room rented house in my child hood. Even now also we are getting the freedom to raise our protests only due to the struggles of our prior generations. BSNL as a company formed in 2000 is only to destroy the smoothing working of the telecom sector. That formation is only to bifurcate P&T into different sectors like Postal, BSNL, MTNL etc. BSNL Company was formed after the financial strategies of government during 1991. There are two reasons behind the company formation. 1. Govt. can bring the company into open competitive market for earning

revenue for its operation and development. 2. A company can deny many avenues given to a Govt. employee. There is always a different type of approach towards service, salary and other staff related matters by a company to its employees and it is far away the security enjoyed by a government servant. So these are the two main reasons from our point of view on BSNL formation in 2000. Whatever anxiety we had in 2000 has become true and in the last 14 years after BSNL formation we know how this company become a loss making institution. But Kerala BSNL got a special place among India due to its good performance even if other circles are registering losses. How an institution can be demolished according a plan, we can see this if we analyse the strategies adopted in BSNL in the last 14 years.

BSNL has adopted a policy that no vacancies are filled on retirement seats. Staff strength has been reduced from 3.5 Lakhs to less than 2.75 Lakhs in the last 14 years. When BSNL is having huge threat from private players, it is drawback that BSNL management is not interfering in uplifting the company from the crisis. Whenever BSNL is faces a crisis, the trade unions/Associations like SNEA is playing the major roles as saviors of the company. Many agitations were conducted countrywide against the formation of BSNL . We fought against the policies of management and government whenever the employees feel that the policies are not good for BSNL. BSNL is still surviving in public sector due to these agitations. This is achieved only due to the unity and commitment of the employees and employee organizations and not because any self promoting CGMs. But some managers are thinking that every achievement is accomplished only because of them. They are thinking that achievements are coming from their thuglak reforms. We need to improve the service of BSNL again. When people who are living in a high market culture where all the brand new products are available, their demands will be more. Hence to cope up with demands of the customers necessary materials should be made available for making the customers satisfied. We should be efficient enough in this competitive market scenario in every units like mobile, broad band etc. So CGMT should examine what is going on in the mind of the people of Kerala, if he is interested and committed to the development of Kerala circle he should study the history of BSNL Kerala. He should compare the working atmosphere of AP and Delhi with Kerala.

How BSNL is a success in Kerala?

How the employees of BSNL are working here?

Is any officer here can sleep undisturbed?

Every officer is attending many customer grievances most of the time and it will be more in the case officers working in Technical wing.

Even if the opportunity is there to switch of the mobile while in home, the officers are not doing so, and they are keen in attending customer complaints and grievances.

This is the work culture of Keala BSNL, and the CGMT should understand this field reality.

CGMT has introduced Smart working. It is very good to hear and a very good idea, any firms should adopt the smart working practices by which, all customers, employees and management should be satisfied. But the smart working introduced by this CGMT is not understandable. This may be the reason that he was sent out from Rajamandri. With his smart working, he is harassing everybody including GM, DGM and all other employees. His harassment has crossed all the limits by which employees morale has completely collapsed, mentally depressed and his smart working has completely destroyed the smooth working atmosphere that was once the hall mark of Kerala circle. What management is the CGM doing, can we see such a management anywhere else? This is the smart working adopted by CGMT.

You have told many times that he is an autocrat, the main specialty of autocrats are they will be timid. They are always thinking negative, so they will have sleepless nights because of these negative vibrations against others. So you all be brave to fight against these people. This agitation should continue till this CGMT is transferred out of Kerala.

We know how to handle autocrats from our experience with Sir C.P during the days of Travancore. The autocratic CGMT will be forced to leave Kerala for ever due to thesustained agitation and unity of the trade

unions/associations. He might have read the life story of Hitler for this autocratic rule. Hitler told that if you want to conquer a nation, you have to unarm the citizen. Like that he is trying to unarm GMs and other officers like the way Hitler did. May be GMs are also thinking to join this struggle because they are the real victims of this rule. His working style will destroy Kerala circle. He wanted to disarm trade unions which exerts high pressure to correct him, he never might have seen this kind of unity anywhere in his career. We don't feel anything bad, if we are to sit in rain or sun or without Public Address system as we are used to these type of situations. By disarming all employees and Associations, he could easily execute his plans in Kerala, this is the way of thinking of CGMT, but we never allow it to happen.

He is trying to demoralize and de-motivate the employees, like handling kids. He never conducts a free mutual discussion about the development of Kerala with any of the Officers / employees/ Union/ Associations. Nobody can courageously express their ideas openly . Kerala people know what is the power of every officers and representatives of different constituency. The people of Kerala know that the real power is with them. But outside Kerala these category people get some advantages among public. By experiencing these in his past, he is thinking that now also he is working in same environment where he used to work in his earlier days. The people of Kerala do not fear any ruler unnecessarily. If anybody intends to get some response from Kerala that way, they will never succeed. Why he has introduced two way screening to enter his cabin with two doors, why has implemented many screening to get him over phone. What management strategy he has adopted. Did he ever have a good, healthy interaction with Unions / Association. He is thinking that he is the sole owner of the profit making in Kerala . He resembles a character of a fiction who declare the patron ship of all good things happening around him and the fact is the character has no ability to do anything. He is trying to project as his the output achieved by the committed workforce of the Circle. The CGMT is thinking that he is the King of the Circle. Just come down and speak with your employees, and try to know their difficulties and that is the way of management. I think he is trying to destabilize Kerala's revenue and profit. There is not enough material, not enough staff, how we can manage this system. He is telling that he don't want employees in the extreme bottom level, then how we can manage the day to day needs, how we can satisfy the customers. I know due to poor service, many of my friends are porting out from BSNL now. So this is the crucial time to have utmost care to uphold the interest of the company, that time he is trying to create displeasure among its work force by reducing/transferring officers. What efficiency he is creating by transferring them south to north and north to south. These all will surely destroy BSNL in Kerala. Hence in the name of smart working he is underplaying with his ideas to create disturbance in a healthy system and that is wisely identified by the officers and employees of Kerala. His relationship with private players of the state is to be investigated. And this issue is not restricted to Kerala alone this issue has to be taken up at all India Level. When the new minister is assuring the good quality service of BSNL, we should bring this issue to the central government and get a solution from central government. This CGMT chair is not permanent to anyone so if you want to work in Kerala, you should understand the realities in Kerala. So we demand to make a good healthy atmosphere in the circle by CGMT. Otherwise the struggle will intensify.