

Parliamentary Committee matter
MOST IMMEDIATE

BHARAT SANCHAR NIGAM LIMITED
(A Govt. Of India Enterprises)
Corporate Office, SCT Cell, 221, Eastern Court,
Janpath, New Delhi-110001.


Sub: Parliamentary Committee on Welfare of Scheduled castes and Scheduled tribes- "Reservation for the employment of Scheduled castes and Scheduled tribes in Bharat sanchar Nigam Limited(BSNL)".

Kindly find enclosed a copy of Lok sabha Secretariat (SCTC Branch)'s Office Memorandum No.P20/1/SCTC/2016 dated 20.9.2016 received from DoT vide No.21-3/2016-SCT dated 27.9.2016 on the subject noted above.

It is requested to examine the above said office memorandum and replies/ information on various questions listed in Annexure-I be **furnish to this office by 29-9-2016** positively for compiling/ preparation of booklets and onward submission to DoT and SCTC Branch, Lok Sabha Secretariat.

It may kindly be noted that the replies/ information related to your Cell/ Unit may be prepared in English and Hindi version and also furnish in hard copy and softcopy (email ID: ssranabhavi@gmail.com.).

Encls: As above.


Surendra Singh, ITS

General Manager & Chief Liaison Officer (SCT)
Tele. No. 011-23037363
Fax: 011-23766143

To

PGM(BW)/ PGM(Elect.)/ PGM(Arch.)/ GM(Estt.)/ GM(FP) It.GM(Pers.)/
DGM(Pers.)/ GM(Admn)/ GM(SR)/ GM(Restg.)/ GM(BFCI) BSNLCO, New Delhi
U.O. No. 60-13/ 2016 -SCT Dated: -9-2016

No. 21-3/2016-SCT
Government of India/Bharat Sarkar
Ministry of Communications/Sanchar Mantralaya
Department of Telecommunications/Doorsanchar Vibhag
(SCT Section)

.....
New Delhi, the 27th September, 2016.

To

The Chairman-cum-Managing Director,
Bharat Sanchar Nigam Limited,
Bharat Sanchar Bhavan,
Janpath,
New Delhi.

9285
27/09/16

Sir,

Subject: Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes – Reservation for and employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL)“.

I am directed to enclose herewith a copy of the Lok Sabha Secretariat (SCTC Branch)'s O.M. No. 20/1/SCTC/2016 dated the 20th September, 2016 alongwith its enclosures on the above mentioned subject.

2. You are requested to send 60 copies in English and 30 copies in Hindi of each of the notes giving information on various questions on the subject listed in **Annexure I**, five copies of the latest Annual Report of the BSNL (both in English and Hindi) and five copies each of the Reports of the Committee (s) if any, appointed to examine any matter concerning the subject during the last five years.

3. While sending the information, it may be ensured to follow the instructions at para 3 of the Lok Sabha Sectt. O.M. wherein it has been stated that for the sake of convenience of the Members of the Committee, the subject heading is reproduced immediately above each question and the reply thereto and the papers are duly paginated and Indexed. Each complete set of material may kindly be got bound or neatly stitched leaving adequate margin on both sides of the sheet.

4. The name, designation and telephone number of the officer who may be contacted in this connection may also be intimated.

5. You are requested to arrange to supply the requisite information by **30.9.2016** positively.

Yours faithfully,

Budh Rata
(Budh Rata) 23

9.29/16

MOST IMMEDIATE

LOK SABHA SECRETARIAT

(SCTC BRANCH)

PARLIAMENT HOUSE ANNEXE
NEW DELHI-110001

o. 20/1/SCTC/2016

Dated the 20th September, 2016

OFFICE MEMORANDUM

Subject: Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes – "Reservation for and employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL)".

The undersigned is directed to state that the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes have selected the subject Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Bharat Sanchar Nigam Limited (BSNL) for detailed examination during the year 2016-17.

2. The Ministry of Communications (Department of Telecommunications) are, therefore, requested that 60 copies in English and 30 copies in Hindi of each of the notes giving information on various questions on the subject listed in Annexure-i alongwith soft copy of the replies/information both English and Hindi versions on a pen drive may kindly be furnished to this Secretariat by 7th October 2016. The soft copy of replies may also be sent through e-mail to comscst@sansad.nic.in.

3. It will be appreciated, if for the sake of convenience of the Members of the Committee, the subject heading is reproduced immediately above each question and the reply thereto and the papers are duly paginated and indexed. Each complete set of material may kindly be got bound or neatly stitched leaving adequate margin on both sides of the sheet.

4. Alongwith the replies, five copies of the latest Annual Report of the BSNL (both in English and Hindi) and five copies each of the Reports of the Committee(s), if any, appointed to examine any matter concerning the subject during the last five years may also be furnished for information and use of the Committee.

Secretary

5. The name, designation and telephone number of the officer who may be contacted in this connection may kindly be communicated to this Secretariat as early as possible.
6. The undersigned is also directed to forward herewith a copy of Department of Parliamentary Affairs O.M. No.119(L)/57-PA dated the 25th June, 1957, regarding appointment of Committee by Government to consider matters already under examination by the Committee of Parliament for information and guidance of the Ministry (Annexure-II).
7. The receipt of this communication may kindly be acknowledged.

Encls.: As above.



(VINAY P. BARWA)
DEPUTY SECRETARY
Tel. Nos.: 23034081/4325

To

The Ministry of Communications,
(Department of Telecommunications),
(Shri J S Deepak - Secretary & Chairman),
Sanchar Bhawan, Rafi Marg,
New Delhi - 110001.

ANNEXURE-I

QUESTIONNAIRE FOR ELICITING PRELIMINARY MATERIAL ON THE SUBJECT – RESERVATION FOR AND EMPLOYMENT OF SCHEDULED CASTES AND SCHEDULED TRIBES IN BHARAT SANCHAR NIGAM LIMITED (BSNL).

ORGANISATIONAL SET UP

1. When was the Bharat Sanchar Nigam Limited (BSNL) set-up? What was its objective?
2. What is the organisational set up of the BSNL and the arrangements made in regard to reservations for and employment of Scheduled Castes and Scheduled Tribes in BSNL.

PRESIDENTIAL DIRECTIVES

3. Whether any Presidential Directives and other guidelines have been issued to the BSNL by the Ministry of Communications (Department of Telecommunications) regarding reservation for and employment of SCs/STs in services in BSNL. If so, please state since when these directives and guidelines in respect of reservation policy for SCs/STs are being implemented by BSNL?

BOARD OF DIRECTORS

4.
 - (a) What is the composition of the Board of Directors of BSNL?
 - (b) What is the procedure for selection/appointment of Members of the Board of Directors in BSNL?
 - (c) Whether any member from the SC/ST community has ever been appointed as Chairman/member on the Board of Directors of BSNL? If yes, give details for the last 10 years. If not, reasons thereof?
 - (d) What steps are being taken by the Management to include SC/ST member on the Board of Directors?

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BOARD OF DIRECTORS

4. (a) What is the composition of the Board of Directors of BSNL?
- (b) What is the procedure for selection/appointment of Members of the Board of Directors in BSNL?
- (c) Whether any member from the SC/ST community has ever been appointed as Chairman/member on the Board of Directors of BSNL? If yes, give details for the last 10 years. If not, reasons thereof?
- (d) What steps are being taken by the Management to include SC/ST member on the Board of Directors?

- (e) What is the policy of the Government in regard to appointment of SC/ST persons on the Board of Directors of the BSNL under the administrative control of the Ministry of Communications (Department of Telecommunications)?

RESERVATION IN SERVICES

5. What is the percentage of reservation made in BSNL in favour of SCs/STs and the date from which applicable for the following:-
- Posts filled by direct recruitment; and
 - Posts filled by promotion.
- (Please furnish the information grade-wise for Technical, Non-Technical and Executive posts separately)
6. What are the checks devised in the Ministry of Communications (Department of Telecommunications) to ensure that the reservation orders in favour of SCs/STs are actually and fully implemented by the BSNL?
7. Please state whether reservation orders are applicable to all categories of posts in BSNL? If not, please mention the categories of posts to which reservation orders do not apply. Please indicate pay scales of all such posts. Information may be given separately for direct recruitment and the categories of posts in all promotional posts.

RECRUITMENT

8. (a) What is the procedure for recruitment of staff in various categories of posts in BSNL?
- (b) What are the concessions/relaxations given to SCs/STs at the time of recruitment?

- (c) Please furnish the details as per following proforma showing year-wise recruitment made by BSNL during the years 2013, 2014, 2015 and 2016 (till date) in group A, B, C and D posts.

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for SCs			No. of SC candidates appointed	No. of vacancies reserved for STs			No. of ST candidates appointed	No. of vacancies carried forward	
				C/F from previous year	Reserved during the year	Total		C/F from previous year	Reserved during the year	Total		SCs	STs
1	2	3	4	5	6	7	8	9	10	11	12	13	14

9. (a) Are the reserved posts advertised through newspapers including the language papers of the region and notified to concerned employment exchange? If so, give details.
- (b) Are vacancies reserved for SCs/STs advertised through All India Radio/ Doordarshan?
- (c) Are the posts reserved for SC/STs specified in the advertisement or in the requisitions sent to the employment exchanges?
- (d) Do the appointing authorities indicate the precise reasons for the rejection of SC/ST candidates to employment exchange so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities?
- (e) Are copies of advertisements sent to the recognised All India Association of SCs and STs?
- (f) How the letters of interview/appointment are issued to the candidates for appearing in the written test/interview as also for joining after selection?
- (g) What is the minimum period of notice given to the SC/ST candidates for appearing in the written test/interview as also for joining after selection?
- (h) How the SCs/STs candidates are interviewed? Are the SC/ST candidates interviewed alongwith general category candidates or are they interviewed

on separate dates or in separate blocks other than the dates on which general category candidates are interviewed?

RECRUITMENT BOARDS/SELECTION COMMITTEES/DEPARTMENTAL PROMOTION COMMITTEES

10. (a) What is the composition of Recruitment Boards/Selection Committees/Departmental Promotion Committees constituted for selection of candidates wherein reservations have been made for SC/ST candidates?
- (b) Whether the representative of Scheduled Castes/Scheduled Tribes is also included in Selection Committee/DPCs for recruitment and promotions to such categories of posts where the reservations for SCs/STs do not apply but SC/ST candidates do appear for the test/ interview?
- (c) How is it ensured that at least one person belonging to SCs/STs category included in all such Recruitment Boards/Departmental Promotion Committees?
- (d) Has any uniform criteria been laid down by Department of Personnel and Training (Government of India) for assessment of eligibility of a candidate including SC/ST candidates for the guidance of Recruitment Boards/Selection Committees/DPCs? If so, please furnish details.

PROMOTION

11. (a) What is the procedure followed for promotion of employees to various categories of posts (Technical, non-Technical and Executive) in BSNL? Please furnish the details regarding the procedure followed for promotion to various categories of posts.
- (b) What concessions/relaxations are given to SC/ST employees while considering them for promotion?

- (c) Whether all orders regarding reservation in promotion have been adopted and implemented by the organisation? If not, give reasons therefor.
- (d) Please furnish a statement showing the total number of employees promoted during the years 2013, 2014, 2015 and 2016 (till date) in various categories of posts and the number and percentage of SC/ST employees out of them as per following proforma:-

Year	Category of posts	Total no. of employees promoted	No. of posts filled		Percentage of		No. of backlog vacancies/ shortfall		Remarks
			SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10

- (e) What are the causes of shortfall in promotion, if any?
- (f) Do the BSNL have any mechanism by which SC/ST employees if found below the required standard for promotion are given pre promotion training. If so, please give details?
- (g) Please state whether the BSNL is following any promotional policy after arriving at an agreement with the employees union? If so, please give details of the policy and a copy of the agreement arrived at.

BACKLOG VACANCIES

12. (a) State whether there were backlog of vacancies reserved for Scheduled Castes and Scheduled Tribes during the recruitment years 2013, 2014, 2015 and 2016 in Direct Recruitment and Promotion. If so, furnish the details thereof category-wise.
- (b) What are the reasons for the backlog vacancies both for Direct Recruitment and Promotion and the measures taken by BSNL and Ministry

of Communications (Department of Telecommunications) to fill up the backlog vacancies.

SPECIAL RECRUITMENT DRIVE

13. (a) Has any special recruitment been launched exclusively for SCs/STs by the BSNL? If so, furnish the details indicating the number of posts filled category-wise on the basis of such special recruitment drive during the years 2012 to 2016.
- (b) Have all the backlog vacancies been cleared by conducting special recruitment drive? If not, reasons thereof and how do you propose to clear the backlog of SC and ST vacancies?
- (c) Do you allow these vacancies to lapse or keep them alive for future consideration?

STAFF STRENGTH

14. (a) Please state the total number of employees and number of SCs/STs amongst them in Group A, B, C and D posts in BSNL as on (i) the date of enforcement of reservation orders; and (ii) as on 31st August, 2016 in the following proforma.

Group of posts	Total No. of employees	No. of		Percentage of		No. of shortfalls		Percentage of shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10

- (b) Please state the reasons for shortfall, if any, in the intake of SCs/STs against their reserved quota and the steps taken/proposed to be taken to reduce the shortfall.

APPOINTMENTS ON COMPASSIONATE GROUNDS

15. Please state the number of employees appointed by BSNL on compassionate grounds including SCs and STs amongst them in various categories of posts during the years 2013, 2014, 2015 and 2016 (till date). Also state the total number of employees who are still waiting for appointment on compassionate grounds.

CASUAL LABOUR/PART TIME WORKER

16. (a) Whether any part time employees and casual labourers are engaged by the BSNL. If so, please state their numbers and the number of Scheduled Castes and Scheduled Tribes among them as on date.
- (b) Do you provide reservation for Scheduled Castes and Scheduled Tribes in the recruitment of part time employees and casual labourers? If not, how do you ensure that Scheduled Castes/Scheduled Tribes are appointed according to quota reserved for them at the time of their regularization.
- (c) Whether any part time employees and casual labourers engaged by the BSNL have been regularised? If so, please give details.
- (d) Whether any contract labourers are engaged by the BSNL? If so, the number of SCs/STs amongst them? What is the nature of contract, terms and conditions of service and the benefits given by the management to contract labourers. Whether while signing contract/MOU, it is advised to include SCs/STs as per quota fixed by the Government.

DEPUTATION

17. (a) What is the number of posts filled up in the BSNL on deputation from other Government Departments during the years 2013, 2014, 2015 and 2016 (till date)?
- (b) Which of these posts are held by persons belonging to SCs/STs?
- (c) Whether any employee of the BSNL has ever been sent on deputation to other departments?
- (d) If so, the number of SC/ST employees among them sent during the years, 2013, 2014, 2015 and 2016 (till date)?

TRAINING ABROAD

18. How many officers/employees were sent on foreign training and also to attend seminars/symposia/conferences etc during the years, 2013, 2014, 2015 and 2016 (till date). If so, give details of SCs/STs officers/employees amongst them.

PRE-RECRUITMENT TRAINING

19. (a) Does the BSNL arrange pre-recruitment training? If so, give details about the scheme and SC and ST persons trained during the years 2013, 2014, 2015 and 2016 (till date).
- (b) Whether in service training is given to all the employees of BSNL including SC and ST employees? If so, please furnish the total number of employees imparted such training including SCs/STs during the years 2013, 2014, 2015 and 2016 (till date).

ROSTERS

20. (a) What are the posts/groups of posts for which rosters regarding reserved vacancies are maintained by the BSNL at its head office?

- (b) What are the posts/groups of posts for which rosters are maintained by BSNL at its regional/zonal/circle offices?
- (c) Are the rosters maintained at head office as also all regional offices inspected by the Liaison Officers regularly?
- (d) Do the representatives of the Ministry of Communications (Department of Telecommunications) also visit the head office and regional/zonal/circle office of BSNL to check the rosters? If so, what type of discrepancies have come to their notice during such inspections during the years 2013, 2014, 2015 and 2016 (till date) and corrective measures suggested to rectify them?

SC/ST CELL/LIAISON OFFICERS

21. (a) Has any SC/ST Cell been set up in the BSNL at its head office and other offices located in other parts of the country to look after the interest of SC/ST Employees?
- (b) If so, please state the main functions of the SC/ST Cell.
- (c) Please state the number of persons working in the Cell at head office and other offices in other parts of the country and SCs/STs amongst them indicating their designation?
- (d) Has any Liaison Officer been appointed in the organisation to ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other concessions admissible to them? If so, give details of Liaison Officers appointed.
- (e) Whether the Liaison Officer has been appointed exclusively to look after SC/ST matters or has he also been entrusted with other work.

- (f) What are the designation of the Liaison Officers appointed in the BSNL Head Office and other Offices located in other parts of the country?
- (g) Are they given formal training to acquaint themselves with the reservation policy of the Government?

HOUSING FACILITIES

22. (a) What are the housing facilities provided by the BSNL to its employees?
- (b) Do you provide reservation for SCs/STs in the allotment of residential quarters to the employees? If so, what is the percentage of reservation provided?
- (c) Please give the number of quarters of each type allotted to the employees and the number out of them allotted to Scheduled Castes and Scheduled Tribes.
- (d) Are housing loans given to the employees of the BSNL? If so, what is the extent of loans given and the terms and conditions thereof?
- (e) Whether any concession in 'terms and conditions' or in the 'rate of interest' allowed to SC/ST employees?

APPOINTMENT ON THE BASIS OF FALSE CASTE CERTIFICATES

23. (a) How many cases of securing employment on the basis of false caste certificates have come to the notice of the Management during the years 2013, 2014, 2015 and 2016 (till date)? What action has been taken by the Management in this regard?

- (b) Please furnish details of pending cases regarding number of complaints received, cases disposed of, persons found guilty and action taken against them.
- (c) Whether any criminal cases have been initiated against the guilty persons? If not, state the reasons?

COMPLAINTS/GRIEVANCES OF SC/ST EMPLOYEES

24. (a) What is the machinery for the redressal of grievances of SC/ST employees in the BSNL?
- (b) Whether any complaint register is being maintained showing the records of the complaints/grievances of SC/ST employees together with their disposal?
- (c) How many complaints were received from SC/ST employees during the years 2013, 2014, 2015 and 2016 (till date)?
- (d) What was the nature of these complaints and the number of complaints disposed of and the time taken for disposal of each complaint?
- (e) Please state the number of pending complaints as on date and also the period from which they are pending.
- (f) Have you come across any case of harassment or discrimination against SC/ST employees on grounds of their social origin? If so, give details thereof and action taken on each case?

SOCIO – ECONOMIC DEVELOPMENT

25. (a) Has the BSNL undertaken any special scheme for socio-economic development of SCs/STs by adopting village/town/village predominantly inhabited by SCs/STs in the vicinity of projects/factories?

- (b) If so, furnish the details of the schemes executed by the BSNL during the years 2013, 2014, 2015 and 2016 (till date) clearly indicating the allocations made and actually spent year-wise and the number of SC/ST families benefited till now.
- (c) Please state whether the projects initiated by the BSNL has resulted in displacement of SC/ST people at any point of time? If so, have they been gainfully employed/rehabilitated? Please furnish details thereof. If not, give reasons thereof alongwith number of SC/ST people who have been affected.

PETTY CONTRACTS

26. (a) Whether BSNL hire individual/firms/companies, etc. on contract/tender basis for setting up of infrastructure and execution of various projects across the country?
- (b) If yes, please specify the nature and category of works executed by contractors.
- (c) Whether any percentage of reservation has been provided to hire SC/ST contractors for execution of work? If so, provide the percentage prescribed and furnish the details of SC/ST contractors?
- (d) Whether there is any ceiling on tenders fixed for SC/ST contractors? If yes, give details.

(14)

ANNEXURE - II

NO: 119(L)/57-PA
GOVERNMENT OF INDIA
DEPARTMENT OF PARLIAMENTARY AFFAIRS

Parliament House,
New Delhi.

Dated the 25th June, 1957.

OFFICE MEMORANDUM

Subject: Appointment by Government of Committee to consider matters already under examination by a Committee of Parliament.

Some time ago a Ministry of the Government of India appointed a Committee, consisting partly of Members of Parliament to look into certain aspects of a matter which was already under examination by the Estimates Committee of Parliament. When the matter came to be raised in the Lok Sabha, the Minister concerned assured the House that the Ministry was not aware that the Estimates Committee or a Sub-Committee thereof was already looking into the matter and there was no intention of bypassing the Estimates Committee.

2. The general questions arising from the above mentioned incident have been considered in consultation with the various Ministries and the Speaker, Lok Sabha and it has been decided that the following conventions should in future, be observed in this regard by all Ministries/Departments: -

- (i) (a) If any Ministry/Department proposes to set up a Committee to investigate or inquire into any matter, it should ascertain from Lok Sabha Secretariat whether any Committee of Parliament is already engaged on an examination of the same matter;
- (b) If a Committee of Parliament or a Sub-Committee thereof is already so engaged no other Committee should be set up unless the appointment of such a Committee is clearly unavoidable in the public interest;
- (ii) (a) Where the appointment of such a Committee is considered necessary, no member of Parliament shall be appointed as a Member of such a Committee except after previous consultation with the Parliamentary Committee already engaged in the examination of the matter, such consultation being made through the Lok Sabha Secretariat,

(15)

(b) The report of any Committee so set up should not be published without prior consultation with the said parliamentary Committee through Lok Sabha Secretariat. If any difference of opinion arises between the Ministry and the Parliamentary Committee, the guidance of the Speaker should be sought.

3. The above procedure will not apply to purely departmental Committees composed entirely of officials which may be set up to examine specific questions and whose reports are not intended to be published.

Sd/-
N.K. BHOJWANI
SECRETARY

To

All Ministries/Departments
of the Government of India.