



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Shri. P. K. Purwar ji,
Chairman and Managing Director, BSNL,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001.

No. SNEA CHQ/Corr/CMD BSNL/2022-23

Dated 8th March 2024.

Sub: A special Request on International Women's Day for continuing stand of BSNL management for excluding female Executives from Inter Circle Rotational Long Stay Transfers and give relief from ongoing harassment of families of affected executives.

Ref: 1. Letter No. BSNLCO-PRII/19(3)/2/2021-Pers-II -Part (4) Dated 01/03/2024.
2. Letter No. BSNLCO-PETS/1(11)/1/2024-Pers-I Dated 01/03/2024.

Respected Sir,

On the occasion of International Women's Day, please accept our best wishes. Happy women's day and Happy Maha Shivaratri.

Sir, on this International Women's Day, we solicit your kind blessing for the female executives in a real sense, so that they feel that BSNL management is genuinely providing them with the treatment as desired under the idea of celebrating International Women's Day, and BSNL Management means it, and it is not just a formality.

During our recently held CWC Meeting in Delhi, the issue of mass transfers was discussed, and it was unanimously resolved to bring this matter to your attention in order to halt mass rotational transfers and limit them to need-based transfers to meet shortages. The house unanimously resolved to specially request your honour to continue the earlier stand of BSNL Management to exclude female executives from Inter-Circle Long Stay transfers.

We would like to put on record that all your predecessors were kind enough to give due consideration to female executives and have always taken a firm stand that female executives will be excluded from Inter-Circle transfers, even on promotions. However, the recent transfers of female executives, not only on promotions but also under the guise of Inter-Circle long stay transfers, have caused undue harassment.

While we acknowledge your stand on the importance of ensuring equitable treatment for all executives, it is imperative to consider certain legal and ethical aspects before implementing such a policy. We urge you to give due consideration with a humble heart.

It has been observed that there is a misconception within BSNL Management that certain executives have worked at one place for more than 20 to 25 years without any transfer. This assumption is incorrect, as every executive has undergone a minimum of 2 to 3 transfers within their Circle. If it had been decided earlier to implement compulsory Inter-Circle transfers, these executives would have undergone such transfers and not wasted their energy in intra-Circle transfers.

The introduction of compulsory Inter-Circle transfers of SDEs and AGMs under your directions has caused deep trouble to all executives, especially female executives. The families of these executives have undergone significant trauma and continue to face numerous issues due to such mass rotational transfers.

We have repeatedly requested your honour for review of action on part of PGM Pers and his team to limit any transfers to keep these Inter Circle Transfers limited to meeting shortages of Circles/BAs/OAs and humbly submitted for stopping Mass Transfers as being done since last two years, but our humble submission is not given due consideration by your good self.

Today, on this special day, we draw your kind attention towards the extreme hardship faced by the female executives in BSNL due to mass rotational transfers against the different guidelines of DoPT, DoT and many court orders in favour of female executives.

We would like to draw your attention to the guidelines outlined by the Ministry of Women and Child Development, Government of India, regarding the protection of women in the workplace. These guidelines emphasize the creation of a safe and harassment-free environment for women Executives, wherein their well-being and dignity are paramount.

The BSNL executives transfer policy para 6(g) also have provision, request for posting of husband and wife at the same station shall be considered if the employee's spouse is serving in Central/State Government or a Public Sector Undertaking (PSU). We do not insist to post them life time in one place, but our request is to give consideration to nearby places and not to transfer them at faraway places under Inter Circle Transfers.

Moreover, the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, mandate organizations to take proactive measures to prevent any form of harassment or discrimination against female Executives. This includes ensuring their safety and security, especially when it comes to matters of transfers and postings.

Recently, the Supreme Court of India has also highlighted that transfer policies need to be compassionate towards women Executives recognizing that they share an unequal workload being primary caregivers at home. We reproduce the lines of this order by the Honourable Supreme Court. It states that when working women are transferred to new destinations, they often encounter challenges like finding suitable childcare arrangements and maintaining a work-life balance in an unfamiliar environment. They also find it difficult in coping with the stress of relocation, including establishing new social networks and support systems. Mainly women play the major role in taking care of the parents who are sick due to old age. In such situations, open-mindedness, empathy and understanding are expected from the employers.

Recently on 10/01/2024, Kerala High Court while granting stay on Transfer of female officer from Insurance Company has reproduced the same feeling about hardship faced by the female executives while undergoing long stay transfers away from their family. Copy attached.

Apart from these legal and official provisions, there are certain family specific issues faced by all families when female members are relocated due to transfers. Details are as follows.

- Women are the primary caregivers, home makers in the Indian Family System and thus, they are loaded with a huge share of family responsibilities in rearing up of Children and taking care of the whole family. They have to maintain a healthy balance between work life and family life, which will be very difficult if they are posted out of state.
- At present, most of the Women Executives working in BSNL are at such a stage that their children are in the groups of infants, studying either in schools or undergraduate level. Most of the families are now nuclear families. The women Executives have to take care of the above group of children only with the assistance of their spouse and relocating the children to faraway places without any assistance is very difficult and causes mental stress.
- In the present scenario of BSNL, a high level of commitment and efficiency is required from each and every Executive to compete in the market. Women Executives do want to give their 100% output but with outstation posting and

disturbance in family, executing a dedicated role in the organization will be a herculean task for women.

- With the passage of time women Executives face issues of their deteriorating health and with outstation/faraway transfer they are burdened with extra stress of maintaining their children, in laws/parents. Practically under these circumstances these female executives will not be able to give her best to the organization which one could have performed in earlier situations.
- Organizational support in maintaining balance between work-life and personal life can well be achieved by a Woman Executive, which motivates her to improve performance and give her best to achieve organizational goals.
- Due to this situation for taking care of children's education, in laws/ their parents etc. they are bound to take CCL. It has been observed in many units across India their controlling officers view CCL as an escape route from duty and deny most of the times. They are applying CCL as it becomes a necessity. Further in case of long stay transfer the leave period will be added in counting stay tenure which gives rise to another problematic situation.

Thus implementation of inter circle transfers of women Executives across India poses a significant challenge for them. This can result in either leaving or relocating the family at an inappropriate period of Children's life, which demands the presence of a mother with them.

Furthermore, it is essential to recognize the unique challenges and responsibilities faced by women in balancing their professional and personal lives. Long stay transfers, particularly for female executives, can disrupt this delicate balance and adversely impact their well-being.

While publishing long stay data Pers section should have clearly mention Mr. or Mrs. or gender should have mentioned in the list so that number of female SDEs/AGMs being affected could have been identified. As such it is difficult to analyze the actual percentage of female executive being affected, but it will be less than 10% of total SDEs/AGMs in zone of long stay transfers and they can be given relief from rotational transfers.

We never say that the female should not be transferred and kept at one place, but our only and humble submission is that their names should be excluded from the Long stay transfers as was followed in BSNL for years together. If any female executive is found working at the same place for more than 22 years, then Management may transfer them by giving option for either Inter Circle or Intra Circle transfer and posted as per her options.

Sir, in recent past, BSNL Management has become so harsh on female executives that even the requests of female executives on genuine medical grounds are not given consideration and if given consideration, then it takes time of 2 to 3 three months, which is not a good sign of HR approach on part of BSNL management.

BSNL transfer policy says that female executives should not be posted to Tenure stations and if any female executive is willing to work at Tenure station, then special entry of appreciation may be made in her office records and it has been followed 2022 and since then management has become so merciless that instead of making such entry of appreciation, in totally opposite approach has started transferring the female executives serving at all India Hard/Soft Tenure stations as if management has no concern and do not respect its own transfer policy guidelines.

Further, it is seen that female executives from Circles declared deficit Circles, means having shortage of executives are also being transferred. It would have been good HR approach that to give some relief to the female executives, at least the female executives from deficit Circles should have been given relief by excluding from long stay transfers. But it seems that someone is working in revengeful attitude with these female executives and not given relief wherever it is quite possible.

Though with persuasion of SNEA request of single parent female executives are given consideration for education of their wards, but in general human approach no

consideration is given for single parent cases and they are compelled to run from pillars to post.

It is unfortunate that even request of some JTOs including single parent JTOs just to retain for few months on educational grounds of ward in academic year which are duly recommended by the Board of Directors are not given consideration and in totally unhuman approach and in approach to harass female executives, the female JTOs are force relieved through ERP and we find this is not sensitive approach by the BSNL management.

Sir, with heavy heart, we put on records, that if we are not in position to give minimum possible support to these female executives by just continuing stand of BSNL Management by excluding them from Inter Circle transfers and if BSNL Management is determined to go ahead mercilessly with mass rotational transfers, then it is better that BSNL Management stops celebrating the International Women's Day and continue to play with sentiments and feelings of female executives. This will make it clear that BSNL management has specific intention to trouble female executives by mass Inter Circle Transfers.

We are kind aware about your human approach and dealing with such sensitive issues with humble heart, but unfortunately the corrected feedback is not given by the concerned officers to your good self and all such issues are created in BSNL.

We have specially discussed this issue in the formal Agenda meeting held on 11/01/2024, and we are happy to know the considerate and human approach stand of Director HR on this family sensitive issues affecting hundreds of families of BSNL Executives.

Considering these legal obligations and ethical considerations and family responsibilities shouldered by female executives, it is prudent to exclude the names of female executives from the pool for long stay rotational transfers in BSNL. This decision is not only in line with the spirit of gender equality and women empowerment but also serves to protect the rights and dignity of our female colleagues.

In light of the above, I earnestly request your intervention in ensuring that the names of female executives are excluded from

the pool for long stay rotational transfers in BSNL. This decision will not only uphold the principles of fairness and justice but also demonstrate BSNL's commitment to promoting a conducive and inclusive work environment for all its Executives.

Thank you for your attention to this matter and we look forward to your prompt action and favorable response.

With Warm Regards,

Encl: AA

Sincerely Yours,


08/03/2024
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. Director HR BSNL Board for kind information please.
2. CGM BW/EW for kind information and n/a please.
3. PGM Pers/Estt/EF/SR BSNL CO for kind information n/a please.
4. TWCO President New Delhi for kind information and for possible kind information and for extending active support to female executives in BSNL.