

312, भारत संचार भवन, हरीश चन्द्र माथुर लेन,  
जनपथ, नई दिल्ली - 110001  
312, Bharat Sanchar Bhawan, H.C. Mathur Lane,  
Janpath, New Delhi-110 001  
दूरभाष कार्यालय/Ph.: +91-11-2373 4070  
फैक्स/Fax : +91-11-2373 4072  
ई-मेल/E-mail : dirhrd@bsnl.co.in



भारत संचार निगम लिमिटेड  
( भारत सरकार का उद्यम )  
**BHARAT SANCHAR NIGAM LTD.**  
(A Government of India Enterprises)

सुजाता तपन रे  
निदेशक (एच.आर.)  
**Sujata T. Ray**  
Director (HR)

## MESSAGE

I am glad to know that AIBSNLEA is organizing its Central Working Committee meeting at Dehradun. First of all, I greet all the delegates and participants on this occasion.

As all of you know, we are in the middle of the second quarter of the current Financial Year. The General decline in the revenue of the entire telecom industry is a common knowledge, BSNL is no exception to it.

CMD in his address on Independence Day emphasized "change is the only constant". It is therefore necessary, specially in the fast changing circumstances, due to fierce competition, when, large scale changes are continuously taking place in terms of technology, skills, regulations etc., to have a fresh look towards the necessity of good Industrial relations and the machinery and processes towards its management.

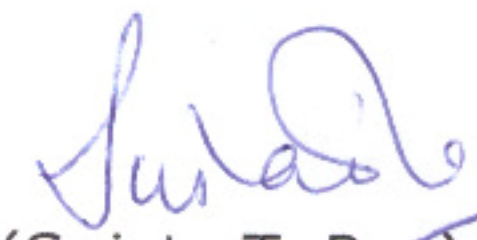
In the changing economic scenario, we will have to start thinking, conceptualizing and viewing Industrial Relations differently to make it more meaningful.

We cannot merely look at it as a system of balancing the acts and interests of various stakeholders, but also try to look at it as an opportunity for harnessing the efforts of both management and employees towards common organizational goals.

I take this opportunity to reiterate the commitment of the Management in resolving various HR issues in best possible manner. Recently, taking into account views and concern of all the Associations, we promoted approximately 12,000 executives creating history in BSNL. I am sure that newly opened up career trajectory of the executives will make them more focused for the growth of the company.

I hope all of you will have a very fruitful discussion during two days' CWC meeting and arrive at the solutions to various challenges being faced by BSNL.

With best wishes,

  
(Sujata T. Ray)