



MOST IMMEDIATE

TIME BOUND

Bharat Sanchar Nigam Limited
(A Government of India Enterprise)

Corporate Office, (SCT Cell)
Room No. 221, Eastern Court
Janpath, New Delhi -110001.

No-45-1/2008-SCT / 463

Dated 17.07.2013

To

1. All the Heads of Territorial Circles/Metro Districts
PGM (Arch.) / (BW) / (Elect.) BSNL CO, New Delhi
2. GM (Estt.) / Recruitment / (FP) / BSNL CO, New Delhi


Sub: Filling up backlog vacancies reserved for SCs / STs / OBCs

Kindly find enclosed herewith a copy of D.O.No. 12-4/2011-SCT dated 04.07.2011 addressed to CMD,BSNL received from Advisor (O), Department of Telecom, New Delhi forwarding therewith a letter No.3608/1(i)/2013-Estt.(Res) dated 21.06.2013 issued by Department of Personnel and Training on the subject cited above.

In this connection, it may be stated that DOP&T has desired that concerted efforts should be made to fill up the backlog vacancies reserved for SCs/STs/OBCs at the earliest by taking effective steps such as **providing relaxations, pre-recruitment training, training programmes for interview etc.** as contained in DOP&T letter No.36038/1(i)/2013 -Estt. (Res) dated 21.06.2013.

It is, therefore, requested to take necessary action plan for filling up back log vacancies of SCs / STs / OBCs, furnish the requisite information and valuable suggestions pertaining to your Circle /Branch to this office by 31.07 2013 positively for onward transmission to the DOP&T through Department of Telecom, New Delhi.

Encl: As above.


Chief Liaison Officer SCT)
PH.01123037363
FAX 01123766143

Copy to :

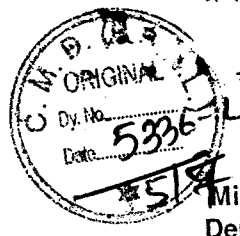
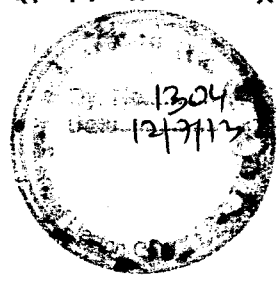
1. D GM (Pers) / (Estt.), BSNL CO, New Delhi.
2. BSNL Intranet Portal.
3. Guard file.



हिन्दी का मान : राष्ट्र का सम्मान

भारत सरकार
संचार और सूचना प्रौद्योगिकी मंत्रालय
दूरसंचार विभाग

सत्यमेव जयते
Ram Yagya
Adviser (O)
Tele.No.23710850



संचार भवन, 20, अशोका रोड
नई दिल्ली-110 001
Government of India
Ministry of Communications & IT
Department of Telecommunications
Sanchar Bhawan, 20 Ashok Road
New Delhi-110 001
WEBSITE : www.dot.gov.in
JULY, 2013.

D.O. No. 12-4/2011-SCT

Dear Shri Upadhyay,

Please find enclosed herewith a copy of DOP&T O.M. No.36038/1(i)/2013-Estt. (Res) dated 21.6.2013 regarding filling up backlog vacancies reserved for Scheduled Castes (SCs)/Scheduled Tribes (STs)/Other Backward Classes (OBCs).

2. I shall be grateful if you could personally look into the matter and take urgent necessary action in accordance with the instructions issued by DOP&T and take effective steps to fill up the backlog vacancies at the earliest. Plan of action finalized for implementation of the directions may be communicated by 31.07.2013 and thereafter quarterly progress report be submitted to DDG (SR), DOT without fail. First quarterly progress report is required to be submitted in the first week of October, 2013 for the quarter ending 30.9.2013.

With regards,

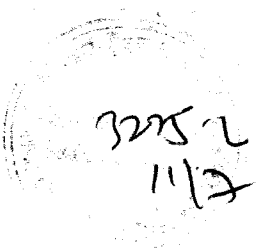
Encl: As above

Handwritten signature

Yours sincerely,
(Handwritten signature)
(Ram Yagya)

Shri R.K. Upadhyay,
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Janpath, New Delhi-110001.

Handwritten signature
Dr. S.M. (Pers) 11/7/13



Very Important

Handwritten signature
11-7-13
CP/SCT



Handwritten signature
15/7/2013

Handwritten signature
15.7.13

No. 36038/1(i)/2013-Estt(Res)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

North Block, New Delhi.
Dated the 21st June, 2013.

Subject: Filling up backlog vacancies reserved for Scheduled Castes (SCs)/Scheduled Tribes (STs)/Other Backward Classes (OBCs).

A Special Recruitment Drive for filling up of the backlog vacancies reserved for SCs/STs/OBCs had been launched in November, 2008 and was concluded on 31st March, 2012.

2. Achievement of the Drive as reported by various Ministries / Departments on its conclusion revealed that out of total 75,522 identified backlog vacancies, there were 64,175 backlog vacancies which could be filled up and of these, 48035 vacancies were filled up. Overall success rate of the Drive was 74.85%. Reasons for non-filling up of reserved vacancies may be attributed to the lack of finishing skills like English fluency or interview skills, non availability of qualified reserved category candidates for posts requiring professional qualification especially in ST category, scarcity of qualified reserved category persons results in job switch over or not joining after selection as they get better jobs and in some cases selection is done on all India basis whereas allocation is made zone/State wise.

3. The Government considered the status of filling up of backlog vacancies reserved for SCs/STs/OBCs and desired that concerted efforts be made to fill up the backlog vacancies at the earliest and the status of action taken in this regard be monitored at the highest level. Besides, actions on the following measures are to be taken at the earliest to enhance the employability of reserved category candidates:

- (i) In order to fill up the vacancies in the posts requiring professional qualifications, the concerned Ministries/Departments may take a decision within a period of six months on launching of a Special Recruitment Drive providing certain relaxations so that the vacancies may be filled up;
- (ii) Finishing training should be imparted to the reserved category candidates once they complete technical/professional qualifications. Ministry of Social Justice and Empowerment and Ministry of Tribal Affairs would devise such programmes. Such programmes should be implemented with involvement of State and State Administrative Training Institutes.
- (iii) Training programmes for interview skills and English proficiency may also be devised for reserved category persons for posts requiring non-professional qualifications;
- (iv) The issue of providing reserve list/wail list of successful reserved category candidates would be taken up with the Recruitment Agencies so that in a situation when reserved category candidates with higher merit do not join the post, the post may be filled up from the candidates available in the reserved list;
- (v) The issue of less employability of SCs/STs/OBCs and Persons with Disabilities for Government sector may require in-depth analysis of the causes and to suggest remedial measures. It would be appropriate to constitute a Committee with representations from Ministry of Social Justice and Empowerment, Ministry of Tribal Affairs, Department of Personnel and Training, major Ministries /Departments like Ministry of Home Affairs, Ministry of Railways and government recruitment agencies. The committee should find out specific reasons for backlog in filling up of vacancies and suggest measures to enhance the employability of reserved category candidates.

- (vi) More and more posts may be identified for the persons with disabilities. Micro specifications may be made liberal by providing reasonable accommodation/technological help.
- (vii) Schemes may be launched for establishment of inclusive schools/colleges where even persons with disabilities may be able to get education so that the dearth of qualified persons especially in Hearing Impaired category may be taken care of.
- (viii) As regards awareness of opportunity for the Persons with Disabilities, the Non-Government Organisations (NGOs) working in the concerned area may be roped in by the Department of Disability Affairs for dissemination of information about schemes/programmes/job opportunities.

4. All the Ministries /Departments are requested to take follow up action on the decision taken by the Government. Quarterly reports be sent to this Department for monitoring the progress of implementation of these directions.

G. Srinivasan

(G. Srinivasan)

Deputy Secretary to the Government of India

Tele.: 23090374

To

The Joint Secretary (Administration),

All the Ministries/Departments /Autonomous Bodies/Attached offices as per the list attached.