

Bharat Sanchar Bhawan,  
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भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)  
BHARAT SANCHAR NIGAM LIMITED  
(A Govt. of India Enterprise)

No. 30 - 1 /2020 - SCT (Part-I)

Dated : 10.11.2020

To,

- 1) All Heads of Circle
- 2) Cadre Controlling Units, BSNL Corporate Office  
[ CGM (EW/BW/ARCH), PGMs (Pers), Sr. GM(Finance), Sr.GM(Estt.), GM(Rectt.), GM(Trg) & Welfare(Admin)]

**Subject:** Seeking inputs for material to be included in the Chapter on "Welfare of Differently Abled Persons; Welfare of SC/ST Employees" of the Annual Report of the Department of Telecommunications for the Year 2020 - 21 - Reg.

Kindly find enclosed herewith DOT letters No. 12-4/2020 -SCT dtd 09/10/2020 & 80-1/2020-SU (E 98508) dtd 20/10/2020 received from Department of Telecommunication on the above mentioned subject.

2. The DOT has asked inputs relating to detailed actual achievements and activities undertaken during 2020-2021 along with anticipated achievements / activities for the next three months i.e January - March, 2021 relating to **Welfare of Differently Abled Persons, Women Empowerment, Welfare of SC/ST Employees and Citizen's Charter**. The information should necessarily include following distinct segments:

- a) Schemes for the benefit of Differently Abled Persons, Women and SC/ST Employees
- b) Budget allocated and expenditure incurred (Women, Differently Abled Persons and SC/ST Employees)
- c) Per capita expenditure, resources available for their utilization (Women, Differently Abled Persons and SC/ST Employees)
- d) Sanctioned and working Strength (Women, Differently Abled Persons and SC/ST Employees)
- e) Gender related issues (for chapter on women empowerment only)

3. It is requested to kindly furnish the above Information pertaining to your Branch/Circle to the undersigned **by 07.11.2020 positively** in soft copies along with hard copy on e-mail (scticcbsnl@gmail.com) for further transmission to Department of Telecommunication, New Delhi.

Enclosure: (a.a)

*Ranvir Singh Chauhan*  
62/11/20  
(Ranvir Singh Chauhan)  
Deputy General Manager (SCT)  
Tel No. 011 - 23765181  
Fax No. 011 - 23766143

File No: MHCO-ADMN/13(45)/8/2020/3 O/o GM HR-Admin Dated 04.11.2020

Copy of letter received from DGM (SCT), BSNL CO New Delhi regarding welfare of Differently Abled persons, women Empowerment, Welfare SC/ST Employees and Citizen's Charter for information and necessary action.

The report as to be sent on email id assttadmn2@gmail.com or on post reply on Maharashtra Intranet Portal.

*Gulab Hassan*  
4/11/2020  
(Gulab Hassan)

Asstt. Director (admin-B)

To

All SSA/BA Heads MH Circle / All Recognized Unions / WWO & Associations.



### 9.1.1 Centre for Development of Telematics (C-DOT)

- C DOT follows guidelines issued by Government of India with respect to reservations in job for persons with disabilities
- The differently abled employees are eligible for double the rates of transport allowance
- The C-DOT Campus at Delhi has been constructed in such a manner so as to ensure barrier free environment for the persons with disabilities. The main entrance/exit can be approached through a ramp together with stepped entry. Even elevators connecting the various working areas have been installed in way to facilitate persons with disabilities to move around freely from one wing to another.

### 9.1.2 Bharat Sanchar Nigam Limited (BSNL)

In respect of schemes for the benefit of differently-abled persons, the following schemes are in existence in BSNL

- Double the rates of Transport Allowance are eligible for differently abled employees
- Rate of transport allowance to blind or orthopedically constrained employees shall in no case be less than ₹1,000/-
- As far as possible, subject to administrative constraints, persons with disabilities are posted near their native places within the region.
- Grant of Child Adoption leaves of 180 days to female BSNL employees and extension of the facility of Paternity leave to adoptive fathers.

### 9.1.3 Mahanagar Telephone Nigam Limited (MTNL)

MTNL has always endeavored towards upliftment of social status of differently abled people by innovating and executing action plans falling under its realm. Several steps have been taken by MTNL in fulfilling its social responsibility and few other innovative schemes are being devised to providing a respected status in the society to these people.

The provisions of reservation for such candidates, as per Government of India Rules have been made in recruitment of officers in various streams. Further, to avoid delay in allotment of PCCs mobile Booths are being provided to differently abled people based on CDMA/GSM technology.

As on 31.09.2019, 0.49% of total MTNL manpower comprises differently abled employees.

### 9.1.4 ITI Limited