

No. 12/Review-MTNL/2014/SSW-I

National Commission for Scheduled Castes

**Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 09.02.2015 to assess and monitor of implementation of reservation policy for SC in Mahanagar Telephone Nigam Limited, New Delhi.**

A list of participants in the meeting is at Annexure A.

The National Commission for SCs first held a meeting with office bearers of the MTNL SC/ST Employees Welfare Association. Both the Associations welcomed the Commission and thereafter raised following issues/points:-

1. 85<sup>th</sup> amendment Act is not being implemented in MTNL.
2. The representatives of Union are involved in the policy matters where as representatives of SC/ST Associations are deprived.
3. Periodical meetings should be taken by the Liaison Officer. He is not competent for taking decision.
4. No provision of promotion from NE-11 to E-2 for operator cadre.
5. No reservation in NEPP-Financial upgradation.
6. There is no facilities for SC/ST Associations, only one room has been provided in Badli Telephone Exchange.
7. Only Rs. 60,000/- was given by the management after demand of Rs. 300,000/- for celebration of Birth Anniversary of Baba Sahib Dr. Bhim Rao Ambedkar.

**Meeting with the Management**

The Director (HR), MTNL welcomed Dr. P.L. Punia, Chairman along with Dr. Raj Kumar Verka, Vice-Chairman, Shri Raju Parmar, Member, Sh. Ishwar Singh, Member, Smt. P.M. Kamalamma, Member, Dr. Vinod Aggarwal, Secretary and Dr. Smita S. Chaudhri, Joint Secretary and other Officers of NCSC. Thereafter CMD, MTNL gave a brief description about the working of MTNL in which he stressed that 98% of employees are the legacy staff from Department of Telecom after they have taken permanent absorption in MTNL in November 1998 and October 2000 as per their option. Thereafter, it was mentioned by Dir (HR) that all provisions related to SC,ST & OBC employees are being followed as per Govt. rules.

At the out set the Chairman, NCSC introduced his colleagues. In his welcome address, he apprised the MTNL about the constitutional mandate of the Commission and the need for this review meeting. He informed MTNL management that there are two Associations in MTNL both the Associations raised the issues related to the welfare of scheduled caste employees in MTNL. It would be better for the welfare of scheduled caste employee if these two associations may be combined in one.

The issues of the SC/ST Employees Welfare Association were raised one by one and explained to management CMD informed that non-implementation of 85<sup>th</sup> Amendment Act

