

**Most Important**

**Bharat Sanchar Nigam Limited**  
Corporate Office  
2nd floor, Room No. 221, Eastern Court,  
New Delhi-110 001.  
(SCT-Cell)

No.10-05/2006-SCT/549

Dated: 20-12-11

To

1. All the CGMs
2. PGMs (Elect) / BW / Arch / FP / TF, BSNL CO
3. Sr.GM (Pers) / Estt / Recruitment BSNL CO.

Sub:- Prime Minister'S new 15 Point Programme for the Welfare of Minorities  
- Special consideration of recruitment to the Minority community .

Kindly find enclosed herewith a copy of a letter Dated 17-11-11 from  
Jt. Secretary, DOP&T endorsed by DOT regarding the above noted subject..  
You are requested to kindly take immediate necessary action on the instructions  
issued by the DOP&T on the matter.

This may kindly be treated as **Most Important**

Encl: As above.



(Ram Shakal) 20/12/2011

Chief Liaison Officer (SCT)  
Ph. No. 011-23037363  
Fax No. 011-23766143

Copy to:

1. Sh.V.Barla, Director (SR)/LO(SCT), DOT Sanchar Bhawan, for  
information w.r.t your letter no 12-2/2011-SCT dated 12-12-11.

2. BSNL Intranet

क्र. जा०/सं जा०- नकोस  
SCT Cell BSNL Co. 2716  
दिनांक/Date 16/12/11

9395/CMD (B.S.N.L.) 11-2  
Date: 12/12



Ministry of Communications  
Department of Telecom  
(SCT CELL)  
Sanchar Bhawan, Ashoka Road  
New Delhi 110 001

DoP  
12/12/11  
~~CMD (SCT)~~

No. 12-2/2011-SCT

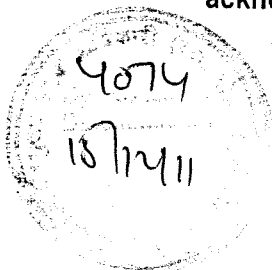


Sub: Prime Minister's 15 Point Programme for the welfare of the minorities - special consideration to minority community candidates in recruitment.

Dated: 12.12.11  
to GM (Pers)  
GM (SCT)

Sir,

I am directed to enclose herewith a copy of DoP&T D.O No. 39016/2(s)/2009-Estt.(B) dated 17.11.2011 on the above mentioned subject and to say that the contents of the D.O may be gone through and suitable instructions may be issued to all appointing authorities under your control. The receipt of the letter may be kindly acknowledged and action taken may be intimated to this Department.



Yours faithfully,  
*Vincent Barla*  
(Vincent Barla)  
Director (SR) &  
Liaison Officer (SCT)

*on tour*  
CMD - MTNL, BSNL, TCIL & C.DoT

Sr.DDG (Elect)

JS (A) / WA (WPC)

DDG (FEB) / Estt)

Not for Admn. Cell please.



PS to CMD

*Eop*  
13/12  
GM (Admn)

*Man*  
11/12/11

*to GM (Pers)*  
*GM (SCT)*

*CLO (SCT)*

*Admn (SCT) / SG*

*16/12/2011*

*14/12*

Ms.Mamta Kundra  
Joint Secretary (Establishment)  
Tel. No. (011) 2309 42 76  
Fax.No. (011) 23092869



भारत सरकार  
कामिक और प्रशिक्षण विभाग  
कामिक, लोक शिकायत तथा पेंशन मंत्रालय  
नोर्थ ब्लॉक, नई दिल्ली-110001  
GOVERNMENT OF INDIA  
DEPARTMENT OF PERSONNEL & TRAINING  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES  
AND PENSIONS  
NORTH BLOCK, NEW DELHI-110001

D.O.No.39016/2(s)/2009-Estt.(B)

New Delhi, dated the 17<sup>th</sup> November, 2011

Dear Sir/Madam,

This is regarding implementation of the Hon'ble Prime Minister's New 15 Point Programme for the welfare of the minorities in relation to giving special consideration to minority community candidates in recruitment.

2. This Department had issued OM dated 8.1.2007 giving guidelines for implementing the above item to ensure fair representation to the minorities in the Govt. employment, including Public Sector Enterprises, Public Sector Banks/Financial Institutions and the Railways. The instructions in the above OM provided that all appointing authorities may be instructed to scrupulously observe the following guidelines:

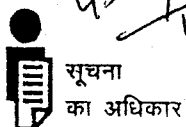
(i) The composition of Selection Committees should be representative. It should be mandatory to have one member belonging to SC/ST and one member belonging to minority community in Selection Boards/Committees for making recruitment to 10 or more vacancies.

(ii) Where the number of vacancies against which selection is to be made is less than 10, efforts should be made to have the Scheduled Caste/Tribes officer and a Minority community officer included in such Committees/Boards.

(iii) Wide publicity should be given to all appointments in Government, public sector enterprises and public sector banks and financial institutions. Advertisements should be issued in the language(s) spoken by large number of people of the State/UTs, apart from English and Hindi. Further, for Group C & D level posts, having only basic qualifying requirements, information about vacancies for recruitment should also be disseminated through schools and colleges in that area, in addition to normal channels.

(iv) Where there is concentration of minority community population in local areas, the vacancy circular in local language may be distributed in those areas by suitable arrangements.

3. The CoS which regularly reviews the progress in implementation of the various items under the above New 15 Point Programme had recommended that campaigns may be organized by the Ministries/Departments to disseminate information on the affirmative action of recruitment of minorities in Government/PSUs. To this effect, each Ministry/Department was required under this Department's d.o.No.39016/3(s)/2008-Estt (B)



सूचना  
का अधिकार

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दिनांक: 30/11/11

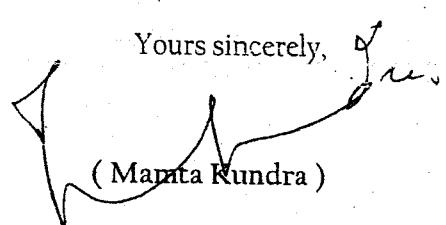
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दिनांक: 02/12/11

dated 9.6.2008 to nominate a Joint Secretary level officer to coordinate the action plan in the respective Ministry/Department as a whole. Specifically the nominated officer is responsible for campaigns to be organized to disseminate information on the affirmative action on recruitment of minorities in the Ministry/PSUs/Autonomous bodies under the Ministry and to furnish the annual data of recruitment of minorities in the prescribed proforma in respect of the entire Ministry. The nominated officer was also required to intimate the details of the campaigns organized by the Ministry and the PSUs/Autonomous bodies. No feed back on the campaigns if any organized by the Ministry/PSU/Autonomous body is being received from the officer nominated for this purpose in the Ministry. While reviewing the intake of minorities during the reporting period 1.4.2009 to 31.3.2010, the CoS had noted that the share of minority community candidates in recruitment had come down compared to the previous reporting period.

4. It is requested that instructions may be issued to all concerned in your Ministry to scrupulously follow the guidelines contained in this Department's OM dated 8.1.2007 while making recruitment. The Nodal Officer nominated in the Ministry may also be advised to look into the deficiencies in the past in organizing campaigns in regard to the affirmative action of recruitment of minorities in the Ministry/PSUs/Autonomous bodies and take corrective measures immediately. The action proposed to be taken in this regard may be intimated to this Department with copy to Ministry of Minority Affairs.

With regards,

Yours sincerely,

  
( Manita Kundra )

Shri Rentala Chandrasekhar,  
Secretary,  
Department of Telecommunication,  
New Delhi.