

महाराष्ट्र दूरसंचार परिमंडल,
बी.एस.एन.एल. कॉम्प्लेक्स, प्रशासनिक भवन,
जुहू रोड, सांताक्रुज (प), मुंबई - 400 054.
Maharashtra Telecom Circle
BSNL Complex, Administrative Building,
Juhu Road, Santacruz (W),
Mumbai - 400 054.



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

No. CGMT/MH/Admn-I/Conduct Rules /2018/7

Date : October 3, 2018

To
Shri Anil Dubey
Signatory(as DS, SNEA)
Mumbai

Sub : BSNL Formation Day & Vishishth Sanchar Seva Padak Award distribution function on 1/10/2018
at Circle Office , Mumbai - reg.

Ref : Your letter no. AVAB/MH Circle/03 dated 28/09/2018

With reference to above mentioned subject & letter, following is brought to your kind notice:

Administration would like to draw your kind attention towards your above referred communication. Your kind attention was also drawn to gossips & social media postings & campaign on the subject during our conversation on September 29, 2018 in the chamber of GM(HR/A) in the presence of D.G.M.(Admn).

In your above mentioned communication of which you are a signatory it reads :

"it is learnt that in such prestigious function of Vishishth Sanchar Award Distribution, the function of TWWO is mixed and some certificates for TWWO members for their contribution within TWWO itself are being issued on this occasion thereby degrading the importance of the "Sanchar Awards" which is not correct and ethical and should be stopped.

In view of the above fact, it is request to take necessary action for curtailment of expenditure in the name of BSNL day celebration and also not to mix TWWO certificate distribution or any other program with Prestigious Sanchar Awards distribution function and maintain prestige of this awards and BSNL day celebration."

Management is conscious & aware of the situation particularly finances (cash) in the Company. Administration is also aware of its duties and responsibilities & guidelines from Corporate office on the subject and its role and commitments to adherence of these. We also know the importance & sanctity of holding the foundation day function & our duty of encouraging our associates with prudence & wisdom.

An informal (for obvious reasons & fear of retaliation) but strong Reference , Resentment and Request for redressal has been received by the Administration from TWWO MH Circle. The letter as above has been signed by you and not only signed but argued by you indecently justifying the above act of yours in spite of efforts by DGM (A) & GM (HR) to explain the importance as above. You behaved irresponsibly and were instigating other signatories. It amounts to overreaching of functioning of Unions

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& Associations and particularly of you as an individual and also as District Secretary of SNEA Mumbai chapter, a responsible, recognized Association of the Company.

We tried our best with all humility to make you understand that what you are doing is wrong and also bad in law and against the established principles of social norms. In spite of this your utterances amounting to inflicting repeated insults on women of our company & also to the chair of DGM (Admn) & GM (HR) is strange and a matter of sorrow. Please note that TWWO MH is deeply hurt this time (although they have tolerated your earlier misdemeanors) & reserve their right to escalate this matter to the highest level of administration in the country and contemplating many measures to avoid recurrence of insults.

The existence, legitimacy, the importance of TWWO has been explained several times before also when there were instances of uncalled for stances by you and your Association. It is for one last time the Administration is, through this communication, formally informing you that Telecom Women's Welfare Organisation (TWWO Mumbai MH under the aegis of - TWCO New Delhi) is a permanent recognized welfare organization of Department of Telecom, Ministry of Information Technology & Communication, Govt. of India. TWWOMH Circle (TWCO New Delhi) strives to create awareness among women with respect to their Rights and Responsibilities, Empowerment, Health issues, Education etc. In addition it also reaches out to underprivileged section of the society and on several occasions has stood by the sufferers of natural calamities in the country before we as employees of BSNL could do or not do. Also all this is delivered selflessly which also brings laurels to BSNL. It is an established norm by Govt of India that every PSU has a welfare organization and cutting across all their personnel take Pride in their existence and promote them wholeheartedly & showcase it to the rest of the world as an excellence. Not like what you are doing.

TWWO has always been contributing in improving the quality of life of women. TWWO and the ladies associated with it have marched the streets of various cities of the State & country holding BSNL placards and showcasing BSNL, its products, thus enhancing its visibility and brand equity.

Government of India has a major thrust in improving the living standards, social status of women and upholding their right to dignity. There are even stringent laws to protect the dignity and respect of women in the society and country. (I hope you know the consequences of violating them).

Instead of Promoting them, generating sense of Self Worth among our women, the deed of yours is enormously unbecoming of a responsible official of the Company and more so as a responsible officer bearer of SNEA.

Instead of creating an environment of Empowerment and Encouragement, where they are treated as equal to "We the men", recognize their basic human rights and generating Self-Esteem, your deed as above in our opinion also amounts to insulting & outraging the dignity of women. Your above act which has been taken as yet another insult by TWWO is enormously derogatory, discriminatory and also violates the principles & spirit of several program enunciated by Government of India. You did not even think once of the Customs, Traditions and Practices of worship of women and place of women, in society as the 'Creator of Life'.

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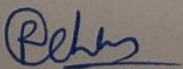
You in your above stance very unambiguously & ferociously insisted that felicitation of very few such ladies (three to four of TWWO MH) will not only degrade, lower the prestige of the function but also it is unethical. You and your companions from your Associations have even resorted to campaigns in social media , Internet etc violating the provisions of law in spite of being in full knowledge of the stipulations and consequences. Such has been your audacity to threaten the boycott of the cherished function for above indecent gesture. It is simply unheard off. It is beyond comprehension of management by any stretch of imagination as to how presence of such Noble, Humble and Unassuming ladies & their felicitation can be degrading, lowering the prestige & unethical.

It is the resolve of the Government to assure Social, Economic Equality of Status, Opportunities and dignity to individuals. It treats women as equal may be a little more. Such is the intent of Government & principles enshrined in the Constitution of India.

You as an aware, educated employee and also as a responsible position holder of a responsible Association of BSNL cannot plead ignorance. Why your above act and intent as reflected in your letter as per para 2 above should not be taken as having been conducted with full knowledge and deliberately & intentionally.

It has been taken by the women of TWWO as their deliberate and repeated insults & demeaning to the extent that mere presence in the function of TWWO awardees for social work degrades the program and lessens the prestige of BSNL & also unethical. Consequently, on the other hand see their magnanimity , they have preferred upholding dignity of this institution TWWO, BSNL ,& considering the importance of the occasion and delicate position of O/O CGMT BSNL, MH & also under fear of intimidation by you and your association have chosen to stay away from this program forever and maintain a dignified silence from the cherished function of celebrations held on the occasion of Foundation Day of BSNL.

We have heard out the badly bruised sentiments of not only TWWO but of the ladies working in the office and hung our heads in shame for not being able to uphold the dignity of women as above. It is therefore, that you not only as an individual as an official but also as a responsible office bearer of SNEA Association owe an explanation as to why your above act cannot be taken as wilful and intentional insult, outraging the dignity of women and appropriate disciplinary and other action as deemed fit be taken against you and the Association . Although there is no need to take explanation having reasoned out earlier , rationalized by GM (HR/A), still it will be appropriate and judicious to give you one more opportunity to clarify within three days failing which disciplinary action as per BSNL Rules & any other action as deemed fit will be taken without any further notice.



(R.c. Chavan)

Dy. General Manager (Admn)