

- (c) (i) Items Nos. 1 to 4: Have already been taken up for construction.
- (ii) Items Nos. 5 & 6: Survey has been taken up in 1990-91.
- (iii) Items Nos. 7 & 8: Projects were surveyed and not found financially viable. These cannot be considered at present due to constraint of resources.
- (iv) Items Nos. 9 to 12: No survey has been carried out for these lines. However, these cannot be considered at present due to constraint of resources.

Number of Executives in NHPC

2788. SHRI UDDHAB BARMAN: Will the Minister of POWER AND NON-CONVENTIONAL ENERGY SOURCES be pleased to state:

(a) the number of the executives from Engineer to General Manager in the National Hydro-electric Power Corporation Limited;

(b) the number and percentage of Scheduled Castes/Scheduled Tribes executives in each category;

(c) whether the guidelines with regard to the recruitment of Scheduled Castes/Scheduled Tribes are being complied with; and

(d) if not, the reasons therefor and the steps proposed to be taken in this regard?

THE MINISTER OF STATE OF THE MINISTRY OF POWER AND NON-CONVENTIONAL ENERGY SOURCES (SHRI

KALP NATH RAI): (a) and (b). The number of Executives from Engineer to General Manager in the National Hydro-electric Power Corporation Ltd. and the number and percentage of Scheduled Castes/Scheduled Tribes Executives in each category is given in the attached statement.

(c) and (d). The percentages of reservation as laid down in Government guidelines are 15% for SC and 7 1/2% for ST. The percentage of reservation is less in respect of most categories of executive posts in NHPC on account of the following reasons:

(i) In the initial stages of setting up of NHPC, almost all senior level executives were drawn on deputation from different State Governments/Central Government Departments based on requirement of the posts. Many of these officials did not belong to SC/ST categories and were subsequently absorbed in the Corporation. Hence low percentage of SC/ST at senior level posts.

(ii) The recruitment in NHPC is generally made at the induction level in the lowest category of executive posts i.e. Engineer/Officer in the scale of Rs. 2200-4000. In view of this, the low percentage of representation in the higher categories of posts could not be made good in the respective levels.

(iii) A sizeable number of candidates belonging to SC/ST do not join every year even after issue of offers of appointments by NHPC. For example, during 1989, offers were issued to 46 SC candidates against which only 21 joined; offers were issued to 2 ST candidates but none joined. During

1990, against 73 offers issued to SC candidates, only 34 joined and none of the two ST candidates to whom offers were issued joined.

- (iv) Since the setting up of NHPC, as many as 41 Executives belonging to SC and 4 belonging to ST categories left NHPC. Had they continued, the percentage of representation of SC/ST in higher categories of posts would have been better and the total percentage of representation would have been of the order of 12.21%

SC and 0.91% ST, as against the prescribed percentage for 15% SC and 7.5% for ST.

- (v) The percentage of representation of ST is also less due to non-availability of suitable ST candidates.

With a view to improving the percentage of representation of SC/ST Executives, the NHPC had launched special recruitment drives during the year 1989 and 1990 for recruitment of SC/ST candidates. This will be continued in 1991 and future years to fill-up the prescribed quota.

STATEMENT

The number of Executives from Engineer to General Manager in National Hydro-electric Power corporation Ltd. and the number and percentage of Scheduled Castes/Scheduled Tribes Executives in each category (as on 15.7.1991)

| Category | No. of Executive in position | No. of SC/ST Executives in each category | | | | | | Percentage of SC/ST Executives |
|---|---------------------------------|--|-----|--------|----|-------|----|-----------------------------------|
| | | (A) | (B) | | | (C) | | |
| | | SC | ST | SC | ST | SC | ST | |
| 1 | 2 | 3 | 4 | 5 | 6 | | | |
| General Manager | 8 | — | — | Nil | — | Nil | — | Nil |
| Chief Engineer/Chief | 40 | 1 | — | 2.50% | — | Nil | — | Nil |
| Sr. Managers | 50 | 3 | — | 6.00% | — | Nil | — | Nil |
| Managers | 133 | 8 | — | 6.01% | — | Nil | — | Nil |
| Dy. Managers | 208 | 20 | 3 | 9.61% | 3 | 1.44% | | |
| Asstt. Mgrs. | 300 | 4 | 1 | 1.33% | 1 | 0.33% | | |
| Engineers & other Officers in the scale of 2200-4000 | 464 | 70 | 3 | 15.08% | 3 | 0.64% | | |
| Total | 1203 | 106 | 7 | 8.81% | 7 | 0.58% | | |

Note: The figures under Col. (A) excludes deputatationists.