

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2013-2014)**

(FIFTEENTH LOK SABHA)

THIRTY FIFTH REPORT

ON

MINISTRY OF POWER

**Reservation for and Employment of Scheduled Castes and Scheduled
Tribes in National Thermal Power Corporation (NTPC).**

Presented to Lok Sabha on 18.02.2014

Laid in Rajya Sabha on 18.02.2014



LOK SABHA SECRETARIAT

NEW DELHI

18 February, 2014 / 29 Magha, 1935(Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES (2013-2014)**

Shri Gobinda Chandra Naskar - Chairman

MEMBERS – LOK SABHA

2. Shri M. Anandan
3. Shri Khiladi Lal Bairwa
4. Shri Bhudeo Choudhary
5. Smt. Jyoti Dhurve
6. Dr. Manda Jagannath
7. Shri Mohan Jena
8. Shri Mohinder Singh Kaypee
9. Shri Kamal Kishor 'Commando'
10. Shri Mithilesh Kumar
11. Shri Basori Singh Masram
12. Shri Arjun Meghwal
13. Shri Kishanbhai V. Patel
14. Shri Ashok Kumar Rawat
15. Shri Bajju Ban Riyan
16. Shri C.L. Ruala
17. Smt. Rajesh Nandini Singh
18. Shri Rajaiah Siricilla
19. Dr. Kirit Premjibhai Solanki
20. Shri Bhausahab Rajaram Wakchaure

MEMBERS – RAJYA SABHA

21. Dr. Pradeep Kumar Balmuchu
22. Shri Shashi Bhusan Behera
23. Shri Thaawar Chand Gehlot
24. Shri Faggan Singh Kulaste
25. Shri Lalhming Liana
26. Shri D. Raja
27. Shri Nand Kumar Sai
28. Shri Veer Singh
29. Smt. Wansuk Syiem
30. Shri Nandi Yellaiah

SECRETARIAT

- | | | | |
|----|--------------------|---|----------------------|
| 1. | Dr. R.K. Chadha | - | Additional Secretary |
| 2. | Shri D.R. Shekhar | - | Director |
| 3. | Shri S. Chatterjee | - | Additional Director |
| 4. | Shri R.C. Wadhwa | - | Under Secretary |
| 5. | Shri Mukesh Kumar | - | Committee Officer |

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Thirty Fifth Report (Fifteenth Lok Sabha) on the Ministry of Power on the subject "Reservation for and employment of Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation (NTPC)".

2. The Committee took evidence of the representatives of the Ministry of Power and National Thermal Power Corporation (NTPC) on 17 September, 2012. The Committee wish to express their thanks to the officers of the Ministry of Power and National Thermal Power Corporation (NTPC) for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 12 February, 2014.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix).

New Delhi;
February, 2014
Magha, 1935 (Saka)

(GOBINDA CHANDRA NASKAR)
Chairman
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

CHAPTER I

INTRODUCTORY

A. Background

The National Thermal Power Corporation was set up in the year 1975, to accelerate power development in India. NTPC is emerging as a diversified power major with presence in the entire value chain of the power generation business. Apart from power generation, which is the mainstay of the company, NTPC has already ventured into consultancy, power trading, ash utilization and coal mining. NTPC ranked 341st in the '2010, Forbes Global 2000' ranking of the world's biggest companies. NTPC became a Maharatna company in May, 2010, one of the only four companies to be awarded this status. NTPC has re-drawn the power map of India. Today, it is India's largest power utility with an installed capacity of more than 34,854 MW, through 15 Coal based, 7 Gas based and 4 Joint Venture Power Stations. In terms of size, it has become one of the largest Indian companies with market cap of more than Rs.1,59,000 crores. NTPC is the largest generator with 20% of the installed capacity of the country, with which it is contributing around 28% of the country's entire power generation.

1.2 During the evidence it was informed that NTPC has also been adjudged as one of the best employers in the country. NTPC strictly adheres to the guidelines of the Government in its HR policies for reservation. The policies are implemented earnestly and sincerely. NTPC has also a proper in-built mechanism for grievance redressal. NTPC also endorses the Government policies on reservation matters and welfare measures for SC and ST are widely disseminated among its liaison officers and employees. It also endeavours that its SC/ST employees adequately get trained before they face DPCs. There is also in-house training programme where NTPC gives preference to SC/ST employees. NTPC has also done good work through CSR

activities in infrastructure development in the villages in the project areas helping weaker sections, training programmes, healthcare, scholarships for SC/ST and so on.

B. Board of Directors

1.3 The Committee have been informed about the constitution of Board of Directors as under:-

<u>Full Time Directors</u>	<u>Number</u>
Chairman and Managing Director	01
Functional Directors	06
Director (Operation)	
Director (Commercial)	
Director (Technical)	
Director (Finance)	
Director (Human Resources)	
Director (Projects)	

Part Time Official Directors:

Ministry of Power	02
Joint Secretary, MOP	
Joint Secretary & FA, MOP	
	09

Part Time Non-Official Directors:

[As per the Listing Agreement entered into with National Stock Exchange of India Limited and Bombay Stock Exchange Limited for the equity shares of NTPC, the Board should have optimum combination of executive and non-executive Directors. Where the Chairman of the Board is a non-executive Director at least one-third of the Board should comprise of independent directors and in case he is an Executive Director, at least half of the Board should comprise of independent directors]

1.4 When asked about the procedure for selection and appointment of functional and part time directors in NTPC, it has been stated that the appointment of Chairman and Managing Director (CMD) and Directors on the Board of NTPC are made by Government of India based on the recommendations of the Public Enterprises Selection Board (Department of Heavy Industry and Public Enterprises). Whenever a post falls vacant, the same is notified by PESB, which draws out a list of eligible candidates who are then called for interview with PESB. CMD/NTPC is associated only as observer in the interview process for appointment of Directors. The recommendations of Public Enterprises Selection Board (PESB) are then sent to Administrative Ministry and

Department Personnel & Training for approval of Appointments Committee of the Cabinet (ACC).

1.5 Two Part-time Official Directors are the Government nominee Directors on the Board of NTPC, are appointed by the Ministry of Power.

1.6 The name of Part-Time, Non-Official Directors on the Board of NTPC are recommended by a Search Committee formed by the Department of Public Enterprises (DPE). DPE has laid down the expertise required for appointment as independent Directors on the Board of a Public Sector Undertaking (PSU).

1.7 The selection of Independent Directors are done by the Ministry of Power with the approval of Appointment Committee of Cabinet.

1.8 When asked about representation of SC/ST Member on the Board of Directors in NTPC, it was informed:-

“There are no member belonging to SC/ST community in the present Board of Directors.”

1.9 When asked the reasons for not having any member belonging to SC/ST at the present Board of Directors of NTPC, the Company through their post evidence reply informed that:-

“There is no reservation for SC/ST for appointment of Directors in the Board of Directors.”

C. Organisational set up in the Ministry of Power

1.10 It has been stated that SC/ST Cell comprising of one Section Officer and one official of the rank of UDC/equivalent, is functional in the Ministry of Power and the work is supervised by officers of the rank of US/DS/Dir. Cell is primarily responsible for sending different reports to DoP&T, DPE, Commissions etc., after obtaining the desired inputs from respective organisations in Power Sectors, including NTPC. Complaints received are also examined as per the guidelines and on the basis of available facts to ensure that necessary remedial steps are taken for redressal of grievances.

Director/DS have been designated as Liaison Officer for Ministry of Power who takes interactive meetings with Liaison Officers of respective organisations from time to time to review the status of implementation of Government guidelines. There is no separate organisational set up in the Ministry exclusively for NTPC.

1.11 The Committee are surprised to note that there is no representation of SC/ST member on the present Board of Directors of NTPC. The NTPC has taken a plea that there is no reservation for SCs/STs for appointment in the Board of Directors. The Committee also observe that appointments of CMD and Directors on the Board of NTPC are made by Government of India based on the recommendations of Public Enterprises Selection Board (PESB). The Committee are of the strong view that SC/ST officers are not represented in senior position of various Ministries/Departments/PSUs/Nationalised Banks because of the Government Policies pertaining to the appointments on the Board of Directors. It is a challenging problem which needs to be seriously addressed by the Government because every Departments/PSUs/National Banks so far examined by the Committee are facing the same problem and furnishing the same reply that appointments to the Board of Directors are made by the Government of India on the recommendations of PESB. Moreover, there is a Constitutional Provision under Article 16 (4A) which says that "Nothing in this article shall prevent the State from making any provision for reservation in matter of promotions to any class or classes of posts in the services under the State in favour of Scheduled Castes and Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State". In view of the above, the Ministry of Finance in consultation of PESB should chalk out a policy including all PSUs and the NTPC should take a proactive role in the process of appointment of SC/ST members on the Board of Directors of the Company. The Committee are of the

view that there is no dearth of eligible SC/ST candidates for appointment to the Board of Directors of PSUs provided they have proper law backing followed by a concrete policy in this regard. The Committee, therefore, urge NTPC to scout for suitable and eligible SC/ST candidate and sponsor their name to the Government for appointment on the Board of Directors of the Company. The Committee also recommend that the Government should amend the rules/regulations governing appointments to the Board of PSUs in view of the constitutional mandate so as to facilitate appointments of SC/ST member on the Board of Directors in PSUs including NTPC.

CHAPTER II

RESERVATION IN SERVICES

A. Reservation and Recruitment Procedure

2.1. The percentage of reservation made applicable in NTPC in respect of SCs/ STs is as under

Posts filled by Direct Recruitment	SC	ST
- Direct Recruitment on all India basis By means of open competitive test For Group – A posts.	15%	7.5%
- Direct Recruitment on all India basis otherwise than at (i) above, for Group - A posts.	16 $\frac{2}{3}$ %	7.5%
- Direct Recruitment to Group B, C&D Posts normally attracting candidates from a locality or a region. in Appendix III of Presidential Directives on reservation for SCs/STs in appointment in public enterprises, as made applicable to NTPC, in so far as Projects/stations/offices are concerned.	As per the Government directive incorporated in Appendix III of Presidential Directives on reservation for SCs/STs in appointment in public enterprises, as made applicable to NTPC, in so far as Projects/stations/offices are concerned.	
- Posts filled by Promotion: (Except for promotion to grades/ Posts within Group – A)	15%	7.5%

2.2 The above reservations are in force in NTPC since its inception. These percentages of reservation are applicable to both technical and non-technical and executive posts (Group – A).

2.3 On being asked about the checks devised in the Ministry of Power to ensure that the reservation orders in favour of SCs and STs are actually and fully implemented by the NTPC, it has been stated that all directives/instructions/clarifications issued by DoP&T or other Government Agency from time to time are received through the Ministry of Power. The Ministry of Power keeps all the accounts/checks pertaining to proper implementation of Reservation Policy for SC/ST in NTPC by obtaining periodic returns,

cross checking the details, bi-monthly progress reports for special drives, holding review meetings with Liaison Officers etc. Ministry of Power has a nominated Liaison Officer who oversees the implementation part and also issues instructions to NTPC for deficiency, if any. Liaison Officer of the Ministry of Power also visits NTPC's Corporate Office/Projects/Stations from time to time and inspects reservation rosters, conducts meeting with SC/ST Welfare Association, takes the accounts of grievances of SC/ST, if any, related issues/doubts are discussed in the meeting in the Ministry to expedite actions and proper implementation.

2.4 When asked whether reservation orders are applicable to all the categories of posts in NTPC, it was replied positively stating that for direct recruitment in all the categories i.e. Group A, B, C & D posts and for promotion upto the lowest rung of Group A, Group B, C and D posts. The Presidential Directives and other guidelines/instructions in the matter are being followed.

2.5 The Committee note that in NTPC reservation for SCs/STs are applicable to all the categories of posts i.e. Group A, B, C and D posts and for promotion upto the lowest rung of Group A, Group B, C and D posts. The Presidential Directions and other instructions issued by the Government of India in the matter from time to time are being followed.

2.6 Also the Ministry of Power keeps all the accounts/checks pertaining to proper implementation of reservation policy for SCs/STs in NTPC by maintaining periodic rosters, cross checking the details, bi-monthly proper reports for special recruitment drives, holding review meetings with Liaison Officers etc. the Ministry of Power has a nominated Liaison Officer who overseas implementation part and also issues instructions to NTPC for deficiency, if any. Liaison Officer of the Ministry of Power also visit NTPC corporate office/projects/stations from time to time to inspect reservation rosters, conduct meetings with SC/ST Welfare

Association and take accounts of the grievances of SC/ST, if any. The Committee are of the view that the Government as well as NTPC should maintain this moto in letter and spirit in future also. The Committee suggest that since NTPC fall under the Ministry of Power and it monitor various aspects relating to the implementation of SC/ST reservation policies, roster, rules, etc. the Ministry of Power should play more active and aggressive role in implementation of policies, rules etc. through their Liaison Offices/Officers in such a manner that the stipulated reservation benefits should reach to the genuine SC/ST candidates.

B. Relaxations and Concessions in Recruitment

2.7 The following relaxations and concessions are given to SC/ST candidates in recruitment:

- **Relaxation in age:** 5 years.
- **Relaxation in qualification:** Against the requirement of 'First Class' for general candidates wherever prescribed, it is pass marks for SC/ST candidates in recruitment of experienced executives. However, in case of recruitment of Executive Trainees, the qualifying percentage of marks for SC/ST candidates is 55% compared to 65% for General candidates.
- **Relaxation in experience:** One year if the experience called for is 3 – 5 years, and two years if the experience requirement is 6 – 10 years.
- **Application Fee:** For SC/ST candidates, no application fee is charged.
- **Relaxation in Written Test:** 10% relaxation in marks, allowed to SC/ST candidates.
- **Relaxation in Interview:** 10% relaxation is allowed, compared to general candidates.
- **Reimbursement of Journey fare for Interview:** Allowed in all cases of SCs/STs.

2.8 The Committee observe that only 10% relaxation/concessions is given to SC/ST employees in written test and interview. The Committee are dissatisfied to note that reserved vacancies are not filled up due to scarcity of suitable qualified candidates. The Committee feel that standard of relaxation/concessions should

be reviewed and enhanced suitably, so that more & more SC/ST candidates can qualify the examination/interview thereby the reserved vacancies could be filled.

Recruitment

2.9 The Committee have been informed the details of the following recruitment made by NTPC during the years 2008 to 2010:

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	No. of vacancies reserved for SCs			No. of SC candidates appointed	No. of vacancies reserved for STs			No. of SC candidates appointed	No. of vacancies carried forward	
				C/F from previous year	Reserved during the year	Total		C/F from previous year	Reserved during the year	Total		SCs	STs
1	2	3	4	5	6	7	8	9	10	11	12	13	14
2008	A	1037	1033	17	164	181	196	36	72	108	115	07	07
	B	00	00	00	00	00	00	00	00	00	00	00	00
	C	18	18	--	07	07	07	--	02	02	02	--	--
	D	75	75	--	8	24	26	--	17	17	17	00	00
2009	A	1118	1051	07	138	145	137	07	80	87	82	08	05
	B	00	00	00	00	00	00	00	00	00	00	00	00
	C	09	09	--	02	02	02	00	00	00	00	00	00
	D	00	00	00	00	00	00	00	00	00	00	00	00
2010	A	1174	1129	08	132	140	121	05	67	72	51	19	21
	B	00	00	00	00	00	00	00	00	00	00	00	00
	C	132	132	00	13	12	30	00	24	24	01	01	23
	D	23	23	00	03	03	08	00	13	13	07	06	06

2.10 The details of backlog/carried forward vacancies in recruitment as on 1st November, 2012 furnished by NTPC is as under:-

Group	SC	ST
A	08	12
B	00	00
C	06	73
D	09	19
Total	23	104

2.11 Regarding advertisement of reserved posts through newspapers including regional language papers region and notification to concerned employment exchanges, it has been stated that recruitment advertisement are released in Hindi and English languages with respect to Group A posts. In respect of Groups B, C and D posts, advertisements are also published in the local/regional languages in addition to Hindi and English newspapers and also notified to Local Employment Exchange.

2.12 It has further been stated that vacancies reserved for SCs/STs are not advertised through All India Radio/Doordarshan. The appointing authorities indicate the precise reasons for the rejection of SC/ST candidates to employment exchanges so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities.

2.13 It has also been informed that NTPC Ltd. specifically mentions in their requisition for Group C and D posts to the employment exchanges that if sufficient SC/ST candidates are not available with the local employment exchanges, suitable SC/ST candidates from other employment exchanges may be sponsored.

2.14 Regarding issuance of interview/appointment letter, it has been stated that letters for written tests/interviews are issued to the candidate through e-mail and by Speed Post. Letter of appointment for joining after selection in NTPC is sent by Speed Post.

2.15 It has also been submitted that the minimum period of notice given to all candidates including SC/ST candidates for appearing in written test/interview is not less than 10 clear days and for joining after selection - one month period is given.

2.16 Asked about sending the copies of advertisement of vacancies to recognized All India Association of Scheduled Castes and Scheduled Tribes, the Committee were informed that a copy of vacancy notification is invariably sent to SC/ST Association for filling up of posts, asking for nomination.

2.17 To a specific query, the Committee were informed that SC/ST candidates are interviewed on separate dates or in separate blocks depending upon the number of candidates.

2.18 It has also been submitted that SC/ST vacancies are re-notified/re-advertised in case vacancies remain unfilled in the first advertisement.

2.19 It has been informed that NTPC has its own recruitment policy wherein uniform criteria have been laid down for assessment of eligibility of a candidate including

SCs/STs for the guidance of the Selection Committee. SC/ST candidates are assessed on relaxed standard.

2.20 When asked whether the vacancies reserved for SCs/STs are advertised through All India Radio/Doordarshan NTPC replied negatively.

2.21 When asked whether NTPC limited resort to ad-hoc appointment and procedure thereof, it has been stated that in NTPC, the normal recruitment process are followed generally, in these appointments, posts like Ad-hoc Doctors/Ad-hoc Medical Consultants/Ex-Railway personnel, Sociologist etc. are filled up on recruitment basis and the tenure/term of appointments are very short-term in nature and the recruited persons are not regularized or made permanent but their appointment ends after expiry of tenure/term. While doing such appointments, the Government Directives on reservation are also followed.

2.22 It has also been stated that the reasons for continued carry forward of SC/ST vacancies are due to scarcity of suitable qualified candidates even after providing relaxation in standard in recruitment/selection, not joining of selected candidates due to location of project/stations in remote areas, resignation immediately after joining.

2.23 When asked about the measures taken by NTPC to fill up carry forward vacancies, it has been stated that though every year, while vacancies are notified, the carry forward vacancies are also notified/advertised alongwith current vacancies. But even after best efforts to fill all the reserved posts some remains unfilled due scarcity of suitably qualified candidates in discipline like Finance, Scientists etc. in Group-A category. In Groups-C and D, recruitment are made locally at Unit/project level where basically project affected land oustees are being recruited at present and among them available SC/ST meeting the criteria are recruited. However, by August, 2013 all out efforts are to made to complete the recruitment of all carry forward vacancies.

2.24 When asked whether NTPC has chalked out any plan to give more facilities to selected candidates in remote areas, it was informed that in NTPC Recruitment Rules and other ruled for payment of salary and allowances, there is no such provisions for allowing more facilities to any candidate on the ground of caste/creed. At present all employees are provided equal facilities as prescribed under the rules.

2.25 The Committee observe that copies of the vacancy notification are invariably sent to SC/ST Welfare Association for filling up of posts, asking for nomination. Also SC/ST candidates are interviewed on separate date or in separate blocks depending upon the number of candidates and minimum period of notice is given to all candidates including SC/ST candidates for appearing in written test/interview is not less than 10 clear days and for joining after selection one month period is given. The Committee are of the view that since most SC/ST candidates hail from backward and remote areas with little means of communication 10 days for appearing in written test/interview and one month for joining after selection is slightly insufficient. The Committee, therefore, recommend that at the expiring of one month a reminder should be issued to find out whether the earlier communication had actually been received by candidate and if need be, efforts should be made to make personnel contact with the candidates to confirm his willingness to accept/reject the offer of appointment.

2.26 The Committee, however, surprised to note that the vacancies reserved for SCs/STs are not advertised through All India Radio/Doordarshan. The Committee recommend that copies of the advertisement of SC/ST vacancies should be made available to All India Radio/Doordarshan for wide publicity.

2.27 The Committee further note that as on 1.11.2012 there was large backlog/carried forward vacancies in all the Groups of posts except 'B' category in recruitments. There were total 23 SCs and 104 STs backlog/carried forward

vacancies. The Committee recommend that the NTPC should amend the recruitment rules and procedure appropriately so that all the reserved vacancies of SCs/STs are completely filled in every recruitment year through selection of the best candidates available in the competitive examinations to clear the backlog/carried forward vacancies.

2.28. The Committee note that SC/ST candidates who are selected for postings in remote areas usually resign or not join after selection due to non-availability of extra benefits/facilities. The Committee feel that some additional benefits/facilities should be provided to SC/ST candidates working in remote areas to keep them working in these areas and are discouraged to leave the jobs.

D. Staff Strength and Shortfall

2.29 The Committee have been informed that the data relating to staff strength and number of SC/ST among them on the date of enforcement of reservation orders is not available. However, the following statement showing the staff strength of NTPC Limited furnished to the Committee as on 1.1.2011:

Groups of Posts	Total No. of Employees	No. of		Percentage of		No. of Shortfalls		Percentage of Shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
A	14005	1674	589	11.95	4.20	426	461	3.05	2.80
B	5085	788	356	15.49	7.00	---	25	---	0.50
C	5877	1038	410	17.66	6.97	---	30	---	0.53
D	1137	241	152	21.19	13.36	---	---	---	---
Total	26104	3741	1507	14.33	5.77	426	516	0.67	2.23

2.30 On being asked about reasons for shortfall of Scheduled Castes in Group A post and Scheduled Tribes in almost all categories of posts except Group D posts, the Committee were informed as on May, 2005 that there was no backlog vacancies reserved for Scheduled Castes. However, there were shortage of Scheduled Castes which have happened due to the reason that NTPC had taken over three projects (Two in Uttar Pradesh) and one in Odisha) from other organisations and employees working with them had been transferred to NTPC. Since the representation of Scheduled

Castes among the employees of taken over projects was less than the prescribed percentage of them, the same had created shortages of Scheduled Castes in NTPC. Secondly, prior to 1.4.1989 de-reservation was allowed in recruitment. Therefore, the posts which were reserved for Scheduled Castes were de-reserved with proper approval of the competent authority on the ground of non-availability of suitable candidates and the same were filled up with the candidates other than Scheduled Castes. In recent past many employees have superannuated/left/resigned/expired but those posts were not filled immediately due to shortage of sanctioned physical vacancies in induction level. Scarcity of suitably qualified persons even after providing relaxation in standard were also one of the cause for not getting required number of SC/ST candidates. It was also to submit that NTPC's projects were located in different states and the percentage of reservation for SC/ST were not same in all the States whereas the staff strength in Groups B, C & D are recruited locally in different States where the project is located.

2.31 Regarding initiatives taken by the Ministry of Power and NTPC Limited to fill SCs and STs shortfall in Group A posts and STs in Group B and C category, the following points have been submitted to the Committee:

1. Periodical review of status of recruitment, filling up of backlog vacancies by the Ministry of Power and top management of NTPC.
2. Special Recruitment Drives have been launched from time to time.
3. Focussed efforts have been made to advertise the backlog vacancies reserved for SCs and STs alongwith current vacancies as a separate district group. These advertisements were circulated/released in SC/ST populated belts.
4. Copy of the advertisement was sent to accredited SC/ST Associations for wide coverage, as done in case of a special drive.

5. In direct recruitment, various relaxation/concessions like relaxation of age/qualification/experience/relaxation in written test/interview exemption of application fees etc as applicable under rules shall be extended to SC/ST candidates uniformly.
6. The shortages of SCs/STs shall be wiped out gradually as and when the existing employees vacate the posts and also will be taken care of in future recruitment.

2.32 The Committee note that there are shortfall of Scheduled Castes which has happened due to the reason that NTPC had taken over three projects (Two in Uttar Pradesh and one in Odisha) from other organisations and employees working with them had been transferred to NTPC. Since the representation of Scheduled Castes among the employees of taken over projects were less than the prescribed percentage, the same had created shortfall of Scheduled Castes in NTPC. Secondly, prior to 1.4.1989 de-reservation was allowed in recruitment. Therefore, the posts which were reserved for Scheduled Castes were de-reserved with proper approval of the competent authority on the ground of non-availability of suitable candidates and the same were filled up with the candidates other than Scheduled Castes. In recent past many employees have superannuated/left/resigned/expired but those posts are not filled immediately due to shortage of sanctioned physical vacancies in induction level. Scarcity of suitably qualified persons even after providing relaxations in standard are also one of the cause for not getting required number of SC/ST candidates. Also NTPC's projects are located in different states and the percentage of reservation for SC/ST are not same in all the States whereas the staff strength in Groups B, C & D are recruited locally in different States where the project is located.

2.33 The Committee are of the view that the NTPC must bridge the existing shortfall and recruit SC/ST candidates in every feeder grades through Special Recruitment Drive (SRD) for SCs and STs so as to avoid recurrence of backlog vacancies/shortfall year after year.

2.34 The Committee note that as on 1.1.2011 there were shortfall of 426 in SC and 461 in ST categories in Group A. Also there are 25 STs shortfall in Group B and 30 in Group C category posts. The Committee, therefore, recommend that the NTPC should ensure that all SC/ST vacancies are filled up within a time frame of one year and the recruiting agencies should also be strictly advised about the urgency of filling up SC/ST vacancies on priority basis. The Committee would like to know the action taken by NTPC in this regard. A copy of the advertisement for SRD for SCs and STs may also be sent to the Committee for giving wider publicity.

E. Reservation in Promotion

2.35 It has been informed that Presidential Directives and other guidelines/instructions in promotion are being followed in NTPC.

2.36 The committee have been informed about the number of persons promoted during the years 2008, 2009, 2010 and 2011 in various category of posts and the number of percentage of SCs/STs are as under:

Year	Category of Posts	Total No. of employees promoted	No. of Posts filled		Percentage of		No. of Backlog vacancies/shortfall		Remarks
			SCs	STs	SCs	STs	SCs	STs	
1	2	3	4	5	6	7	8	9	10
2008	A	2707	310	84	11.20	3.03	105	123	-
	B	811	114	50	14.05	6.16	7	10	-
	C	1450	262	98	18.06	6.75	+44	10	-
	D	92	20	08	21.73	8.69	+6	+1	-
2009	A	3083	422	152	13.68	4.93	40	79	-
	B	1792	230	180	12.83	10.04	38	+45	-
	C	2346	253	136	19.30	5.79	+101	30	-
	D	213	30	12	14.08	5.63	2	3	-
2010	A	3154	377	119	11.95	3.77	96	117	-
	B	1034	144	66	13.28	6.08	18	15	-
	C	1237	232	75	18.75	6.00	+46	17	-
	D	149	31	09	20.80	6.04	+8	2	-
2011	A	2572	298	79	11.58	3.07	87	113	-
	B	933	158	76	16.93	1.14	+18	+06	-
	C	1152	208	79	18.05	6.85	+35	07	-
	D	52	11	06	21.15	11.53	+03	+02	-

2.37 The Committee have been also informed that shortfall in promotion is due to non-availability of candidates in feeder cadre/grade, not passing departmental examination and not possessing the requisite qualifications.

2.38 When asked about the safeguard provided to protect the interest of SC/ST employees in the matter of promotion, the Committee have been informed in their post evidence reply the following relaxations and concessions are provided in promotion:-

For Category 'A' Posts

2.39 For SC/ST candidates additional marks of the order of 1 to 4 are awarded based on the level of the concerned executive.

For Category 'B', 'C' and 'D' Posts

2.40 10% relaxations in marks i.e., qualifying marks for general category employee is minimum of 50% of total marks; the same for SC/ST candidates is 40%.

2.41 Besides relaxation, for promotion to certain grade/cadre, where test/interview of requisite departmental examination is compulsory, all eligible employees including SC/ST are given pre-promotion training. As a matter of policy, all employees including SC/ST employees are imparted 07 days training in each year.

2.42 To a query of the Committee, it was informed that NTPC has never resorted to recruitment in the event of not finding suitable SC/ST candidate for promotion in the feeder grade.

2.43 The Committee have been informed following procedure adopted by NTPC for promotions:-

For Group-A Posts:

2.44 Candidates are considered for Promotion after completion of the eligibility period prescribed in the Promotion Policy. For determining suitability of an executive for promotion, the performance, as reflected in Annual Performance Appraisal Reports

(PACE Reports) and length of service in the grade are considered. For promotion of executives to the level of E-5 and above, assessment by Corporate Promotion Committee (CPC) as well as availability of vacancies are taken into account. In the case of SC/ST candidates, additional marks of 1 to 4, for different levels are awarded based on the level at which the executive is placed.

For Group-B, C and D of posts and from Group-B to lowest rung in Group-A:

2.45 Candidates are considered for promotion after completion of the eligibility period prescribed in the Promotion Policy, subject to their fulfilling other conditions like qualification, availability of vacancy etc. Candidates eligible for consideration appear in Written Test/Trade Test/Interview, wherever is applicable. The promotion is based on the criterion of seniority-cum-merit.

2.46 The qualifying marks are 50% in case of general candidates, while in case of SC/ST candidates, the qualifying marks are 40%.

2.47 To a query regarding action taken by NTPC to select required number of SC/ST employees as per their prescribed quota for the panel prepared for filling promotional posts, the Committee have been informed that as per rule of the reservation, the available reserved point in the respective rosters for Group B, C and D of posts and from Group B to lowest rung in Group A are taken into consideration.

2.48 When asked by the Committee about any complaint/representation received by NTPC regarding supersession of SC/ST candidates in promotion at any level, the NTPC replied negatively.

2.49 To a query about any complaint regarding non-promotion of eligible SC/ST candidate received by the Company, it has been stated that in recent past two cases regarding non-promotion were received through Government authorities. Both the cases were examined with reference to rule position and relevant documents on record and they have been replied.

2.50 It has been stated that for promotion to certain grade/cadre where test/interview or requisite departmental examination is compulsory, all eligible employees including SC/ST are given pre-promotion training. As a matter of policy, all employees including SC/ST employees are imparted 7 days training in each year.

2.51 During the evidence, the Committee sought the reasons for promoting only 16 SC candidates whereas there were 37 candidates in the zone of consideration, the NTPC in their post evidence written reply has stated that there were twelve types of different posts in which promotions were made in E-1 Grade. These posts are as follows:

1. Assistant Engineers (Civil).
2. Assistant Engineer (Mech.),
3. Assistant Engineer (Elect.),
4. Executive Secretary,
5. Assistant Engineer (C&I),
6. Assistant Officer (HR),
7. Assistant Officer (Accounts),
8. Assistant Chemist,
9. Assistant Officer (Sociology),
10. Assistant Officer (Matls.),
- Assistant Officer (Library),
12. Assistant Low Officer.

The Post based rosters for each type of post are maintained for effecting reservation for SC/ST. The number of reserved posts occurred in each rosters are taken into account and promotions have been made accordingly.

Out of 37 SC (considered) candidates, 16 were promoted. The reasons for non-promotion of remaining 21 candidates are that 03 candidates remained absent from appearing in written test and interview, 03 candidates could not be promoted due to vacancy constraint (in the post of Asstt. Engineer (Mech.)-02, Asstt. Engineer (Electrical)-01) and 15 candidates could not qualify in the written test and interview (10% relaxation in marks have been given to SC/ST candidates). Details are given below:

I. Details of Non-promotion (SC candidates-21 only):-

Name of the Post	Reasons for non-promotion of SC candidates		
	Vacancy constraint	Did not qualify in the written test & interview	Remained absent
Asstt. Engineer (Mechanical)	02	06	01
Asstt. Engineer (Electrical)	01	04	---
Assitt. Engineer (C&I)	---	01	---
Asstt. Chemist	---	02	---
Asstt. Officer (Accounts)	---	01	---
Asstt. Officer (HR-Hospital Admn.)	---	01	02
Executive Secretary	---	---	---
Total	03	15	03

II. Details of promotion made (SC candidates-16 only):-

Name of the Post	No. of post filled by SC candidates
Asstt. Engineer (Mechanical)	07
Asstt. Engineer (Electrical)	03
Assitt. Engineer (C&I)	01
Assitt. Engineer (Civil)	02
Asstt. Engineer (HR)	01
Asstt. Officer (Accounts)	01
Asstt. Officer (HR-Hospital Admn.)	01
Total	16

2.52 When asked during the evidence that it was clear cut evidence of negligence because even after having candidates, NTPC are not promoting them, the CMD NTPC stated that they would send DPC proceedings in toto to the Committee.

2.53 The NTPC through post evidence reply furnished the details of backlog in promotion as on 1.11.2012 as under:-

Group	Scheduled Castes	Scheduled Tribes
A	107	121
B	22	10
C	65	72
D	01	00
Total	195	203

2.54 The Committee note that as on 1.11.2012 there was backlog in promotion of total 195 SCs and 203 STs in all the categories of posts. The Committee also note that the shortfall in promotion is due to non availability of candidates in feeder cadre/grade, not passing departmental exams, not possessing requisite

qualifications etc. The Committee would like to know the posts for which departmental examination are held and the number of SC/ST candidates qualified the departmental examination and thus eligible for promotion to various post during last three years. The Committee are not satisfied by the usual plea of NTPC that shortfall of SC/ST are due to non-availability of SC/ST candidate in feeder cadre. The NTPC in consultation with the Ministry of Power should take stock of this peculiar situation and accordingly amend the rules and regulations governing recruitment and promotions. The Committee may be apprised of the action taken to fill up the shortfall in promotion within three months after presentation of this report.

CHAPTER III

Measures to improve the representation of Scheduled Castes/Scheduled Tribes in Services

A. SC/ST Cell in the Ministry of Power

3.1 The Committee have been informed that there is a SCT Cell presently functioning in the Ministry of Power to oversee the interest of SC/ST employees in the Government undertaking under their Control. An officer at the level of Deputy Secretary is nominated as Liaison Officer in the Ministry of Power who looks after the SC/ST matters for NTPC Limited. In addition administrative desk for NTPC also looks after all such cases brought to its notice.

3.2 On being asked whether Liaison Officer of SCT Cell belong to SC/ST community, the Ministry replied negatively.

3.3 Also in their post evidence reply it has been stated that no SC/ST staff is working in the SCT Cell presently.

3.4 It has also been informed that Liaison Officer of SCT Cell inspected the roster maintained in NTPC on 13.06.2007.

B. SC/ST Cell and Liaison Officer in NTPC

3.5 The Committee have been informed that SC/ST Cells are functioning at Corporate Centre (Head Office) and also in all the Units/Regionals Offices in NTPC. At Corporate Centre SC/ST Cells comprises one each DGM (HR) and Liaison Officer (SC/ST), Manager (HR) and Assistant. There are about 20 Liaison Officers of different level executives working at various Projects/Offices/Regional Offices of NTPC. All the Liaison Officers are duly supported by subordinate staff.

3.6 On being asked whether the Liaison officer has been appointed exclusively to look after SC/ST matters or has also been entrusted with other work, it has been stated

that the Liaison Officer look after SC/ST matters alongwith other work/job assigned to them by the department.

3.7 Regarding procedure for selecting/appointing the Liaison Officers, it has been informed that as a matter of policy NTPC has circulated instructions to all its units/regional offices to appoint a Liaison Officer to look after reservation matters pertaining to SCs/STs. Liaison Officers are selected by the concerned Head of Units/Region in consultation with Head of Human Resource Development. Generally, qualified Officers belonging to SC/ST category are preferred for the job, however, in case of non-availability of SC/ST officers, officers belonging to other category are entrusted the jobs of Liaison Officer. All Liaison Officers are given proper training for the jobs by deputing them at outside organisation besides internal training. Annual conference for the Liaison Officers are organised wherein all Liaison Officers across NTPC participate once in a year.

3.8 When asked about the formal training to Liaison Officers, it has been stated that all Liaison Officers are given proper training for the jobs by deputing them at outside organisation besides internal training. Retired Government Officers having expertises on the subject are also invited as faculty for imparting training for the Liaison Officers. The copy of Presidential Directives and all circulars/instructions pertaining to SCs/STs are circulated across all Units/Offices of NTPC, particularly copy marked to Liaison Officers. Annual conference for the Liaison Officers are organised wherein all Liaison Officers across NTPC participate once in a year and faculties from the National Commission/various Universities/NGOs are also invited to deliver the lecture on the matter where doubt clearing session of Liaison Officers is also kept.

3.9 When asked whether the periodical meetings are held between Liaison Officers and the representatives of SC/ST Employees Welfare Association, the Committee were informed that NTPC hold meetings with SC/ST Employees and their Associations at

each Project/Regional Office including Corporate Centre in New Delhi. Record notes are prepared and shared with the SC/ST Employees Associations.

3.10 The Liaison Officer ensure due compliance by the appointing authorities of the various orders and instructions pertaining to reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other concessions admissible to them.

3.11 The Committee are shocked to note that neither Liaison Officer nor staff working in SCT Cell in the Ministry of Power belongs to SC/ST categories. The rosters maintained by NTPC were inspected on 13.06.2007 by the Liaison Officer of the Ministry of Power. The Committee recommend that Liaison Officer and Officials belonging to SC/ST communities should be posted in the SCT Cell to protect the interest of SC/ST in PSUs including NTPC under the Ministry of Power. The Committee also feel that Ministry of Power should draw a schedule for all PSUs under the Ministry so that Liaison Officer with the assistance of officials of the Ministry should inspect the rosters maintained by PSUs including NTPC once in a year. The Committee therefore, recommend that the Liaison Officer of the Ministry should visit NTPC annually so that the purpose of checking of rosters and implementation of reservation may not be defeated.

3.12 The Committee note that SCT Cells are functioning at corporate centre (Head Office) and also in all the units/regional office of NTPC. The composition of SC/ST Cell at corporate centre includes one DGM, Manager (HR) and Assistant. There are about 20 Liaison Officers posted at various projects/offices/regional offices of NTPC. All the Liaison Officer are duly supported by subordinate staff. The Liaison Officer looks after SC/ST matters alongwith other work/jobs assigned to them by the department. The Committee feel that Liaison Officer should meet as an institution in itself to watch the interest and welfare of SCs/STs. The Committee are of the view that since the Liaison Officer is appointed to ensure

due compliances of orders and instructions pertaining to reservation policies in favour of SCs/STs, the officer should not be overburden with other official responsibilities.

3.13 The Committee also recommend that Liaison Officer should be appointed from amongst the SC/ST officers working in the NTPC.

C. Special Recruitment Drive

3.14 Details of Special Recruitment Drive launched between 2008-2010 by NTPC is as under:-

Year	Category of Posts for which Special Drive launched	No. of SC filled	No. of ST filled	Total
2008	Group-A	02	16	18
2009	Group-A	04	01	05
2010	Group-A	---	---	---

3.15 On being asked whether all the backlog vacancies cleared by conducting Special Recruitment Drives, the Committee were informed that 39 backlog vacancies identified as on 01.11.2008 for SC/ST and all of them have since been filled during Special Recruitment Drive. However, there are few vacancies remains unfilled at the end of same year as carried forward vacancies for the next year.

3.16 When asked about details of Special Recruitment Drive launched by NTPC during 2011 and outcome thereof, the Committee were informed that all carry forward vacancies in Group-A have taken care of in the notification/advertisement alongwith vacancies as a separate distinct group.

3.17 In case of Group-C and D posts, the carry forward vacancies are being filled through local recruitment wherein those posts are being filled by Land Oustees. In the first attempt, suitable SC/ST candidates from amongst the Land Oustees were not available and hence, it remained unfilled. However, further efforts are being made to fill these posts from Land Oustees - SC/ST only.

3.18 In 2011 no special recruitment drive has been launched. However, all the carry forward vacancies of previous years have been included in the notification/advertisement alongwith current vacancies as a separate distinct group.

3.19 The Committee are surprised to note that in 2011 no special recruitment drive was launched. However, all the carry forward vacancies of previous years have been included in the notification/advertisement alongwith current vacancies as a separate distinct group. The Committee find that in case of Group-C and D posts, the carry forward vacancies are being filled through local recruitment of Land Oustees. In the first attempt, suitable SC/ST candidates from amongst the Land Oustees were not available and hence, it remained unfilled. However, further efforts are being made to fill these posts from Land Oustees SC/ST only.

3.20 The Committee would like to know the latest status of the posts which were supposed to be filled up from SC/ST Land Oustees only. The Committee would also like to be apprised about the details of Special Recruitment Drive launched by NTPC during 2012-2013 (till date) and the efforts made by NTPC to fill all posts in Group A, B, C and D.

D. Rosters

3.21 The Committee have been informed that rosters are being maintained at Corporate Office in respect of all Group A posts and Group B, C and D posts of Corporate Office where recruitment is done by the Corporate Office, post based rosters are being maintained.

3.22 It was also informed that the rosters are maintained at Head Office and also at all zonal/regional offices inspected by Liaison Officer of NTPC regularly.

3.23 When asked whether rosters are maintained with regard to promotion, the NTPC replied positively and given details as under:

Places/Offices	Rosters for Group of Posts	Type of Rosters
Corporate Centre	Upto to lowest rung of Group-A from Group-B, Within Group-B, Group-C to B, Within Group-C, & Group-D to C.	Post-based rosters are maintained.
Regional Offices	Within Group-B, Group-C to B, Within Group-C, & Group-D to C.	Post-based rosters are maintained.
Projects/Stations	Within Group-B, Group-C to B, Within Group-C, & Group-D to C.	Post-based rosters are maintained.

3.24 It was also informed that no complaint/grievance has been recorded in regard to delay or supersession in promotions in the absence of rosters.

3.25 The Committee was apprised that representative of Government of India, Ministry of Power and Liaison Officer (SC/ST/OBC) had visited one of their plant, NTPC-Dadri and had inspected the rosters on 05.09.2009, held meeting with representatives of SC/ST Employees Welfare Association and also checked other relevant records. Certain observations regarding preparation of Post-based Rosters effective from 02.07.1997, agenda papers before conducting DPCs, as to how to fill up roster point when it is vacated, authentication by putting signature of appointing authority on each entry of the rosters, proof of verification of caste certificate and action against the incumbent who has got employment on basis of false caste certificate etc. and a detailed inspection report was sent for compliance. The observation of the Liaison Officer (SC/ST), Ministry of Power has been complied with. The NTPC reiterate the fact that the Liaison Officer (SC/ST) had carried out the inspection on 07.09.2005. As per the instructions, the rosters were re-casted and thereafter, inspection was carried out on 24.01.2007, follow up inspection was carried out and concluded on 13.06.2007. Regular inspection, liaison and follow-up by Ministry of Power in the matter of implementation of rules of reservation for SC/ST are being carried out.

3.26 The Committee note that representative of the Ministry of Power and Liaison Officer (SC/ST/OBC) had visited one of their plant, NTPC-Dadri and during the meeting with representatives of SC/ST, held on 05.09.2009, they also inspected the rosters. The observation made by the Liaison Officer (SC/ST) during the inspection has been complied with.

3.27 However, the Committee would like to be apprised about details of inspection of rosters maintained by NTPC carried out by the Government during the last three years.

3.28 The Committee are of the view that rosters are the only mechanism to watch the proper implementation of reservation policy for Scheduled Castes and Scheduled Tribes in services as per the points reserved for them in the rosters and these would cease to have any significance if these are not maintained properly. The Committee would like to emphasize that the rosters should be maintained by authorities concerned in accordance with the existing orders on the subject and checked regularly by competent authorities. Discrepancies noticed during inspection of rosters should be rectified immediately and also brought to the notice of the Head of the Department.

E. Complaints/Grievances

3.29 The Committee have been informed that grievances procedure have been prescribed for employees in the executive and non-executive cadre. Details are given in **Annexure A & B**. These are applicable to SCs/STs employees also.

3.30 Regarding nature of complaints/grievances, the Committee were informed that the complaints/grievances received during the year 2008 to 2011 are relating to promotion, transfer, payment of gratuity, deduction of penal rent etc. details are given in **Annexure C**. All the cases have been examined and verified with reference to company's policy, guidelines and relevant documents on records and have been

disposed off. Aggrieved employees have been given personal hearing in some cases. In one case, an Enquiry Committee was formed and matter was examined and personally heard by the Committee and the employees has been counseled and replied.

3.31 The details of complaints receive from SC/ST employees during the years 2008, 2009, 2010 and 2011 are as under:

Year	No. of complaints received
2008	07
2009	02
2010	04
2011	04

3.32 It has also been informed that as on 1st October, 2012 one grievance relating to SC/ST employees regarding deduction of arrear from the salary is pending. The said case is pending before the Hon'ble High Court and the matter is subjudice.

3.33 It has also been stated that a grievance register is kept with the Liaison Officer (SC/ST) in each Project/Office to register and dispersal of complaints.

3.34 Also all cases of complaints are suitably examined/heard and replied at appropriate level as per procedure within reasonable time frame. However, there are some cases being represented through various Forums/Government agencies repeated by which are being replaced regularly.

3.35 When asked whether NTPC come across any case of harassment or discrimination against SC/ST employees on grounds of their social origin, the NTPC replied negatively.

3.36 The Committee note with satisfaction that NTPC management believes in the philosophy of an open door policy in the matter of grievances. There is prescribed grievance procedure in NTPC for employees in executive and non-executive cadre to redress the grievances. These are applicable to SCs/STs also. As per the procedure, within the prescribed time limit the grievances are redressed/resolved. However, the Committee note with concerned that in the

recent past complaints of two cases regarding promotion were received through Government authorities. The Committee would like to know the present status of those two cases. The Committee would also like to know the present status of the pending grievances of SCs/STs in NTPC and the time by when these would be disposed off.

F. Periodical Meetings

3.37 It has been stated that the NTPC hold periodical meetings with SC/ST employees and their associations at each project/regional office including Corporate Centre in New Delhi. Records of notes are prepared and shared within the SC/ST Employees Associations.

3.38 On being asked about the last meeting held by NTPC Ltd. with the SC/ST Employees Welfare Association at the apex level, it has been informed that last meeting held on 15.03.2012 and the main points were discussed in the meeting were as under:-

1. Transfer and Posting
2. Tenure posting at Hydro Projects
3. Office accommodation and furniture for Association Office.
4. Fast track promotion and increase of number of vacancies thereof.
5. Increase of Number of vacancies in promotion from Group-B to lowest rung of Group-A.
6. Increase in nomination for Foreign Training.
7. Recruitment of internal candidates in higher grade in technical area where qualified candidates are available.

3.39 All the issues were clarified with reference to available avenues, benefits and company's policy thereof. All the concern of association have been noted and it has been assured to look into the issues to take care wherever possible.

3.40 The Committee are happy to note that NTPC hold periodical meetings with SC/ST employees and their association at each project/regional office including

corporate centre in New Delhi and records of note are prepared and shared within the SC/ST employees associations. The Committee express its happiness over the work culture being maintained by the NTPC in this regard. The Committee however would like to have a copy of the Minutes of the last sitting held by the NTPC Ltd. with SC/ST Employees Welfare Association on 15.03.2012 for perusal.

G. Deputation

3.41 The details regarding post filled up in the NTPC Limited on deputation during the years 2008, 2009, 2010 and 2011 are as under:-

Point No.	Description	Year			
		2008	2009	2010	2011
18(a)	Post filled up on deputation in NTPC from other Government Organisation	02	01	54	6
18(b)	Posts held by SCs/STs	---	---	04	---
18(c)	Whether any employee of the NTPC sent for deputation to other department	Yes, Please			
18(d)	Number of SC/ST employees among the total employees sent on deputation from NTPC	0	0	0	0

3.42 When asked about the reasons for not sending SC/ST employees on deputation from NTPC Ltd., the Committee were informed that while notifications for deputation to outside organizations were called, applications/willingness from SC/ST candidates were not received with respect to such notifications and hence, no SC/ST candidates could be sent.

3.43 To a query about the number of employees of NTPC Ltd. were sent for deputation to other departments, it has been stated that 18 employees of NTPC sent for deputation to other departments.

3.44 The Committee are dismayed to note that during the years 2008, 2009, 2010 and 2011 no SC/ST post were filled up on deputation in NTPC from other Government organisation. However, in 2010 out of 54 only 4 post held by SCs/STs. The Committee are also dismayed to note that 18 employees sent by NTPC for deputation to other Government departments none of them belongs to

SC/ST categories. The Committee are shocked to note that while notifications for deputation to outside organisations were issued, the application/willingness from SC/ST candidates were not received with respect to such notifications and therefore no SC/ST candidate could be sent. The Committee therefore recommend that the NTPC should encourage SC/ST employees for deputation by offering them some kinds of incentives so that more and more employees of these communities could be attracted for deputations. These incentive would encourage them to gain their knowledge and skill on deputations as well as their exposure.

H. Compassionate Ground Appointments

3.45 The Committee were informed the following details of compassionate ground appointments given by NTPC during the years 2008, 2009, 2010 and 2011 (till 31.03.2013):-

Year	No. of appointment made on compassionate grounds	No. of SC/ST appointed out of colmn. 2
2008	08	SC=01, ST=01
2009	NIL	NIL
2010	07	SC=03
2011 (till date)	01	SC=01
Total	16	SC=05, ST=01

3.46 When asked about the criteria for appointments on compassionate ground, it has been stated as under:-

“As per Policy, the management provides employment to one dependent of a regular employee in the workmen cadre, who dies or becomes permanently disabled, as a result of accident while on duty. The policy has been evolved as a part of Wage Agreement finalized during the negotiations with the workmen union representing all the Projects/stations of NTPC”.

3.47 It has also been informed that there is no pending case of SC/ST for appointment on compassionate grounds who are covered under the relevant rules.

3.48 The Committee note that as per policy, the management provide employment to one dependent of a regular employee in the workmen cadre, who die or become permanently disabled as a result of accident while on duty. Also no case for appointments on compassionate ground is pending. The Committee, however, desire to know the number of appointments made on compassionate grounds during the last two years. The Committee would also like to know the other facilities being provided to the next kin of deceased of SC/ST employees apart from providing employment.

Chapter IV

Miscellanies

A. False Caste Certificate Cases

4.1 The Committee have been informed that three cases of persons securing employment on the basis of false caste certificate have come to the notice of NTPC Management during the last three years (2008-2011). The employees have since been dismissed from the service after conducting an enquiry. One case is pending and is being investigate by Vigilance Department.

4.2 It has also been stated as a matter of policy and procedure, immediately after joining the incumbent, all cases are sent to concerned authorities for verification of caste certificates in respect of SC/ST employees. The total number of cases sent for verifications various from month to month, since employees turnover takes place as well as some employees are also joining afresh. As on 1st January, 2012, total numbers SC-1427 and ST-641 of caste certificates have been sent for verification; this includes reminder for earlier sent cases. Some cases are pending for a long time for more than five/ten years. Some cases are pending for more than a year/six months.

4.3 When asked about the criminal action taken by NTPC against the false caste certificate, it was replied negatively.

4.4 It has also been informed that all proven cases of false caste certificates have been dismissed from the service of NTPC as per rules and terms of appointment. There is also Government Orders (DoP&T) OM No.42011/22/2006 Estt.(Res.) dated 29.03.2007 which stated that in no circumstance should any other penalty be imposed.

4.5 When asked about the action taken by NTPC Limited for speedy disposal of false caste certificate cases, it has been informed that the verification problem is being experienced particularly in respect of old cases, are like division of States/Districts/Tehsils/Blocks, and shifting of offices, non inclusion of castes after

division of states etc. Initiatives taken are like personal visit by the dealing officer in nearby districts in the states where the project/office is located, expediting through NTPC Offices/Projects located in other States, regular reminders, sending requests to National Commission of the State Office/Chief Secretary.

4.6 When asked about the time taken to get the reports from the district administration after the cases are sent for verification, the Committee have been informed that:-

“Generally, it takes about three months to one year.”

4.7 The Committee note that three persons securing employment on the basis of false caste certificates have come to the notice of the NTPC Management during the year 2008-2011. The employees have been dismissed from service after conducting an enquiry. One case of false caste certificate is pending and is being investigated by Vigilance Department. The Committee also note some cases are pending for a very long time for more than five/ten years. Some cases are pending for more than a year/six months. The Committee also concerned to note that no FIR was lodged by NTPC against guilty persons who secured job on production of false castes certificates. The Committee desire that NTPC should take all pre-cautionary measures at entry level itself by training the officials dealing with recruitment procedure to be extra vigilant while examining the caste certificate. Invariably the certificates should be got verified from appropriate authorities within specified time. The Committee recommend that guilty person should not only be removed from the service but also FIR should be registered against him/her so that legal proceedings can be initiated. The Committee earnestly desire that for the propose the Government should bring suitable legislation for awarding stringent punishment to those who found guilty of false caste certificate.

4.8 The Committee would also like to be apprised about the status of one pending case of false certificate with the vigilance department. The Committee also like to have details of present cases of false caste certificates detected during the years 2012 and 2013 (till date).

B. Petty Contract

4.9 The Committee were informed that NTPC hire contractors for execution of construction, erection, commissioning and maintenance of power plants. Also no reservation is provided to hire SC/ST contractors and also no ceiling is provided on tenders fixed for SC/ST contractors. The terms and conditions of contracts are very specific to nature of work/jobs to be performed and it is uniformly applicable to contractors including SCs/STs.

4.10 To a query regarding reasons for not providing reservation to SC/ST while hiring contracts, it has been stated that Rule of Reservation does not exists while engaging contractors. Equal opportunities are provided for all participating agencies including SC/ST. However, NTPC has issued circulars for awarding of petty contract jobs to Registered Co-operative Society formed by SC/ST community provided the society is willingly interested, capable and has experience/expertise and fulfills the qualifying requirement.

4.11 When asked whether contractors engage SC/ST workers for executing work in NTPC projects, it has been stated that job contracts are awarded to contractors, they engage workforce of their own. SC/ST workers are also engaged by the contractors.

4.12 When asked about the criteria for engagement of contractors, it has been submitted that generally, competitive bidding/tendering process are followed for engagement of contractors. As per rules and policy, duly constituted committee evaluates the suitability/viability of engagement contractors and prepares their

recommendations. Based on their recommendations, with the approval of the competent authority the awards are made/contractors are engaged.

4.13 The Committee are distressed to note that no reservation policy exists while engaging persons on contract. Equal opportunities are provided for all participating agencies including SCs/STs. The job contracts are awarded to contractors. They engage workforce of their own. SC/ST workers are also engaged by the contractor. The Contracts for various jobs/services are awarded in accordance with the established and laid down tendering process. The Committee are of the view that NTPC should instruct the contractors to engage SCs/STs. The Committee are happy to note that NTPC has issued circulars for awarding of Petty Contract Jobs to Registered Co-operative Society formed by SC/ST community provided the society is interested and capable and has experience/expertise and fulfills the qualifying requirement. The Committee recommend that NTPC should give widespread publicity to their decision so that the SC/ST people are further encouraged to form Co-operative Societies for being eligible to get the job contracts. The Committee would like to be apprised how many SC/ST workers are engaged by the contractors and details of petty contracts job awarded to Registered Co-operative Society formed by SC/ST community as per circular issued by NTPC.

4.14 The Committee also recommend that NTPC should take a decision to insert a separate clause in the contract agreement with contractors whereby the contractors are obliged to follow the Government Directives on reservation while engaging workforce.

C. Socio-economic Development

4.15 In reply to a query regarding any special scheme for Socio-economic Development of SCs/STs undertaken by NTPC, the Committee have been informed that

the Company has given special focus on SC/ST category Project Affected Persons (PAPs) in the Resettlement and Rehabilitation Programme since its inception. Apart from the provision of providing job and other economic rehabilitation opportunities to the SCs/STs as per the Government guidelines, provisions for tribals have been kept in the R&R policy.

4.16 Further, during the implementation of R&R Programme at various projects, care is taken that the interests of SC/ST PAPs are adequately addressed to and receive special attention. The economic opportunities are made available to this category on priority. Vocational training programmes are also organised for special sections of PAPs depending upon the need and requirement. Adequate care is taken to preserve/compensate the traditional resources/common property resources etc if any.

4.17 NTPC has also formulated a policy called '**NTPC Corporate Social Responsibility – Community Development (CSR-CD) Policy**' under which it has been addressing the issue of community development in the neighborhood area of its stations, administered primarily as a part of resettlement and rehabilitation efforts which inter-alia takes care of the interest of the SCs and STs. The policy provides for, among other things, allotment of shops/kiosks and award of petty contracts, other things being equal, the benefits are admissible in respect of SCs and STs land oustees on preferential basis. The project management are also empowered to provide certain facilities like providing roads, drinking water, wells, school, health centers and electricity based on the identified needs of the neighborhood. Accordingly, the projects of NTPC have taken up the socio-economic development measures for the welfare of the land oustees including SCs/STs.

NTPC's schemes and programmes for socio-economically backward classes

4.18 NTPC as a responsibly corporate citizen has been doing a lot of community development work for socio-economically backward classes of the society. Some of

important schemes and programmes undertaken by NTPC in this direction are mentioned below:

Targeting of SC/ST dominated villages at projects/stations for CD support:

It includes the following activities:

- a. Identification of a village
- b. Formation of Development Plan for targeted village
- c. Programmes covered targeting of village
 - (i) Education
 - (ii) Adult Education
 - (iii) Health
 - (iv) Peripheral Development
 - (v) Empowering the economic opportunities
 - (vi) Shelter for severely poor persons
 - (vii) Rural sports

4.19 When asked about the details of Schemes executed by the NTPC indicating the allocations made and actually spent, the Committee have been informed that the details of amount spent on various schemes with special focus on SC/ST categories Project Affected Persons (PAPs) of villages predominately inherited by SC/ST peoples and targeted/adopted by NTPC for socio-economic Development are given as under:

Year	Amount spent (approx.)
2008	Rs.410.85 Lakhs
2009	Rs.588.09 Lakhs
2010	Rs.525.56 Lakhs

4.20 The NTPC is committed to implement R&R programme at various projects, takes all the care and interests of SC/ST PAPs adequately. The various works/jobs undertaken through R&R/CSR activities includes construction of village road/concrete/Kharanja, construction of Washing Ghat, construction of bridge, solar

tube wells, fair price shop, construction of boundary wall for school building, construction of school building, organising of medical camp, school bag/uniform/book/durries/carpets distribution, relaxation in school fees, street light, hand pump, school furniture, setting up of ITI, scholarships for SC/ST students for pursuing diploma and graduation in Engg./MBA Programme, Vocational Training to unemployed youth and women, providing sports goods, setting-up of International Institute of Information Technology (IIIT) in Chhattisgarh etc.

4.21 Regarding projects initiated by the NTPC causing displacement of SCs/STs people, it has been stated that due to setting up of NTPC projects 4965-SC and 2274-ST families have been affected and 4592-SC and 2274-ST families have been extended rehabilitation benefits as per the provisions of extant R&R Policies/Guidelines. For rehabilitation of balance 103 SC families at Meja project, R&R Plan have been formulated in consultation with the stakeholders and implementation of the same is under progress.

4.22 Out of above, houses of 1169-SC and 330-ST families have been acquired and 1163-SC and 330-ST families have been resettled. The balance 6-SC families at Koldam project have been extended special resettlement grant for shifting heir houses and residential plots are under development in Resettlement Colony for allotment to such families.

4.23 As regards employment opportunities to SC/ST land oustees at NTPC projects, NTPC stands committed to follow the employment provisions mentioned in GOI's National Rehabilitation and Resettlement Policy -2007 in its projects based on suitability of candidates, availability of vacancies and in line with rules/guidelines of Government of India pertaining to recruitment of SCs/STs.

4.24 It has also been informed that total 113 (84-SC and 29-ST) land oustees given employment during the last three years.

4.25 The Committee appreciate the efforts made by NTPC by giving special focus on SC/ST category Project Affected Persons (PAPs) in the resettlement and rehabilitation programmes since its inception. Apart from the provision of providing job and other economic rehabilitation opportunities to the SCs/STs as per the Government guidelines provisions for tribals have been kept in the R&R Policy. The Company has also formulated a policy called 'NTPC Corporate Social Responsibility – Community Development (CSR-CD) Policy under which it has been addressing the issue of community development in the neighborhood area of its stations, administered primarily as a part of resettlement and rehabilitation efforts which inter-alia takes care of interest of SCs and STs. The Committee also happy to note that total 113 (84-SC and 29-ST) land outees given employment during the last three years. The Committee would like to encourage NTPC to keep up their noble activities for the socio-economic benefit and development of downtrodden and recommend that NTPC should adopt SC/ST inhabited areas for development. The Committee would like to know the details of R&R Plan and the status of its implementations.

D. Annual Review by Board of Directors

4.26 It has been stated that the Annual Review relating to implementation of Government Directives regarding reservation for SCs/STs in NTPC limited are being placed before the Board of Directors of the Company, the NTPC replied positively. The details of directors given by the Board of Directors on these review from time to time are as under:-

- (i) Strict implementation Government Orders pertaining to reservation matters in respect of SC & ST.
- (ii) Completion of filling up of all carry forward reserved vacancies.

- (iii) Training need assessment and sending more SC/ST candidates for abroad-training program.
- (iv) To include Registered Co-operative Society of SC/ST Community for award of petty contract jobs wherever available subject to fulfillment of qualifying requirement.
- (v) Award of Scholarships to SC/ST candidates pursuing Diploma In Engg./Graduation in Engg./MBA Prog./PGDM/Gold Medal Award etc.
- (vi) Implementation of NTPC CSR-CD Program targeting SC/ST dominated villages in the periphery of NTPC Project/Station.

4.27 On being asked whether the Board of Directors of NTPC Limited have found any discrepancy in implementation of reservation order in favor of SC/ST in the Annual Review, the NTPC replied negatively.

4.28 The Committee note with satisfaction that Board of Directors of NTPC takes the annual review on implementation of Government directives regarding reservation policy of SCs/STs and have not found any discrepancy in implementation of reservation orders in favour of SC/ST in the Annual Review. The Committee recommend that Board of Directors should cover more areas relating to the welfare of SCs/STs and broaden the scope of CSR in its annual review in letter and spirit in future.

New Delhi;
February, 2014
 Magha, 1935 (Saka)

(GOBINDA CHANDRA NASKAR)
 Chairman
 Committee on the Welfare
 of Scheduled Castes and
 Scheduled Tribes

APPENDIX D

Sl. No.	Para No.	Summary of Conclusions/Recommendations
1	2	3
1.	1.11	<p>The Committee are surprised to note that there is no representation of SC/ST member on the present Board of Directors of NTPC. The NTPC has taken a plea that there is no reservation for SCs/STs for appointment in the Board of Directors. The Committee also observe that appointments of CMD and Directors on the Board of NTPC are made by Government of India based on the recommendations of Public Enterprises Selection Board (PESB). The Committee are of the strong view that SC/ST officers are not represented in senior position of various Ministries/Departments/PSUs/Nationalised Banks because of the Government Policies pertaining to the appointments on the Board of Directors. It is a challenging problem which needs to be seriously addressed by the Government because every Departments/PSUs/National Banks so far examined by the Committee are facing the same problem and furnishing the same reply that appointments to the Board of Directors are made by the Government of India on the recommendations of PESB. Moreover, there is a Constitutional Provision under Article 16 (4A) which says that “Nothing in this article shall prevent the State from making any provision for reservation in matter of promotions to any class or classes of posts in the services under the State in favour of Scheduled Castes and Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State”. In view of the above, the Ministry of Finance in consultation of PESB should chalk out a policy including all PSUs and the NTPC should take a proactive role in the process of appointment of SC/ST members on the Board of Directors of the Company. The Committee are of the view that there is no dearth of eligible SC/ST candidates for appointment to the Board of Directors of PSUs provided they have proper law backing followed by a concrete policy in this regard. The Committee, therefore, urge NTPC to scout for suitable and eligible SC/ST candidate and sponsor their name to the Government for appointment on the Board of Directors of the Company. The Committee also recommend that if necessary, the Government should amend the rules/regulations governing appointments to the Board of PSUs in view of the constitutional mandate so as to facilitate appointments of SC/ST member on the Board of Directors in PSUs including NTPC.</p>

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2.	2.5	The Committee note that in NTPC reservation for SCs/STs are applicable to all the categories of posts i.e. Group A, B, C and D posts and for promotion upto the lowest rung of Group A, Group B, C and D posts. The Presidential Directions and other instructions issued by the Government of India in the matter from time to time are being followed.
3.	2.6	Also the Ministry of Power keeps all the accounts/checks pertaining to proper implementation of reservation policy for SCs/STs in NTPC by maintaining periodic rosters, cross checking the details, bi-monthly proper reports for special recruitment drives, holding review meetings with Liaison Officers etc. the Ministry of Power has a nominated Liaison Officer who oversees implementation part and also issues instructions to NTPC for deficiency, if any. Liaison Officer of the Ministry of Power also visit NTPC corporate office/projects/stations from time to time to inspect reservation rosters, conduct meetings with SC/ST Welfare Association and take accounts of the grievances of SC/ST, if any. The Committee are of the view that the Government as well as NTPC should maintain this moto in letter and spirit in future also. The Committee suggest that since NTPC fall under the Ministry of Power and it monitor various aspects relating to the implementation of SC/ST reservation policies, roster, rules, etc. the Ministry of Power should play more active and aggressive role in implementation of policies, rules etc. through their Liaison Offices/Officers in such a manner that the stipulated reservation benefits should reach to the genuine SC/ST candidates.
4.	2.8	The Committee observe that only 10% relaxation/concessions is given to SC/ST employees in written test and interview. The Committee are dissatisfied to note that reserved vacancies are not filled up due to scarcity of suitable qualified candidates. The Committee feel that standard of relaxation/concessions should be reviewed and enhanced suitably, so that more & more SC/ST candidates can qualify the examination/interview thereby the reserved vacancies could be filled.
5.	2.25	The Committee observe that copies of the vacancy notification are invariably sent to SC/ST Welfare Association for filling up of posts, asking for nomination. Also SC/ST candidates are interviewed on separate date or in separate blocks depending upon the number of candidates and minimum period of notice is given to all candidates including SC/ST candidates for appearing in written test/interview is not less than 10 clear days

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and for joining after selection one month period is given. The Committee are of the view that since most SC/ST candidates hail from backward and remote areas with little means of communication 10 days for appearing in written test/interview and one month for joining after selection is slightly insufficient. The Committee, therefore, recommend that at the expiring of one month a reminder should be issued to find out whether the earlier communication had actually been received by candidate and if need be, efforts should be made to make personnel contact with the candidates to confirm his willingness to accept/reject the offer of appointment.

6. 2.26 The Committee, however, surprised to note that the vacancies reserved for SCs/STs are not advertised through All India Radio/Doordarshan. The Committee recommend that copies of the advertisement of SC/ST vacancies should be made available to All India Radio/Doordarshan for wide publicity.
7. 2.27 The Committee further note that as on 1.11.2012 there was large backlog/carried forward vacancies in all the Groups of posts except 'B' category in recruitments. There were total 23 SCs and 104 STs backlog/carried forward vacancies. The Committee recommend that the NTPC should amend the recruitment rules and procedure appropriately so that all the reserved vacancies of SCs/STs are completely filled in every recruitment year through selection of the best candidates available in the competitive examinations to clear the backlog/carried forward vacancies.
8. 2.28. The Committee note that SC/ST candidates who are selected for postings in remote areas usually resign or not join after selection due to non-availability of extra benefits/facilities. The Committee feel that some additional benefits/facilities should be provided to SC/ST candidates working in remote areas to keep them working in these areas and are discouraged to leave the jobs.
9. 2.32 The Committee note that there are shortfall of Scheduled Castes which has happened due to the reason that NTPC had taken over three projects (Two in Uttar Pradesh and one in Odisha) from other organisations and employees working with them had been transferred to NTPC. Since the representation of Scheduled Castes among the employees of taken over projects were less than the prescribed percentage, the same had created shortfall of Scheduled Castes in NTPC. Secondly, prior to 1.4.1989 de-reservation was allowed in recruitment. Therefore, the posts which were reserved for Scheduled
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Castes were de-reserved with proper approval of the competent authority on the ground of non-availability of suitable candidates and the same were filled up with the candidates other than Scheduled Castes. In recent past many employees have superannuated/left/resigned/expired but those posts are not filled immediately due to shortage of sanctioned physical vacancies in induction level. Scarcity of suitably qualified persons even after providing relaxations in standard are also one of the cause for not getting required number of SC/ST candidates. Also NTPC's projects are located in different states and the percentage of reservation for SC/ST are not same in all the States whereas the staff strength in Groups B, C & D are recruited locally in different States where the project is located.

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The Committee are of the view that the NTPC must bridge the existing shortfall and recruit SC/ST candidates in every feeder grades through Special Recruitment Drive (SRD) for SCs and STs so as to avoid recurrence of backlog vacancies/shortfall year after year.

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2.34

The Committee note that as on 1.1.2011 there were shortfall of 426 in SC and 461 in ST categories in Group A. Also there are 25 STs shortfall in Group B and 30 in Group C category posts. The Committee, therefore, recommend that the NTPC should ensure that all SC/ST vacancies are filled up within a time frame of one year and the recruiting agencies should also be strictly advised about the urgency of filling up SC/ST vacancies on priority basis. The Committee would like to know the action taken by NTPC in this regard. A copy of the advertisement for SRD for SCs and STs may also be sent to the Committee for giving wider publicity.

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The Committee note that as on 1.11.2012 there was backlog in promotion of total 195 SCs and 203 STs in all the categories of posts. The Committee also note that the shortfall in promotion is due to non availability of candidates in feeder cadre/grade, not passing departmental exams, not possessing requisite qualifications etc. The Committee would like to know the posts for which departmental examination are held and the number of SC/ST candidates qualified the departmental examination and thus eligible for promotion to various post during last three years. The Committee are not satisfied by the usual plea of NTPC that shortfall of SC/ST are due to non-availability of SC/ST candidate in feeder cadre. The NTPC in consultation with the Ministry of Power should take stock of this peculiar situation and accordingly amend the rules and regulations

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governing recruitment and promotions. The Committee may be apprised of the action taken to fill up the shortfall in promotion within three months after presentation of this report.

13. 3.11 The Committee are shocked to note that neither Liaison Officer nor staff working in SCT Cell in the Ministry of Power belongs to SC/ST categories. The rosters maintained by NTPC were inspected on 13.06.2007 by the Liaison Officer of the Ministry of Power. The Committee recommend that Liaison Officer and Officials belonging to SC/ST communities should be posted in the SCT Cell to protect the interest of SC/ST in PSUs including NTPC under the Ministry of Power. The Committee also feel that Ministry of Power should draw a schedule for all PSUs under the Ministry so that Liaison Officer with the assistance of officials of the Ministry should inspect the rosters maintained by PSUs including NTPC once in a year. The Committee therefore, recommend that the Liaison Officer of the Ministry should visits NTPC annually so that the purpose of checking of rosters and implementation of reservation may not be defeated.
14. 3.12 The Committee note that SCT Cells are functioning at corporate centre (Head Office) and also in all the units/regional office of NTPC. The composition of SC/ST Cell at corporate centre includes one DGM, Manager (HR) and Assistant. There are about 20 Liaison Officers posted at various projects/offices/regional offices of NTPC. All the Liaison Officer are duly supported by subordinate staff. The Liaison Officer looks after SC/ST matters alongwith other work/jobs assigned to them by the department. The Committee feel that Liaison Officer should met as an institution in itself to watch the interest and welfare of SCs/STs. The Committee are of the view that since the Liaison Officer is appointed to ensure due compliances of orders and instructions pertaining to reservation policies in favour of SCs/STs, the officer should not be overburden with other official responsibilities.
15. 3.13 The Committee also recommend that Liaison Officer should be appointed from amongst the SC/ST officers working in the NTPC.
16. 3.19 The Committee are surprised to note that in 2011 no special recruitment drive was launched. However, all the carry forward vacancies of previous years have been included in the notification/advertisement alongwith current vacancies as a separate distinct group. The Committee find that in case of Group-C and D posts, the carry forward vacancies are being
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		filled through local recruitment of Land Oustees. In the first attempt, suitable SC/ST candidates from amongst the Land Oustees were not available and hence, it remained unfilled. However, further efforts are being made to fill these posts from Land Oustees SC/ST only.
17.	3.20	The Committee would like to know the latest status of the posts which were supposed to be filled up from SC/ST Land Oustees only. The Committee would also like to be apprised about the details of Special Recruitment Drive launched by NTPC during 2012-2013 (till date) and the efforts made by NTPC to fill all posts in Group A, B, C and D.
18.	3.26	The Committee note that representative of the Ministry of Power and Liaison Officer (SC/ST/OBC) had visited one of their plant, NTPC-Dadri and during the meeting with representatives of SC/ST, held on 05.09.2009, they also inspected the rosters. The observation made by the Liaison Officer (SC/ST) during the inspection has been complied with.
19.	3.27	However, the Committee would like to be apprised about details of inspection of rosters maintained by NTPC carried out by the Government during the last three years.
20.	3.28	The Committee are of the view that rosters are the only mechanism to watch the proper implementation of reservation policy for Scheduled Castes and Scheduled Tribes in services as per the points reserved for them in the rosters and these would cease to have any significance if these are not maintained properly. The Committee would like to emphasize that the rosters should be maintained by authorities concerned in accordance with the existing orders on the subject and checked regularly by competent authorities. Discrepancies noticed during inspection of rosters should be rectified immediately and also brought to the notice of the Head of the Department.
21.	3.36	The Committee note with satisfaction that NTPC management believes in the philosophy of an open door policy in the matter of grievances. There is prescribed grievance procedure in NTPC for employees in executive and non-executive cadre to redress the grievances. These are applicable to SCs/STs also. As per the procedure, within the prescribed time limit the grievances are redressed/resolved. However, the Committee note with concern that in the recent past complaints of two cases regarding promotion were received through Government authorities. The Committee would like to know the present

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status of those two cases. The Committee would also like to know the present status of the pending grievances of SCs/STs in NTPC and the time by when these would be disposed off.

22. 3.40 The Committee are happy to note that NTPC hold periodical meetings with SC/ST employees and their association at each project/regional office including corporate centre in New Delhi and records of note are prepared and shared within the SC/ST employees associations. The Committee express its happiness over the work culture being maintained by the NTPC in this regard. The Committee however would like to have a copy of the Minutes of the last sitting held by the NTPC Ltd. with SC/ST Employees Welfare Association on 15.03.2012 for perusal.
23. 3.44 The Committee are dismayed to note that during the years 2008, 2009, 2010 and 2011 no SC/ST post were filled up on deputation in NTPC from other Government organisation. However, in 2010 out of 54 only 4 post held by SCs/STs. The Committee are also dismayed to note that 18 employees sent by NTPC for deputation to other Government departments none of them belongs to SC/ST categories. The Committee are shocked to note that while notifications for deputation to outside organisations were issued, the application/willingness from SC/ST candidates were not received with respect to such notifications and therefore no SC/ST candidate could be sent. The Committee therefore recommend that the NTPC should encourage SC/ST employees for deputation by offering them some kinds of incentives so that more and more employees of these communities could be attracted for deputations. These incentive would encourage them to gain their knowledge and skill on deputations as well as their exposure.
24. 3.48 The Committee note that as per policy, the management provide employment to one dependent of a regular employee in the workmen cadre, who die or become permanently disabled as a result of accident while on duty. Also no case for appointments on compassionate ground is pending. The Committee, however, desire to know the number of appointments made on compassionate grounds during the last two years. The Committee would also like to know the other facilities being provided to the next kin of deceased of SC/ST employees apart from providing employment.
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25.	4.7	<p>The Committee note that three persons securing employment on the basis of false caste certificates have come to the notice of the NTPC Management during the year 2008-2011. The employees have been dismissed from service after conducting an enquiry. One case of false caste certificate is pending and is being investigated by Vigilance Department. The Committee also note some cases are pending for a very long time for more than five/ten years. Some cases are pending for more than a year/six months. The Committee also concerned to note that no FIR was lodged by NTPC against guilty persons who secured job on production of false castes certificates. The Committee desire that NTPC should take all pre-cautionary measures at entry level itself by training the officials dealing with recruitment procedure to be extra vigilant while examining the caste certificate. Invariably the certificates should be got verified from appropriate authorities within specified time. The Committee recommend that guilty person should not only be removed from the service but also FIR should be registered against him/her so that legal proceedings can be initiated. The Committee earnestly desire that for the propose the Government should bring suitable legislation for awarding stringent punishment to those who found guilty of false caste certificate.</p>
26.	4.8	<p>The Committee would also like to be apprised about the status of one pending case of false certificate with the vigilance department. The Committee also like to have details of present cases of false caste certificates detected during the years 2012 and 2013 (till date).</p>
27.	4.13	<p>The Committee are distressed to note that no reservation policy exists while engaging persons on contract. Equal opportunities are provided for all participating agencies including SCs/STs. The job contracts are awarded to contractors. They engage workforce of their own. SC/ST workers are also engaged by the contractor. The Contracts for various jobs/services are awarded in accordance with the established and laid down tendering process. The Committee are of the view that NTPC should instruct the contractors to engage SCs/STs. The Committee are happy to note that NTPC has issued circulars for awarding of Petty Contract Jobs to Registered Co-operative Society formed by SC/ST community provided the society is interested and capable and has experience/expertise and fulfills the qualifying requirement. The Committee recommend that NTPC should give widespread publicity to their decision so that the SC/ST people are further encouraged to form Co-</p>

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		operative Societies for being eligible to get the job contracts. The Committee would like to be apprised how many SC/ST workers are engaged by the contractors and details of petty contracts job awarded to Registered Co-operative Society formed by SC/ST community as per circular issued by NTPC.
28.	4.14	The Committee also recommend that NTPC should take a decision to insert a separate clause in the contract agreement with contractors whereby the contractors are obliged to follow the Government Directives on reservation while engaging workforce.
29.	4.25	The Committee appreciate the efforts made by NTPC by giving special focus on SC/ST category Project Affected Persons (PAPs) in the resettlement and rehabilitation programmes since its inception. Apart from the provision of providing job and other economic rehabilitation opportunities to the SCs/STs as per the Government guidelines provisions for tribals have been kept in the R&R Policy. The Company has also formulated a policy called 'NTPC Corporate Social Responsibility – Community Development (CSR-CD) Policy under which it has been addressing the issue of community development in the neighborhood area of its stations, administered primarily as a part of resettlement and rehabilitation efforts which inter-alia takes care of interest of SCs and STs. The Committee also happy to note that total 113 (84-SC and 29-ST) land outtees given employment during the last three years. The Committee would like to encourage NTPC to keep up their noble activities for the socio-economic benefit and development of downtrodden and recommend that NTPC should adopt SC/ST inhabited areas for development. The Committee would like to know the details of R&R Plan and the status of its implementations.
30.	4.28	The Committee note with satisfaction that Board of Directors of NTPC takes the annual review on implementation of Government directives regarding reservation policy of SCs/STs and have not found any discrepancy in implementation of reservation orders in favour of SC/ST in the Annual Review. The Committee recommend that Board of Directors should cover more areas relating to the welfare of SCs/STs and broaden the scope of CSR in its annual review in letter and sprit in future.

MINUTES**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2013-2014)****(FIFTEENTH LOK SABHA)****TWELFTH SITTING****(12.2.2014)**

The Committee sat from 1530 to 1615 hrs. in Committee Room '63', Parliament House
New Delhi

PRESENT

Shri Gobinda Chandra Naskar - Chairman

MEMBERS**LOK SABHA**

2. Shri M. Anandan
3. Dr. M. Jagannath
4. Shri Mohan Jena
5. Shri Mohinder Singh Kaypee
5. Shri Kamal Kishor "Commando"
6. Shri Basori Singh Masram
7. Shri Arjun Meghwal
8. Shri Ashok Kumar Rawat
9. Shri Bajju Ban Riyan
10. Shri C.L. Ruala
11. Dr. Kirit Premjibhai Solanki
12. Shri Bhausheb Rajaram Wakchaure

RAJYA SABHA

11. Dr. Pradeep Kumar Balmuchu
12. Shri Thaawar Chand Gehlot
13. Shri Lalhming Liana
14. Shri D. Raja

SECRETARIAT

1. Dr. R.K. Chadha, Additional Secretary
2. Shri D.R. Shekhar, Director
3. Shri R.C. Wadhwa, Under Secretary

WITNESSES**MINISTRY OF CIVIL AVIATION**

1. Shri Ashok Lavasa - Secretary
2. Dr. Balmiki Prasad - Director

AIRPORTS AUTHORITY OF INDIA (AAI)

1. Shri Alok Sinha - Joint Secretary & Chairman, AAI
2. Shri K.K. Jha - Member (HR)

At the outset, the Chairman welcomed the Members of the Committee. The Committee then considered the draft Report on the subject "Reservation for Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation (NTPC) and adopted the same without any modifications.

(The witnesses were called in)

2. The Chairman then welcomed the representatives of the Ministry of Civil Aviation and Airports Authority of India.

3. The Committee then took evidence of the representatives of the Ministry of Civil Aviation and Airports Authority of India regarding grievances of Scheduled Castes and Scheduled Tribes employees of Airports Authority of India. Hon'ble Members raised certain issues on the subject and sought clarifications which were not responded to by the officials of the Ministry of Civil Aviation and the Airports Authority of India to the satisfaction of the Committee particularly the issues of implementation of reservation policy and dereservation of vacancies by AAI in the year 2000. The Committee therefore, decided to take further evidence of the Ministry of Civil Aviation and AAI alongwith the DoPT to clarify the position on number of issues raised by the Committee on 26.02.2014.

4. The evidence remained inconclusive.

(The witnesses then withdrew)

5. A verbatim record of the proceedings was kept.

The Committee then adjourned.