

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1991-92)**

(TENTH LOK SABHA)

THIRD REPORT

**MINISTRY OF ENERGY
(DEPARTMENT OF POWER)**

**Reservations for and employment of Scheduled Castes and Scheduled Tribes
in National Thermal Power Corporation Limited**



Presented to Lok Sabha on...2.0 DEC 1991
Laid in Rajya Sabha on.....

**LOK SABHA SECRETARIAT
NEW DELHI**

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**COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES
(1991-92)**

Shri K. Pradhani *Chairman*

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3. Shri K.K. Dhawan—*Assistant Director*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Third Report (Tenth Lok Sabha) on the Ministry of Energy (Department of Power)—Reservations for and Employment of Scheduled Castes and Scheduled Tribes in National Thermal Power Corporation Limited.

2. The Committee took evidence of the representatives of the Ministry of Energy (Department of Power) and National & Thermal Power Corporation Limited on 21 and 22 January, 1991. The Committee wish to express their thanks to the officers of the Ministry of Energy (Department of Power) and National Thermal Power Corporation Limited for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 12 November, 1991.

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

NEW DELHI;
November 28, 1991

Agrahayana 7, 1913(S)

K. PRADHANI
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CHAPTER I

REPRESENTATION ON BOARD OF DIRECTORS

A. Organisational set up

The National Thermal Power Corporation Ltd. (NTPC) was registered in November, 1975 under the Indian Companies Act, 1956. NTPC actually started functioning in 1976 after the appointment of Chairman.

1.2 At present there are 13 power generating units, 5 regional headquarters and one Corporate Centre of National Thermal Power Corporation. Chairman and Managing Director is the Chief Executive of the Corporation. Executive Director heads the regional headquarter. Ministry of Power (Department of Energy), Government of India is looking after the working of the National Thermal Power Corporation.

B. Board of Directors

1.3 There are at present 13 Directors in the Board of Directors out of which Chairman and Managing Director and 5 other Directors are full-time and functional and the rest are part-time.

1.4 The Committee were informed that none of the Directors belongs to SC/ST. When the Committee desired to know whether the Chairman of NTPC at any time recommended the name of an eligible SC/ST candidate for appointment as Director on the Board of Directors of NTPC, the Committee were informed during evidence as under:

“The selection of full-time Directors is made by Public Sector Enterprises Selection Board. The list of eligible candidates is drawn by PESB and in preparation of the list, CMD, NTPC is generally not consulted. However, CMD, NTPC acts as a member of Board which interviews candidates and based on the joint recommendations, the candidates are empanelled, for consideration and appointment as Director, by the Government.”

1.5 In reply to another question, the representative of the Ministry stated that the Government would definitely like to have a SC/ST member in the Board of Directors, but at the same time these were specific posts for each function like CMD, Operation, Personnel, Finance, Projects and Technical on full time and others were all government officers from Department like Power, Economic Affairs, Planning Commission, Central Electricity Authority, Heavy Industry, Coal India Limited.

1.6 In reply to a specific question regarding provision for a non-official

member on the Board of Directors, the Committee were informed as under:

“The Board of Directors is appointed by the Government of India and the Articles of Association do not prohibit a non-official to be appointed on the Board. This is the Government’s policy.”

1.7 The Committee regret to note that despite their repeated recommendation for appointment of at least one SC/ST Director on the Board of Directors of Public Undertakings, out of 13 Directors in the Board of Directors of N.T.P.C., none of them belongs to SC/ST. They reiterate that serious efforts be made to find a suitable SC/ST person, official or non-official, for appointment as Director on the Board of Directors of NTPC.

CHAPTER II

RESERVATIONS IN SERVICES

2.1 The percentage of reservations in services in favour of SC/ST made in NTPC since 1976 is as under:

A) Direct recruitment	SC	ST
(i) direct recruitment on all India basis by means of open competitive test.	15%	7½%
(ii) Direct recruitment on all India basis other wise than at (i) above.	16½%	7½%
(iii) Direct recruitment to C&D posts normally attracting candidates from a locality or region.		
	I. As per the Govt. directives incorporated in Appendix 3 of the Brochure on reservations for SC/ST in so far as Projects/Stations are concerned.	
	II. As regards Regional Offices where operations extend to more than one State, the percentage of reservation with reference to vacancies operated for recruitment for SC/ST have been fixed as under:	
	a. Northern Region (comprising of Haryana, Raj., UP)	SC 19% ST 4%
	b. Eastern Region (comprising of Bihar, Orissa, West Bengal)	17% 12%
	c. Western Region (comprising of MP, Maharashtra, Gujarat)	9% 15%
	d. Southern Region (comprising of A.P., Karnataka, Tamil Nadu)	16% 4%
	e. National Capital Region (comprising of Delhi, UP, Haryana, Rajasthan)	20% 3%
B) Promotions (except within Group 'A')	15%	7½%

STAFF STRENGTH

2.2 The Staff Strength as on 1.6.1990 in various offices/projects was as under:

Project/ Office	NUMBER OF EMPLOYEES											
	Group 'A'			Group 'B'			Group 'C'			Group 'D'		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
C.C.	1764	37	21	185	17	02	621	35	01	183	54	01
BADARPUR	351	09	01	337	32	02	1331	169	14	715	175	03
SINGRAULI	577	32	01	299	46	01	1196	251	25	421	94	03
KORBA	557	29	04	319	39	08	1227	141	269	369	42	180
BALCO	168	10	01	30	06	—	295	46	70	36	03	18
RAMAGUNDAM	581	28	02	291	29	01	987	124	22	181	36	09
FARRAKKA	453	34	02	201	24	—	814	205	26	247	27	27
RIHAND	294	12	02	144	10	01	589	123	12	121	45	—
VINDHYACHAL	475	15	02	160	07	01	1022	151	92	*190	*41	24
KAHALGAON	198	06	06	36	02	—	269	31	04	91	15	—
ANTA	99	09	01	08	01	—	87	16	07	27	05	03
AURAIYA	97	04	—	06	01	—	94	16	—	27	04	—
KAWAS	50	03	01	19	01	01	48	05	04	11	01	02
NCTP	223	13	01	83	10	—	363	40	04	69	15	—
NRHQ	222	08	—	79	04	—	502	76	03	77	16	04
ERHQ	109	—	—	25	—	—	159	21	03	16	01	—
WRHQ	113	—	01	66	06	01	251	34	09	22	05	03
SR.H.Q.	148	02	—	72	08	01	257	34	01	25	07	02
TALCHER	74	09	02	06	—	—	33	03	02	04	01	01
TOTAL	6553	260	48	2366	243	19	10145	1518	568	2832	587	280
PERCENTAGE		3.96	0.73		10.2	0.80		14.96	5.60		20.72	9.89
		%	%		%	%		%	%		%	%

*Plus seven sweepers.

2.3 As on 1.6.1990, in group 'A' the total strength of staff was 6,553, out of which 260 (3.96% against 15%) belonged to Scheduled Castes and 48 (0.73% against 7½%) to Scheduled Tribes. Thus there was a shortfall of 11.04% in the case of SCs and 6.77% in the case of STs.

2.4 The E-1 (scale Rs. 1000—1900) was the lowest rung of Group A posts, which was stated to be the promotional post. The number of E-1 posts were stated to be 762 out of which 20 (2.62% against 16.66%)

belonged to Scheduled Castes and 1 (0.13% against 7½%) belonged to Scheduled Tribes. The shortfall was 14.04% in the case of Scheduled Castes and 7.37% in the case of Scheduled Tribes.

2.5 As on 1.6.1990, the total strength of staff in Groups B, C and D and the percentage of SC/ST employees in NTPC was as under:

Group	Total Strength	No. of SC employees	Percentage of SCs	No. of ST employees	Percentage of STs
B	2366	243	10.27%	19	0.80%
C	10145	1518	14.96%	568	5.60%
D	2832	587	20.72%	280	9.89%

2.6 The percentage shortfall in the vacancies reserved for SCs and STs in Group A, B and C posts as on 1.6.1990 in various NTPC Offices/Projects is as under:

Office	Percentage Shortfall					
	Scheduled Castes			Scheduled Tribes		
	Groups of Posts			Groups of Posts		
	A	B	C	A	B	C
1. C.C.	12.90	7.47	11.02	6.31	6.42	7.34
2. Badarpur	12.44	5.50	2.30	7.22	6.90	6.40
3. Singrauli	09.46	1.28	0.02	7.33	7.17	+1.09
4. Korba	09.80	2.78	2.51	6.79	5.00	1.08
5. Balco	09.05	+5.00	+1.59	6.91	7.50	+0.72
6. Ramagundam	10.19	5.04	2.74	7.16	5.66	3.77
7. Farrakka	7.50	10.10	+3.18	7.06	6.00	2.81
8. Rihand	10.02	8.06	0.12	6.82	6.81	+1.04
9. Vindhyachal	11.85	9.63	+0.77	7.08	22.38	14.00
10. Kahalgaon	11.97	9.45	3.48	4.47	9.00	7.52
11. Anta	5.90	4.50	+1.40	6.50	12.00	4.00
12. Auraiya	10.88	1.66	3.98	7.50	7.50	1.00
13. Kawas	9.00	11.40	+3.42	5.50	2.07	5.67
14. National Capital	9.18	8.00	9.00	7.10	1.00	+0.10
15. NRHQ	11.26	11.39	3.87	7.50	7.50	3.40
16. ERHQ	15.00	15.00	3.80	7.50	7.50	10.12
17. WRHQ	15.00	5.91	+4.55	6.62	5.99	11.42
18. SRHQ	13.65	3.89	2.77	7.50	6.12	3.61
19. Talchar	2.84	16.66	5.01	4.80	7.50	-16.94

2.7 The Committee have also noted the percentage shortfall in Group 'D' SC/ST employees in various NTPC offices as on 1.6.1990 as under:

Office/Projects	Percentage		Shortfall
	SC	ST	
1. Corporate Centre	—		6.95
2. Badarpur	—		7.10
3. Singrauli	—		0.29
4. Korba	2.62		—
5. Balco	5.67		—
6. Ramagundam	—		1.03
7. Farrakka	11.10		—
8. Rihand	—		1.00
9. Vindhyachal	—		10.37
10. Kahalgaon	—		9.00
11. Auraiya	6.19		1.00
12. N.C. Thermal Project	—		1.00
13. E.R. Headquarters	10.75		12.00
14. W.R. Headquarters	—		1.46

2.8 Group 'A' vacancies filled, reserved for SC/ST and number of SC/ST appointed by Corporate Centre, N.T.P.C., New Delhi during 1987, 1988 and 1989 were as under:

SCHEDULED CASTES

Year	Vacancies filled	Carried forward	Reserved during the year	Total	Appointed
1987	904	304	140	444	38
1988	624	334	100	434	19
1989	351	358	62	420	45
Total	1879		302		102

SCHEDULED TRIBES

1987	145	67	212	03
1988	160	45	205	02
1989	170	27	197	06
Total		139		11

2.9 When pointed out that out of 1879 vacancies filled during the years 1987, 1988 and 1989, only 102 SC and 11 ST candidates have

been appointed, it has been stated that the poor intake is attributable to:

- (i) Poor response from qualified persons against advertisement and notification.
- (ii) Scarcity of suitable qualified persons particularly in Group 'A' and 'B' that is even after relaxed standards.
- (iii) Low rate of joining against offers of appointment.

2.10 The steps taken to ensure due reservation in the campus recruitment in Group 'A' posts, were as under:

- (i) Prominently, it was displayed in the campus areas that SC/ST candidates would be given preference.
- (ii) Selection Committee consistently kept the aspects of reservation/relaxation in view while selecting candidates.

2.11 When enquired about the special efforts NTPC proposed to take to appointment SC/ST candidates to posts in Group 'A' category as per prescribed quota, it was stated that the following steps were proposed to be taken:

- (i) Exclusive advertisement.
- (ii) Campus recruitment exclusively for SC/ST candidates.
- (iii) Extension of scholarship scheme, for SC/ST students.

2.12 The details of SC/ST candidates allowed 10% concessions for selection to Group A posts during the year 1987, 1988 and 1989 are as under:

Year	Applied		No. of candidates given concession for selection	
	SC	ST	SC	ST
1987	1127	176	22	04
1988	334	73	07	03
1989	3287	121	36	09

2.13 The Committee have been informed that the first Special Recruitment Drive was launched by NTPC in 1989 and the second special

recruitment drive is continuing. The progress report of the first special recruitment drive of 1989 furnished to the Committee is as under:

Group	No. of vacancies for which special recruitment drive launched		No. of offers issued		No. of candidates joined	
	SC	ST	SC	ST	SC	ST
A	85	42	81	11	37	04
B	74	27	—	—	—	—
C	230	196	237	102	174	73
D	89	40	20	5	20	5
Total	478	305	338	118	231	82

2.14 The backlog vacancies were arrived at by closing the roster notionally as on 30.4.1989 as per guidelines. The total number of vacancies available as on 1.6.1989 were calculated on *pro rata* basis for the month of April and May out of total manpower sanction for the year.

2.15 These vacancies had been in existence for 1 to 3 recruitment years. Following efforts were made for filling up these vacancies:

- (i) Exclusive advertisements/notifications issued for SCs/STs.
- (ii) Circulation of vacancies to all accredited SC/ST associations as prescribed under the relevant Government directives.
- (iii) Concessions were provided in the nature of not charging any fee for examination/test and reimbursement of journey fare for attending examination/test to encourage better response.
- (iv) Relaxation in recruitment/selection standards to SC/ST candidates.
- (v) Introduction of SC/ST scholarship scheme for students pursuing Graduation and Diploma courses in Engineering.

2.16 In most of the Projects/Offices, the Second Recruitment Drive started in 1990, had been completed and in the remaining it was in the advance stage of completion. Progress of the drive as on 18.12.1990 was as under:

Group	Number responded	No. Called for interview	No. empannelled		No. of offers issued		Number joined	
	SC/ST	SC/ST	SC	ST	SC	ST	SC	ST
A	719	39	11	—	10	—	—	—
B	466	50	08	—	03	—	02	—
C	4022	1198	73	27	71	23	63	15
D	137	68	23	07	14	03	14	03
Total							79	18

2.17 The backlog has not still been cleared, though the prescribed relaxations and concessions were allowed to SC/ST candidates. The reason for not clearing backlog are:

- (i) Poor response from qualified persons;
- (ii) scarcity of suitably qualified candidates; and
- (iii) low rate of joining against offers of appointment.

2.18 Total number of persons promoted and the number of SCs/STs promoted during 1987, 1988 and 1989 were as under:

Year/ Group	Total No. of promotions	No. of persons promoted and their percentage			
		SC	Percent	ST	Percent
1987					
A	1076	47	4.37	4	0.37
B	824	76	9.22	3	0.36
C	1194	134	11.22	64	5.36
D	11	05	45.45	—	—
1988					
A	1063	53	4.98	11	1.03
B	988	118	11.94	09	0.91
C	1400	198	14.14	55	3.93
D	57	09	15.79	03	5.26
1989					
A	650	26	4.00	01	0.15
B	784	66	8.42	02	0.25
C	1400	191	13.64	42	3.00
D	75	09	12.00	01	1.33

2.19 During the course of the evidence, the Committee pointed out shortfall in all the categories of posts and desired to know the future plan to fill up the reserved vacancies. The representative of NTPC stated that besides the introduction of scholarship schemes for diploma holders and degree holders, they proposed to launch special recruitment drives for SC/ST only they had further banned recruitment for general categories in respect of Group B, C and D posts. It was further stated that sincere efforts were being made to fulfil the backlog.

2.20 The representative of the NTPC also stated that 90 to 95% of employees got promotion since NTPC was a very fast growing company.

He assured the Committee that sincere efforts were being made to improve the position. He further stated that the only way to increase the promotion percentage of SCs/STs was to recruit at higher level more SC/ST persons in Group 'A' through examinations after giving scholarships to students in engineering colleges and by also launching special recruitment drives which would be widely publicised in newspapers including regional papers of North-Eastern States.

2.21 There was dereservation of vacancies during 1986, 1987 and 1988 as under:

Group	Posts dereserved		
	SC	ST	Total
Group 'A'			
1986	91	57	148
1987	103	65	168
1988	78	43	121
Group 'B'			
1986	12	7	19
1987	18	11	29
1988	8	5	13
Group 'C'			
1986	120	133	253
1987	164	274	438
1988	152	146	298
Group 'D'			
1986	36	23	59
1987	21	27	48
1988	48	8	56
Total	851	799	1650

2.22 The Committee were informed that proper procedure was followed before dereservation of the above reserved vacancies. No dereservation has been done since April, 1989. All the proposals for the dereservation of the reserved vacancies were made with the full knowledge and concurrence of the Liaison Officer. There was no disagreement of the Liaison Officer to any proposal for dereservation.

2.23 The vacancies lapsed in the year 1987, 1988 and 1989 in NTPC were as under:

Group/Year	Vacancies Lapsed		
	SC	ST	Total
Group 'A'			
1987	72	49	121
1988	57	33	90
1989	95	57	152
Group 'B'			
1987	2	3	5
1988	—	—	—
1989	1	1	2
Group 'C'			
1987	36	52	88
1988	46	34	80
1989	6	15	21
Group 'D'			
1987	1	—	1
1988	1	1	2
1989	2	2	4
Total	319	247	566

2.24 Before the reserved vacancies were allowed to lapse, following efforts were made by NTPC to fill the reserved vacancies:

- (i) The vacancies after dereservation were carried forward for three subsequent recruitment years to make efforts to fill as much as possible.
- (ii) Exclusive advertisements were issued in newspapers.
- (iii) Exclusive notification of vacancies were made to concerned employment exchanges.
- (iv) Notification of vacancies were made to all recognised associations with a copy of specification included in the advertisement/notifications for wider circulation of vacancies.
- (v) In the 3rd year of carried forward, the vacancies exchanges between SCs and STs.
- (vi) Copies of advertisements were also endorsed to local employment exchanges.

(vii) At certain times, vacancies notified were also sent to concerned All India Radio Stations for advertisement.

2.25 The result of these efforts were increased intake of SC/ST candidates and reduction in backlog of reserved vacancies.

The factual position regarding lapsing of Group 'D' posts was stated to be as under:

- (i) The lapsed vacancies shown under SC and ST under Group C and D for the years 1987-88 were for the post of Attendant, lapsed at ERHQ. Now it was confirmed by the concerned Liaison Officer that the figures for lapsing were given through oversight and they have since corrected their statement and recruitment against these three posts was under the process.
- (ii) The lapsed vacancies under Group 'D' in 1989 were 2 SC and 1 ST at Ramagundam Project. It was confirmed by the concerned Liaison Officer that these posts lapsed since the recruitment was to be made from among the land oustees and SC/ST candidates were not available among them.
- (iii) 1 ST vacancy lapsed during 1989 in NCTPP because of non-availability of ST candidates.

2.26 The Board of Directors reviewed the implementation of reservation orders in favour of SC/ST in the services of NTPC once in 1988-89.

2.27 During the course of the evidence, when the Committee desired to know the steps proposed to be taken for the effective implementation of the reservation policy such as periodical review by the Board of Directors, the representative of NTPC stated as under:

".....I do agree with the suggestion that we can make some sort of an annual review of the whole position of the SC and ST to be taken up by the Board of Directors."

Conferences of Liaison Officer for SC/ST in NTPC Offices/Projects

2.28 Two conferences of Liaison Officers for SC/ST in NTPC Offices/Projects were held on 19th August, 1988 and 29th September, 1989 to discuss the implementation of the reservation orders of the Government faithfully and with a sense of responsibility since the status of reservation directives so far was not encouraging, particularly in Group 'A' and 'B' posts. In the first conference it was suggested that to overcome the difficulties in achievement of targets and improvement in reservation, a task force might be made region-wise which shall be responsible for effecting self-audit on recruitment activities at various projects/units and based on deficiency of SC/ST the representatives should identify measures to be made to narrow down the gap between satisfaction level attained

so far and the percentage of reservation required. The following matters were broadly discussed and action to be taken was decided by these conferences :

1. Grouping of posts under B,C and D category.
2. Timely submission of returns and reports on reserved category.
3. Dereservation of vacancies.
4. Points likely to be replied to representations of Commissioner for SC/ST and Parliamentary Committee etc.
5. Verification of Caste Certificate from SC/ST candidates.
6. Government's fresh instructions on ban or dereservation and resultant responsibility.
7. Steps to improve representation of SC/ST.
8. Handling of grievances.

2.29 When the Committee desired to know the extent of improvement achieved in the effective implementations of the reservation orders after the above two conferences, the Committee were informed that the recommendations of these conferences had helped immensely in streamlining the procedure and improving the compliance of reservation orders in NTPC.

2.30 In the first conference of Liaison Officers held on 19th August, 1988, it was decided to constitute a task force for improvement of representation of SC/ST. This task force was constituted during September, 1989 and the constitution of the task force was under:

1. Senior most Head of Personnel of the region—Chairman
2. Head of Personnel of all Projects/TL Officers—Members
3. 1 Liaison Officer from any project/units of the Region—Member

2.31 the following SC/ST officers were included as members of the Task Forces:

1. Shri D.R. Khunte
2. Shri C. Minch
3. Shri A. Kujur
4. Shri Vijay Kumar

2.32 The summary of the recommendations of the Task forces on improvement of representation of SC/ST is as follows:

1. To mention in Advertisement/Notification the number of vacancies for SC & ST separately.
2. Nomination of Liaison Officer shall be from Personnel Department other than Recruitment Section.
3. Relaxation for each recruitment items to all groups of posts i.e. 10% to be followed strictly for SC/ST candidates i.e. for general category qualifying is 50% and for SC and ST 40%.
4. Announcement of vacancies in AIR/TV/circulation of vacancies to

registered associations of SC/ST and Directors of Welfare Boards in States.

5. To call candidates for interviews against notification to Employment Exchange in ratio of 1:4 to 1:5 for SC/ST candidates.
6. To send copies of Advertisements to Deputy Commissioner/District Magistrate for circulation to Block Offices.
7. To pay TA as per rules to all SC/ST candidates called for test in addition to interview.

2.33 During the course of evidence, the representative of NTPC informed that all the recommendations had been implemented, excepting recommendation No. 6, in which case, they were yet to get a report.

2.34 When the Committee pointed out that the Task Force of NTPC had only emphasised for the implementation of the instructions issued by the Government and these instructions were not being followed by NTPC earlier, the representative of NTPC replied:

“that is right, sir.”

2.35 The Committee note with dismay that there has been heavy shortfall in filling up of vacancies reserved for SCs/STs in various projects of NTPC. The overall percentage of SC employees in 19 projects in Group A, B, C and D posts was only 3.96, 10.27, 14.96 and 20.72 and the percentage of ST employees was 0.73, 0.80, 5.60 and 9.89 only. There were shortfalls both in direct recruitment as well as in vacancies filled through promotions. As many as 1650 posts in Groups A to D were dereserved during the year 1986 to 1988 and 566 posts were allowed to lapse during the years 1987 to 1989. It is strange that the vacancies existed and were also allowed to lapse not only in Group A posts but even in Groups B, C and D posts. The usual plea of NTPC that SC/ST candidates with requisite qualifications and experience were not forthcoming even after allowing the relaxations/concessions in standard of suitability is hardly convincing. Considering the fact that as a result of special recruitment drive in 1989 the Company had been able to recruit 313 SC/ST persons as against only 113 persons recruited during the three years period of 1987 to 1989, the Committee cannot help concluding that there was lack of serious efforts in the past to implement the reservation policy.

2.36 The Committee find that though a decision was taken in August, 1988 to constitute a task force for improvement of representation of SC/ST, it was actually constituted about a year later only in September, 1989. The Committee deprecate lukewarm attitude of management towards effective implementation of the reservation policy.

2.37 The Committee also find that some of the recommendations of the task force were in regard to matters on which instructions had already been issued by Government. Apparently there was failure on the part of the management to implement the existing instructions of Government which is regrettable. Had timely action been taken in this regard, the status of SCs/

STs in NTPC would have been better than at present. The Committee hope that the NTPC would implement the reservation policy more effectively and sincerely in future. They stress that a time bound programme be drawn up to fill up the existing SC/ST vacancies in various categories of posts.

2.38 In order to wipe out the shortfall in posts reserved for ST, the Committee recommend that special recruitment teams be sent to areas of tribal concentration, especially in the North-Eastern States, Bihar, Orissa and Madhya Pradesh.

2.39 The Committee also find that although NTPC has been functioning since 1975, the Board of Directors reviewed implementation of the reservation policy only once in 1988-89. They take a serious view of the lack of proper attention and the absence of periodic review by the Board in this regard. The Committee recommend that, as agreed to during evidence, there should be an annual review of the implementation of the reservation policy at the Board level and necessary measures taken to ensure its effective implementation. The position in this regard also needs to be closely monitored by the Ministry.

CHAPTER III

MEASURES TO IMPROVE RESERVATION IN SERVICES

A. Scholarship Scheme for SC/ST

3.1 The NTPC introduced an scholarship scheme for SC/ST students pursuing regular Degree/Diploma courses of Engineering with a view to improving SC/ST representation among Group 'A' and 'B' employees. The scheme commenced from the academic year 1989-90. The number of SC/ST students applied and selected by NTPC for the academic years 1989-90 and 1990-91 under the NTPC scholarship scheme for SC/ST students is as under:

	Number applied	Number selected	Remarks
A) Corporate Centre			
i) Scholarship I (Graduate Engg.) 1989-90	224	10	10 awarded but only 3 have accepted. 7 replacement awarded to next in merit.
ii) Scholarship II	70	—	The applications are being received. Final action of award of scholarship by end of Jan. 1991.
B) Eastern Region Scholarship (Diploma in Engg.)	72	02	
C) Northern Region Scholarship (Diploma in Engg.)	80	03	
D) Southern Region Scholarship (Diploma in Engg.)	50	03	

It has been further stated that the number of these scholarship were not considered adequate and therefore it was proposed to increase the number of scholarships in future.

3.2 During the course of the evidence the Committee suggested that under the scholarship scheme SC/ST, NTPC could, from the areas of their project, pick up SC/ST boys and girls and advise them to go for the school level or college level for which they would be awarded stipends. These children could be guided to pursue studies according to the requirement of NTPC so that they could be absorbed in the nearby NTPC Projects/ Offices. The representative of NTPC stated that they had made such an experiment in Orissa where they had sent 128 candidates to ITI on monthly scholarship.

3.3 The Committee desire that the proposal of NTPC to increase the existing number of scholarships for SC/ST students pursuing Degree/Diploma courses of Engineering be finalised and implemented at an early date so that more SC/ST candidates are available for selection and appointment in NTPC against the reserved vacancies. The practice of selecting SC/ST candidates from schools for training in I.T.Is and to provide them scholarships, as is stated to have been followed in Orissa, should be extended to other parts of the country also.

B. Pre-recruitment Training

3.4 The Committee have been informed that pre-recruitment training schemes exist in National Thermal Power Corporation. These schemes are also available to SC/ST candidates and the procedure for selection of candidates and providing pre-recruitment training is as under:

Training Scheme	Selection	Training
1. Training for Exec. Trainees	All-India Comp. Test followed by Group discussions and interview	Two modules class room training & on the job training.
2. Training for Supr./Dip. Trainee	Regional level competitive test followed by interview.	do
3. Artisan Training for ITI.	Local selection test followed by interview.	do

The SC/ST candidates are being allowed the prescribed concessions/relaxations for selection for pre-recruitment training. The remuneration paid to trainees during the training period is as under.

Sl.No. Training Scheme	Remuneration
1. Executive Trainee	Placed in the scale of Rs. 1000-1900 on a basic of Rs. 1050 plus all allowances.
2. Sup./Dip. trainees, Artisan Trainee:	Rs. 800/- p.m. consolidated
3. Artisan Trainees.	Rs. 500/- p.m. consolidated.

3.5 During the course of the evidence, the Committee pointed out that since the reserved vacancies for SC/ST could not be filled due to non-availability of the SC/ST candidates with requisite standard, maximum number SC/ST candidates should be chosen and imparted training and among those who had better performance should be selected and appointed. Later on the remaining trainees after imparting some more training, could be selected and appointed. The representative of NTPC appreciated the suggestion.

3.6 The Committee, therefore, recommend that in order to minimise the

SC/ST candidates and impart them pre-recruitment training separately. For this purpose, special training programmes to suit the SC/ST candidates may be drawn up.

C. Concessions/Relaxations and in-house training

(a) Recruitment Stage

3.7 The concessions/relaxations given to Scheduled Castes and Scheduled Tribes at the time of recruitment are as under:

- | | |
|--|---|
| (i) a) Relaxation in age | : 5 years |
| b) Relaxation in Qualification | : Against the recruitment of 'first class' for general candidates wherever prescribed in the case of SC/ST it is mere pass. |
| c) Relaxation in experience | : One year if the experience called for is upto 5 years, 2 years if the experience requirement is over 5 years. |
| d) Application fee | : For SC/ST no application fee is charged. |
| e) Relaxation in written test | : 10% to 25% relaxation in marks is allowed to SC/ST candidates. |
| f) Relaxation in interview | : 10% relaxation is allowed, compared to general candidates. |
| g) Reimbursement of journey fare for test. | : Allowed in all cases of SCs/STs. |

(ii) A mention is made about the relaxations/concessions in the advertisements issued for Group 'A' and 'B' posts as required. Separate lists are prepared for SC/ST and general candidates. The list is separated even before the written test and interview. This is done with a view to provide relaxation and assessment on relaxed standards.

(iii) The SC/ST candidates are interviewed in separate block. Normally, their interviews are conducted on separate dates. However, if the number of SC/ST candidates called is far less, then interviews are conducted separately before commencement of interviews for general candidates.

(b) Promotion Stage

3.8 The concessions/relaxations given to SC/ST employees for promotion are as under:

(i) For Group 'A' Posts

The Promotion Committee awards an additional mark to SC/ST employees. This enables an SC/ST employee to earn the promotion even on securing lesser marks than an employees from general category. The eligibility period for promotion for all the employees is 3 years in this Group.

(ii) For Group B,C and D Posts

To earn promotion, a general category employee must secure minimum of 50% of total marks, while in the case of an SC/ST employee it is only

40%. The eligibility period for promotion for these groups vary from 3 to 5 years.

3.9 During the course of the evidence, the representative of NTPC explained about the concessions/relaxations being allowed to SC/ST candidates at the time of recruitment and promotion. The Committee suggested for relaxation in eligibility period by one year in the case of SC/ST employees for promotion. The representative of the NTPC stated that the relaxation in eligibility period in the case of SC/ST employees would be discriminatory. However, the Committee were informed through written replies that though the concessions/relaxations for promotion to Group 'A' posts were considered sufficient, it could be further examined.

(c) In-House Training

3.10 The Committee have been informed that at present there is no separate in-house Management Development Programme for SC/ST employees. It is however, now planned to institute such programmes. The Committee further desired to know the period by which the NTPC proposed to finalise the programme for in-house pre-promotion training for SC/ST employees. It has been stated that it was proposed to include training and development programmes for SC/ST employees in the Annual Training Calendar 1991-92.

3.11 During the course of the evidence the Committee felt the need for imparting pre-promotional training to SC/ST employees so that they were able to compete with others for the next higher grade post and stressed for such type of training. The representative of the NTPC stated as under:

"In the categories of B, C & D where there is written examination, we will try to give the type of training which you are suggesting how. I want to say this thing here."

3.12 The Committee recommend that SC/ST employees in the categories of Groups 'B', 'C' and 'D' where there is promotion by selection on the basis of written examination should also be imparted pre-promotional training to bring these employees upto the requisite standard so that they are able to compete with the others for promotion to the next higher posts. The question of further relaxation of standards for SC/ST candidates for promotion may also be considered to make up the shortfall in various posts.

D. Training facilities in India

3.13 The Committee have been informed about the training departments/centres in all the major projects/units of National Thermal Power Corporation, besides a 'Central Training Institute and a Power Management Institute' at Corporate level. The training/management development programmes in these centres are for all the employees including Scheduled Castes and Scheduled Tribes. In the Corporate Centre

Management Development Institute, the number of management programmes conducted and the number of participants during the last three years is as under:—

Year	Total No. of Programmes	Total No. of employees trained	No. of SC/ST employees	Percentage
1987-88	40	831	48	5.77
1988-89	40	867	68	7.84
1989-90	54	1078	21	1.95

3.14 It was pointed out that the participants' percentage of SC/ST to training programme works out to 5.77%, 7.84% and 1.95% for the years 1987-88, 1988-89 and 1989-90 respectively. To the query regarding the reasons for very poor selection for nomination of SC/ST employees to the above training programmes it was stated that the percentage of SC/ST officers in the executive category and their participation in the training programme generally compares better than the general category. It was further stated that all out efforts were being made to include SC/ST candidates in almost all training programmes on relaxed standards.

3.15 To a question regarding the number of the SC/ST employees selected on relaxed standards and nominated without relaxation, it has been stated that majority of the executives belonging to SC/ST category had been provided training opportunities. The records as to whether they had been selected for training with or without relaxation was not maintained.

3.16 When the Committee, during the course of evidence desired to know the relaxed standards, the representative of the NTPC stated that there were two types of training programmes. One was being conducted by the NTPC and the other was conducted by the other institutions. When persons for outside institutions were selected, the relaxation was applied in the case of SC/ST candidates. The general category employees with excellent and very good reports were considered while the SC/ST employees who did not fall in that gradation of reports were considered, on relaxed standard, for such trainings.

3.17 The Committee note that the percentage of SC/ST employees to the total employees sponsored for training under the various programmes is very low. They recommend that more SC/ST employees should be sponsored for various training programmes conducted by NTPC and other institutions.

E. Training facilities Abroad

3.18 The Committee have been informed that 260 executives were trained abroad under the Colombo plan and other schemes. The year-wise break up of executives nominated for foreign training is as under:

Year	General candidates	SC/ST candidates	Total candidates
1987-88	100	10	110
1988-89	91	5	96
1989-90	51	3	54
Total	242	18	260

3.19 When the Committee pointed out that the percentage of SC/ST candidates *vis-a-vis* total executives trained abroad was about 7% and wanted to know the reasons for the poor percentage of SC/ST sent abroad, it was informed that although, the percentage of SC/ST candidates *vis-a-vis* total executives trained abroad works out to be 7%, the efforts made to impart training abroad to SC/ST executives would be better appreciated by working out the percentage of such candidates with reference to the total available population. The position was given as under:

	Total No. of Executives	No. of Executives trained in 3 years	Percentage
General candidates	6,000	242	4
SC/ST	230	18	8

3.20 The most important criteria for selection of a candidate for training abroad was the performance appraisal ratings over a period of time, besides other criteria such as relevance to the area of work, seniority etc. The SC/ST candidates were considered at a relaxed standard of requirement in this regard as compared to the general candidates.

3.21 During the course of the evidence when the Committee wanted to know the relaxed standard for foreign training and the number of SC/ST candidates sent till date, the representative of the NTPC stated that 18 persons were sent on foreign training during 1987-88, 1988-89 and 1989-90 and promised to give the separate figures for SC and ST. In the post evidence reply in regard to relaxed standard for SC/ST it has been stated as under:

"At least 4 exceptional rating in the last 5 years in case of general candidates and at least one exceptional rating in the last five years in the case of candidates belonging to SC/ST category."

3.22 From the further information furnished to them, the Committee find that in the statement sent to them earlier regarding number of persons sent for training abroad all the 18 persons shown under SC/ST category

belonged to SC only and none belonged to ST category. The Committee recommend that ST employees should also be selected and sent for training abroad. They further desire that as far as practicable prescribed percentage of reservation between SC and ST and others should be maintained in the matter of giving training abroad also.

F. Prospective Manpower Planning

3.23 The Committee desired to know if there was any long term manpower planning (say for the next 5 years at the Corporate Centre) to assess the requirement of SC/ST in various categories of posts in Group 'A', to 'D' including technical posts of each category, the NTPC stated that there existed a system for projecting long term manpower requirements; both in executive and non-executive categories and the requirements of SC/ST were being derived out of these projections. Keeping in view the shortfalls in recruitment of SC/ST it would be desirable to assess the requirement of SC/ST in various categories on long term basis.

3.24 When asked for the views in regard to manpower planning at the national level in respect of requirement of SC/ST in various fields of specialisation in Government Departments and Public Undertakings, it has been stated that each organisation or Department employing a considerable number of employees should prepare a periodical manpower projection for future, say once in five years. This planning might take into account the various groups in which persons would be required in the future, the present gaps in filling vacancies earmarked for SC/ST and the number of SC/ST people that would be required in future with reference to the future vacancies. These programmes specific to the organisation were required to be worked out by individual Departments/Organisations.

3.25 During the course of the evidence, the Committee desired to know if NTPC prepared any long term manpower planning, say for the next five years, to assess the future requirement in each field and among them the SC/ST candidates required as per the reservation quota, the representative of NTPC stated as under:

"You have raised a very valid point. When we plan many other activities, we should also have a long-term manpower planning. This is exactly your point. The manpower is linked with two areas, as far as we are concerned. One is the new projects which we have to take up.

The second is that the projects which are already going on, get completed and for their operation, we need manpower.

This is only true not only of the manpower of SC/ST but, the other activities also, say, how much extra finance we need. We have to plan that also. We have to plan what we have to do in areas of technology and contracting. A perspective plan is always prepared.

The Eighth Plan is before the Planning Commission now. It is yet to be finally cleared. Our requirement in various areas is being worked out by us for inclusion in the Eighth Plan. We have prepared a module that if a 1,000 MW power project comes up, how much manpower we need on the construction side. We have got a module. Depending upon that and on what projects get cleared, we make a projection of our activities for the next four years."

3.26 The Committee suggest that long term perspective plan be prepared by NTPC for the requirement of SC/ST manpower in various projects and measures taken for their selection and training so that suitable persons are available for appointment against the reserved vacancies as and when required.

CHAPTER IV

ORGANISATIONAL MATTERS

A. Liaison Officer and SC/ST Cell in the Ministry

4.1 The Committee were informed that a Deputy Secretary in the Ministry of Energy (Department of Power) has been appointed as the Liaison Officer to ensure due compliance of the reservation orders regarding SCs/STs and one of the functions of the Liaison Officer is to carry out annual inspection of rosters and co-ordinate activities of the Liaison Officers in the establishments under the Department of Power. In reply to a further question the Committee were informed that the Liaison Officer in the Ministry had not so far inspected the rosters of NTPC.

4.2 When the Committee desired to know if there was any separate SC/ST cell in the Ministry to support the Liaison Officer in the Ministry to monitor the working of the Government policy on reservation by various public sector undertakings, the Ministry had informed as under:

“The Coordination Section in the Department of Power performs functions of the SC/ST Cell and provides support to the Liaison Officer in the Department of Power to monitor the working of the Government Policy on Reservation in Organisation coming under the Department of Power. This section also co-ordinates circulation of Government instructions and submission of returns/reports by the Department and its various organisations/establishments including Public Sector Undertakings to the Department of Personnel/ Department of Public Enterprises.

The Co-ordination Section, which performs the functions of SC/ST Cell, is headed by an Under Secretary and consists of one Section Officer, Two Assistants, One Upper Division Clerk, One Typists and one Diarist.”

4.3 During the course of the evidence the representative of Ministry explained the functions of the Co-ordination Section of the Department as under:

“Its duty is only to see that all Circulars reach various organisations and to watch whether they are implementing the Government Policy, whether they are doing the inspection. If you want us to call it as a separate cell, then we are ready to call it like that.”

4.4 When the Committee pointed out that there should be a separate

Liaison Officer and separate SC/ST Cell mainly to assist the Liaison Officer to discharge his duties effectively, the representative of the Ministry stated as under:

“We will do it.”

4.5 When the Committee wanted to know the reasons for failure of the Liaison Officer of the Ministry to inspect the rosters maintained in NTPC, the representative of the Ministry stated as follows:

“Our understanding is that the Officer is to inspect the Roster relating to the Department itself and the Liaison Officers in the NTPC inspect the rosters maintained in the National Thermal Power Corporation and its units. This is the understanding for the inspections. These are separate autonomous Corporations. We have a large number of Corporations and all of them have a separate Cell for Scheduled Castes and Scheduled Tribes. If only one Liaison Officer has to inspect, he will not be able to do the work properly. We would like to be guided by the Committee.”

4.6 After detailed discussion, when the representative of the Commissioner for Scheduled Castes and Scheduled Tribes was asked by the Committee to explain the factual position, he observed as under:

“The procedure is that each Liaison Officer is responsible within his own organisation. But as a Ministry you have the responsibility to see whether your public sector undertakings are doing properly or not because otherwise a number of representations come. Unless your Liaison Officer is involved. I don't think that they can be noticed. Once in a while the Liaison Officers of your Corporations will be visiting you and you can discuss and ask whether any complaints are there in this regard. All those aspects should be taken care of. You have the overall responsibility.”

4.7 The Committee regret to note that the Ministry of Energy (Department of Power) has not yet set up a separate SC/ST Cell under the direct control of the Liaison Officer to assist him in discharging his duties effectively. They recommend that a separate SC/ST Cell with adequate staff, who are well conversant with the orders/instructions on reservations for SC/ST, should be set up in the Ministry immediately so that the interests of SC/ST are properly looked after.

4.8 The Committee are also unhappy to find that the Liaison Officer of the Ministry has never inspected the rosters maintained by the NTPC. As the Ministry have overall responsibility to ensure proper implementation of the reservation orders in offices/public undertakings under them and the

periodical inspection of rosters is essential for this purpose, the Committee desire that annual inspection of the rosters maintained by NTPC should be conducted by the Liaison Officer of the Ministry to ensure strict observance of orders regarding reservations for SCs/STs.

B. Liaison Officer and SC/ST Cell in NTPC

4.9 There is a cell to look after the interests of SC/ST employees at the Corporate Centre and in each of the Offices/Projects of NTPC. At the Corporate Centre the constitution of the Cell is as under:

1. Senior Personnel Officer — One
2. Personnel Officer — One
3. Supervisor — One
4. Steno-Typist — One
5. Assistant — One

4.10 The Committee pointed out that as per Government Orders the Deputy Secretary-in-charge of the administration (or another officer atleast of the rank of Deputy Secretary designated for the purpose) should act as a Liaison Officer in respect of matters relating to the representation of Scheduled Castes and Scheduled Tribes in all establishment and services under the administration control of the Ministry/Department. Further in respect of Public Enterprises, it has been laid down that in each undertaking, the officer-in-charge of administration (or any other officer designated for the purpose) will act as Liaison Officer. Asked about the position in this regard in NTPC they were informed that the Senior Personnel Officer acted as Liaison Officer at the Corporate Centre. In other Offices/Projects, the SC/ST Cell constitutes of a minimum staff of one Executive, one Supervisor and one Assistant or Stenographer. Generally this is the composition of the cell and in most of the NTPC Projects/Offices these are in position. During the course of the evidence the representative of NTPC stated that the additional responsibilities were given only for new projects where the work was of a growing nature, but in an established projects, there was full-time cell.

At the first conference of Liaison Officers of SCs/STs held on 19 August 1988 at Corporate Centre of NTPC, it was emphasised that periodical returns and reports on reserved category were not submitted by certain projects in time as per the schedule already given to them. This had led to avoidable delays in submission of information to the administrative Ministry.

Maintenance of Rosters

4.11 Rosters both for direct recruitment and promotion were being maintained in National Thermal Power Corporation from 1976. The appropriate prescribed roster for (i) direct recruitment on all India basis by open competition (ii) direct recruitment on All India basis otherwise than by open competition (iii) direct recruitment on local or regional basis or (iv) promotion, as the case may be, were also being followed.

4.12 The Liaison Officer of respective projects/offices inspected the rosters to ensure the proper maintenance of the rosters.

4.13 In reply to a question the Committee were informed that the

persons who maintain rosters were conversant with reservation orders and were also provided training.

4.14 The annual administrative inspections carried out by the Liaison Officers gave assessment of the performance of the enterprise in the matter of strict observance of orders regarding the reservation of SCs/STs and in filling vacancies reserved for these communities. The periodical reports/return received from NTPC by the Government were sent to Department of Public Enterprises after scrutiny. The Joint Secretary in the Ministry kept a watch on the implementation of the Government orders through the various returns received and through discussions.

4.15 During the course of evidence, the Committee pointed out that it has come to their notice that a large number of vacancies reserved for SC and ST were allowed to lapse during the period 1975 to 1986 and these lapsed vacancies had not been shown in the rosters. Therefore the Committee wanted to see the rosters maintained in some of the Project Offices like, Singrauli, Rihand, Ramagundam, Korba and also desired to know the number of vacancies allowed to lapse in these projects since their inception. The information furnished regarding the lapsing of the vacancies in respect of the above projects was as under:

Projects/Period	Group	Number of vacancies lapsed		
		SC	ST	Total
SINGRAULI				
1975	B	19	13	32
to	C	58	52	110
1986	D	30	20	50
RIHAND				
1975	B	—	—	—
to	C	05	02	07
1986	D	—	—	—
RAMAGUNDAM				
1975	B	09	05	14
to	C	31	19	50
1986	D	19	06	25
KORBA				
1975	B	07	04	11
to	C	17	47	64
1986	D	09	—	09
Total		204	168	372

4.16 The rosters in respect of the above projects were also placed before the Committee. These registers were checked at random and some of the irregularities found were like stitching of new pages in the Roster Registers, incorrect entries at the end of the recruitment year and non-indication of backlog vacancies for the previous two recruitment years.

4.17 The Committee note that an officer of the rank of Assistant Personnel Officer has been appointed as Liaison Officer in various projects of the NTPC to look after the matters relating to SC/ST. They suggest that, as required under the rules, a senior officer of the level of Deputy Secretary be appointed as the Liaison Officer to ensure effective compliance of reservation orders in respect of SC/ST.

4.18 Although separate cells have been set up at the Corporate Centre and in other offices/projects of NTPC to look after the implementation of reservation orders for SCs/STs, the composition of the cells in some of these projects indicates that no SC/ST employee has been posted in these cells. The Committee suggest posting of SC/ST employee also in these cells in each project/office.

4.19 The Committee regret to note that in some of the NTPC offices the rosters were not being maintained properly. Needless to say that it is the duty of the Liaison Officers of NTPC and the Ministry to see that the rosters are maintained properly as per Government orders and this should be ensured in future. There has also been failure/delay in sending the reports of inspection of rosters by the Liaison Officers to the Corporate Centre, NTPC. The Committee would emphasise the need for timely submission of these inspection reports and taking of immediate necessary corrective action on the deficiencies pointed out therein.

4.20 The Committee also suggest that the officers of NTPC who go on inspection to the projects/units should be imparted training regarding the reservation policy and the maintenance of the rosters so that in addition to their other assignments, they could also report in regard to actual implementation of the reservation policy.

C. Complaints/Grievances

4.21 The general grievances procedure followed in NTPC for general staff also apply to SC/ST employees. No separate complaints register was being maintained for SC/ST employees and a record of grievances of all the employees under the grievances procedure was maintained. The exact number of complaints received from SC/ST employees during the last three years region/zone-wise was not available.

4.22 The general nature of grievances were promotions, pay fixations and transfers and were normally disposed of within the time frame ranging from one week to four months. There was no complaint regarding the non-implementation of the reservation orders. The grievances were duly registered and monitored regularly by Liaison Officers who if necessary took up the issue with the highest possible authority.

4.23 In reply to a question regarding maintenance of separate complaint register to record grievances of SC/ST employees and number of complaints received during the last three years it was stated that separate complaint register for SC/ST in various offices of NTPC were started from 1990 and three complaints had been received during the year. During the course of evidence when Committee pointed out that how could there be only three complaints in such a big organisation, the representative of NTPC stated that these three complaints were received in the Corporate Office and did not include complaints received in other offices/projects.

4.24 The Committee note that a separate complaint register for dealing with the grievance of SC/ST employees has been started only in 1990. They recommend that publicity should be given about the existing arrangements for the registering and redressal of the grievances of SC/ST employees so that they have no difficulty in approaching the right person for the redressal of their grievances.

CHAPTER V
PROCEDURAL MATTERS

A. Recruitment Procedure

(a) Recruitment Policy

5.1. As per the recruitment policy and procedure of the NTPC all recruitments to the executive cadres (induction level E-2, scale Rs. 1100—2000) and executive trainees for all divisions and projects of NTPC are centralised in the Corporate Centre and the recruitment in respect of all other non-executive personnel (induction level like unskilled group-scale Rs. 550-715; skilled group and equivalent secretarial and clerical staff-scale Rs. 620-920, and Supervisory and equivalent categories-scale Rs.750-1250/- are to be made by the concerned Project/ Division Offices.

5.2 Further it has been provided in the above policy that towards the fulfilment of the Company's social and national obligations it would always be NTPC's endeavour to provide gainful employment on a preferential basis to the candidates belonging to Scheduled Castes, Scheduled Tribes, economically backward classes, ex-servicemen, persons uprooted from the project areas and other unfortunate sections of the society and for that purpose the directives of the government concerning reservation of vacancies and special concession to be allowed to such candidates would be most strictly and conscientiously adhered.

(b) Procedure for Recruitment

5.3 The procedure for recruitment to various categories of staff in National Thermal Power Corporation is as under:-

- | | |
|-----------------|---|
| (a) For Group A | (i) All India Competitive Test followed by test/ interview of short-listed candidates.
(ii) Advertisement on All India basis including Employment News and Campus recruitment. |
| (b) For Group B | Advertisement in leading newspapers on regional/national basis and Employment Exchanges. |
| (c) For Group C | Notification to local employment exchange/ advertisements; and test/interview of short-listed candidates. |
| (d) For Group D | Notification to local employment exchange and interview of short-listed candidates. |

5.4 The Committee were informed that Radio announcement are also used for advertising vacancies reserved for Scheduled Castes/Scheduled Tribes. The number of posts reserved for Scheduled Castes & Scheduled Tribes are specified in the advertisement/requisitions to the Employment Exchanges in the case of Group 'C' and 'D' posts. The copies of the advertisements are also sent to the recognised All India Associations and Organisations of Scheduled Castes and Scheduled Tribes for advising the SC/ST candidates to apply for the post to the NTPC either direct or through Employment Exchange.

(i) Notifications for Recruitment to Group A & B Posts in Newspapers

5.5 Asked about the reasons for not specifying the exact number of vacancies and the number of vacancies reserved for SC/ST in the notifications for recruitment to Group 'A' & 'B' posts, the Committee were informed as under:—

“The recruitment process for Group 'A' post has relatively longer lead time of 6-9 months. The company has been expanding at a fast rate. In view of the above and also to ensure that the company's activities do not get affected by the shortage of manpower, the advertisements are released in anticipation of approval/sanction of future projects. Thus, the panels are drawn to meet future requirements as well. Furnishing of exact number of vacancies reserved for SC/ST, therefore, was not done.”

5.6 The Committee were further informed that it was now proposed to indicate the exact number of vacancies reserved for SC/ST category in the advertisements released for Group 'A' & 'B' posts to meet immediate requirements.

5.7 During the course of the evidence the Committee were informed that the advertisements were given in all the important national dailies. The Committee pointed out that these national dailies did not reach the areas such as North-East Assam etc. where thousands of unemployed and qualified engineers, doctors and other persons with higher qualification were available.

(ii) Notifications to Employment Exchanges for Recruitment

5.8 The recruitment policy and procedure of NTPC states as under:—

“In respect of recruitment to non-executive posts (carrying a minimum basic Pay Rs. 1250/- per month and below) all vacancies

will be notified to the Employment Exchanges in terms of Employment Exchanges (Compulsory Notification of vacancies) Act, 1959.

Provided that notification for recruitment to reserved vacancies will also be issued to Associations concerned, copies of notification may also be sent simultaneously to the Central Employment Exchange and other Employment Exchanges in the neighbouring districts within the State and Government and semi-Government organisations and/or the positions may be advertised in the local press subject however to the condition that all things being equal, preference will be given to suitable candidates sponsored by the concerned Employment Exchange."

5.9 To a specific query whether the Notifications were circulated to other employment exchanges located in the areas where the density of SC/ST population was more, the Committee were informed that the necessary notifications regarding vacancies pertaining to SC/ST were sent to local Employment Exchanges and it was left to the Exchanges to circulate to other Employment Exchanges as might be deemed necessary by them.

5.10 The Committee enquired whether the reasons for rejection of SC/ST candidates were being intimated to the Employment Exchanges concerned. They were informed that the nature of details furnished to the Employment Exchange included total number of SC/ST candidates sponsored by the Employment Exchange, number selected and the number rejected. However, the particulars of rejected candidates were indicated, but the specific reasons for their rejection were not given.

5.11 When the Committee drew the attention to the directive which *inter-alia* stated that "specific reasons therefor should be communicated to the Exchange", the representative of NTPC said "It will be done. If it has not been done, we will do it in future".

5.12 The Committee regret to note that, in violation of the instructions contained in the Department of Personnel and Training's O. M. dated 6.7.1989, in the notifications issued by NTPC for recruitment to Group 'A' and 'B' posts the total number of vacancies and the vacancies reserved for Scheduled Castes and Scheduled Tribes were not being specified. The reasons are hardly convincing. They hope that in future the required information will be invariably included in all the notifications issued for recruitment to various posts.

5.13 The Committee also recommend that besides releasing these

advertisements in important national dailies, the vacancies should also be advertised in popular regional Dailies of the areas having large SC/ST population especially in the North-East.

5.14 The Committee are unhappy to find that the notification in respect of vacancies reserved for SC/ST was being sent by the management to local employment exchanges only in spite of the fact that the rules framed by NTPC themselves provide that copies of such notifications should also be sent to other agencies concerned. They take a serious view of the violation of the prescribed procedure by the Management. The Committee stress that besides sending the notification for recruitment on reserved posts to the concerned local employment exchange, the copies there of should also be forwarded to Central Employment Exchange, Employment Exchanges of neighbouring districts, the Directorate General of Employment and Training, New Delhi and Director of Social Welfare of the State concerned for sponsoring suitable SC/ST candidates. The Committee also recommend that the copies of such notifications should be sent to the Scheduled Castes/Scheduled Tribes organisations for advising the candidates to apply for the Posts through Employment Exchange.

5.15 The Committee view with concern the violation of the instructions in regard to the intimation to the Employment Exchange the specific reasons for the rejection of the SC/ST candidates and they hope that henceforth the NTPC while furnishing the details to the Employment Exchange, would also indicate the specific reasons for the rejection of the sponsored SC/ST candidates, as per the Government guidelines.

B. Recruitment Boards/Selection Committees/Departmental Promotion Committees

5.16 The constitution of the Recruitment Boards/Selection Committees and Departmental Promotion in NTPC is as under:—

(a) Composition of Recruitment Board

(i) For Group 'A' Posts

1. Chairman — A very senior level official retired/in Service.
2. Member — An expert from outside at appropriate level.
3. Member — An internal expert at appropriate level.
4. Member — Personnel Department representative.
5. Member — Representative of appropriate level belonging to SC/ST community.

(ii) For Post of Other Categories

1. Chairman — A senior official.
2. Member — An internal/outside expert at appropriate level.
3. Member — Personnel Deptt. representative.

4. Member — Representative of appropriate level from SC/ST community.
5. Member — Representative from Minority Community (for C & D category).

5.17 As regards the Recruitment/selection Boards constituted at the Corporate Centre, the Committee were informed of the total number of Selection Board constituted, number of Selection Boards with which SC/ST members associated and the number of times a SC/ST member represented in the Board as under:—

	1987	1988	1989	Total
Total No. of Selection Board Constituted	38	51	51	140
No. of Selection Boards with SC/ST Members	23	29	36	88
No. of times SC/ST Member Associated.				
1. Ex. Dy. Secretary Govt. of India	14	24	14	52
2. Dir. Field Pub.G.O.I.	05	—	—	05
3. Asstt. Director B.P.E.	02	01	—	03
4. Dy. Director, PESB	—	04	16	20
5. DCDE, NTPC	01	—	01	02
6. Ex. Additional Secretary, GOI	01	—	05	06
	23	29	36	88

(b) *Composition of Promotion Committees*

(i) *For Category 'A' Posts*

1. Chairman —CMD/Ddirector/Executive Director.
2. Member —Head of concerned Project/Unit/Department.
3. Member —Head of a Project/Unit/Department not connected with the project..
4. Member —Personnel Deptt. representative.
5. Member —SC/ST representative.

(ii) *For Other Categories of Posts*

1. Chairman —GM's nominee.
2. Member —HOD of concerned Deptt.
3. Member —Officer from Training Deptt.

4. Member -Personnel Officer/Sr. Personnel Officer nominated by concerned Head of Pers and Admn.
5. Member -SC/ST representative.

5.18 The number of DPCs constituted and SC/ST persons associated in the DPCs as member during the years 1987, 1988 and 1989 is as under:—

Year	Group 'A'	Group 'B' (Supr. to exe)	Group 'B' (other than supr. to exe) Group 'C' & 'D'
1	2	3	4
1987			
No. of DPC meetings constituted	3	2	2
Member	No. SC/ST Rep.	M.K. Ray, S.M.(Trg.) NTPC C. Padmanabhan Manager (CS) NTPC	No. SC/ST Rep.
1988			
No. of DPC meetings constituted	3	2	2
SC/ST Member	Vimal Chandra Dy. Commn. (Retd.) B.M. Kohle DGM, NTPC M.K. Ray DGM, NTPC	S.N. Mandal DCDE, NTPC	Gurnam Singh Dy. Mgr. NTPC.
1989			
No. of DPC meetings constituted	3	2	2
SC/ST Member	D.Ram Adl. Secy., (Retd.) Govt. of India. S. Samadar Dy. Secy. (Retd.) Govt. of India.	S.N. Mandal	Gurnam Singh

5.19 During the course of the evidence, the Committee pointed out that the list of SC/ST representatives for Selection Boards/Departmental Promotion Committees contained the names of most of the persons who were retired. They felt that the serving SC/ST senior level persons like Joint Secretary could also be included in such list. The representative of NTPC explained that depending upon the class of the posts, the appropriate level SC/ST representative was associated in the respective Selection Board/Departmental Promotion Committee. As far as outsiders were concerned, the Department of Public Enterprises circulated the list of SC/ST representatives and among them the NTPC chose the SC/ST person of appropriated level for association as member in the Selection Board/Departmental Promotion Committee. He felt that the serving SC/ST officer of appropriate level could be associated in case Department of Public Enterprises supply them with the list of names.

5.20 The representative of the Commissioner for SC/ST also expressed the view that the status of the person represented in the Board/DPC had definitely positive results.

5.21 The Committee recommend that instead of nominating retired officers, the senior level serving SC/ST officers should be associated as members of the Selection Boards/Departmental Promotion Committees to watch the interests of the SC/ST community and for this purpose the Department of Public Enterprises should circulate the names of such serving officers to all public undertakings. Efforts should also be made to find suitable persons belonging to Scheduled Tribes for associating as members of the Selection Boards/Departmental Promotion Committees.

CHAPTER VI
MISCELLANEOUS

A. Contract Labour

6.1 To a question whether perennial operations work like Civil and Electrical maintenance, canteens, sweeping, cleaning of garbage etc. were given to contractors and if so, the number of workers employed by the contractors of the NTPC and the percentage of SC/ST workers among them, it has been stated that the operations work like civil and electrical maintenance, canteens, sweeping, cleaning of garbage etc. were given on job contract and the number of workers employed as on Nov. 1990 by such contractors in various projects were as under:

Project	No. of workers
SSTPS	1786
KSTPP	1525
RSTPP	1626
BTPS	274
FSTPP	1484
VSTPP	1477
RH.STPP	551
BCTPP	213
KH.STPP	244
NCPP	450
TSTPP	138
KWGPP	69
NRTL	110

6.2 Further the recruitment of contract labour was under the control of contractor. The data regarding SC/ST candidates among the contract labour was not available. The contractors and the contract labour keep on changing depending upon requirements of work.

6.3 The Committee pointed out with concern as to how the jobs like canteen, sweeping, cleaning and civil maintenances etc. were being treated as of casual nature whereas for such jobs regular employees were required. The representative of the Ministry while appreciating the concern of the Committee stated as under:—

“Where there is a permanent nature of work round the year,

naturally, the purpose is to keep them regular pay rolls. That is an accepted principle for everybody.”

6.4 The Committee regret to note the employment of contract labour by NTPC even for jobs of regular nature. They would like the management to ensure that wherever there was a work of permanent nature, the persons are appointed on regular basis and preference is given to the poor land oustees, especially the SC/ST among them to avoid their exploitation by the contractors.

6.5 The Committee will also like NTPC to organise labour cooperatives comprising SC and ST land oustees of that area. NTPC should extend financial assistance to these cooperatives and it should be ensured that all temporary and seasonal nature of work is entrusted to these labour cooperatives only.

B. Socio Economic Development

6.6 The Committee have been informed that the NTPC has formulated a policy on facilities to be extended to land oustees, which *inter-alia* takes care of the interest of the Scheduled Castes and Scheduled Tribes land oustees. The policy provided for, among other things, allotment of shop/kiosks and award of petty contracts, other things being equal, the benefits are admissible in respect of SC and ST land oustees on preferential basis. The project management are also empowered to provide certain facilities like roads, drinking waters, wells, schools, health centres and electricity based on the identified needs of the neighbourhood. Accordingly, the projects and divisions of NTPC have taken up the socio-economic development measures for the welfare of the land oustees including SCs/STs. The projects like Korba which are situated predominantly in the tribal areas extend these benefits to the villages where the SC/ST population is largely inhabited.

6.7 The details with regard to number of families affected due to acquisition of land and facilities extended to land-oustees in respect of certain projects of NTPC were as under:—

Sl. No.	Project	Total affected families	SC/ST of this	Shops/Kiosk Total	Petty Contr. Total	Expenditure on facilities
1	2	3	4	5	6	7
1.	SSTPS	1457	241	25	19	47.01 Lac
2.	KSTPS	1087	143	7	2	23.00 Lac
3.	RSTPP	2279	300	7	2	71.80 Lac
4.	FSTPP	10548	—	6	75	
5.	VSTPP	2000	405	61	19	46.61 Lac
6.	RH.STPP	1247	196	3	16	20.00 Lac

1	2	3	4	5	6	7
7.	KH.STPP	3089	106	2	55	7.50 Lac
8.	NCTPP	1846	89	3	3	15.00 Lac
9.	TSTPP	1750	—	1	22	21.61 Lac
10.	AuGPP	307	51	5	1	6.00 Lac
11.	AnGPP	103	9	—	—	—
12.	KwGPP	51	0	0	0	—

6.8 The Committee noted with concern that there were a large number of poor land oustees families, especially belonging to SC/ST, who had not been given any job and wanted to know the steps being taken to provide them with job by the NTPC. The representative of NTPC stated that as per the policy framed by the Corporation either of the facilities like employment, allotment of shop, petty contract work were provided to land oustees. In employment the land oustees were considered and given preference for unskilled jobs in the project. It was further stated that because of limited jobs, all could not be accommodated.

6.9 When the Committee suggested that the NTPC should prepare some rehabilitation scheme for the land-oustees poor families, especially belonging to the SC/ST, representative of the NTPC stated as under:—

“This whole issue is under the consideration of the Government. This issue has come up in a big way because we are going in for more and more project. There is a demand that till jobs are provided, some monthly pension should be given to these people. This issue is before the Government. We have been following whatever the present policy of the Government. If the Government policy gets it changed tomorrow, we are ready to follow that changed policy. The question is not of our ability to pay. If we create any distortion in one particular area, then people in other areas also quote that as a precedent and demand for the same. We have to follow a uniform policy at every project. The Government policy is under review. They are already considering it.”

6.10 When the Committee insisted for doing something for the remaining land oustees who had not been provided with any job, the representative of the NTPC added as under:—

“This is a very large question which is before the Government. We have paid full compensation as determined by the State Government. Now, what we are trying to do is that first preference would be given to the land oustees because all the members in the family can not be provided jobs. If one member from a family is to be provided a job, they will have preference as far as unskilled jobs are concerned. These are some of the measures which we have already taken. Now the larger question

which you are raising about the remaining families is that what Government of India is going to do for them? My suggestion is that this matter is not applicable to Ramagundam. This will apply to all Central Government projects. Now, the government has to determine what sort of compensation it is in a position to give. We will abide by the final decision of the Government."

6.11 The representative of the Ministry further stated as under:—

"If there is any change in the existing policy of rehabilitation in respect of all national projects. It is a matter to be decided at the Cabinet level. Then, only a major policy change will come. NTPC will ensure and see that whatever decision is taken by the Government of India, NTPC will implement the same."

6.12 After detailed discussion the Committee expressed for the formation of peripheral development Committee at all the Projects and earmarking of some money out of NTPC Budget, like NALCO who had spent Rs. 25.00 Lakhs for the peripheral development.

6.13 The representative of the Ministry observed as under:—

"All the public sector undertakings are trying to do whatever they could on the peripheral development. Some have taken up Harijan Villages; some have taken up poor villages and they come either directly or through the authorities created under the Act."

6.14 The Committee regret to observe that even though a large number of families including SC/ST were displaced by the projects of NTPC at different places, very small number of land-oustees have been provided with employment, shops/kiosks or petty contracts. They are also unable to find out if any SC/ST family was provided with any of these facilities. The Committee recommend that NTPC should take immediate steps to rehabilitate the affected SC/ST families and provide them with suitable jobs or other opportunities including financial assistance to earn their livelihood. The Committee may be informed of the total number of SC and ST provided with employment, kiosks and contract etc. within six months.

6.15 The Committee feel that suitable houses with proper sanitation and other hygienic arrangements should be provided for the rehabilitation of the land-oustees, specially of SCs/STs. The accommodation should be spacious enough to meet the requirements of one family unit.

6.16 The Committee desire that special efforts be made for upliftment of more vulnerable sections of the SCs/STs living in the peripheral areas of NTPC projects. The Corporation should adopt some villages near their projects predominantly inhabited by SCs/STs and take measures for all round development of these villages. The Committee would appreciate if some specific amount is earmarked by NTPC in the Annual Budget for the upliftment of SCs/STs.

C. False Caste Certificates

6.17 The Committee have been informed that there were instances where the persons had obtained employment in National Thermal Power Corporation on the basis of false caste certificate. The cases which have been detected and the action taken in each case is as under:—

- “(i) Five cases of persons attempting to obtain regular employment after remaining on company roll on temporary basis were detected on verification of their certificates. The matter has been taken up with the concerned District Magistrate. These persons were arrested and a suit is filed in the District Courts.
- (ii) One case has been detected where a person secured employment in NTPC as an Executive by submitting the false SC Certificate. The certificate was cancelled by the concerned District Magistrate and passed an order to the Police to register a case against him under appropriate Section of IPC.”

6.18 When further enquired whether these persons were still on the NTPC roll or their services had been terminated and what steps were taken to see that such persons did not join offices on the basis of false caste certificates, the Committee were informed that the services of 5 persons, while trying to get regular employment in NTPC on the basis of false caste certificate had since been dispensed with. NTPC had not taken any action beyond handing over the case to the concerned authorities for filing the suit against the individuals. However, it was indicated at the time of handing over the case to the authorities that the alleged false caste certificate would be seized and these persons would not be allowed to carry the certificate, which would prevent them further misuse. As regards one case against the concerned executive, the matter was being pursued with concerned District Authorities.

6.19 As per para 13.3 of the Brochure on reservation for Scheduled Castes and Scheduled Tribes in services, an appointing authority may, if considers necessary for any reasons verify the claim of a candidate through the District Magistrate of the place where the candidate and/or his family ordinarily resides. If after appointment in any particular case, the verification reveals that the candidates claim was false his service may be terminated in accordance with the relevant rules/orders. The Committee therefore recommend that the appropriate action for terminating services of the concerned executive who was stated to have secured employment by submitting the false SC certificate may be taken under the relevant rules/order. The Committee would also like the Government to bring forward suitable legislation providing for penal action against the persons who get employment by producing false caste certificates, and also against the officials responsible for issue of such false caste certificates.

D. Annual Reports

6.20 As per Government instructions a note should be included in the Annual Report of the Ministry/Department about the activities of the Cell set up within the Ministry/Department under the control of the Liaison Officer to assist the Liaison Officer in the discharge of his duties in respect of matters relating to representation of Scheduled Castes and Scheduled Tribes in the establishments and services under the control of the Ministry/Department.

The statistics relating to representation of Scheduled Castes and Scheduled Tribes should also be incorporated in the Annual Reports of the Ministry/Departments. Besides the consolidated information in respect of the Ministry/Department as a whole including all the attached and subordinate offices, it would be useful to include in the Annual Report, information in respect of each organisation/establishment under a Head of Department. Similar information in respect of statutory and semi-Government bodies and in respect of Public Sector Undertakings under the control of the Ministry/Departments may also be usefully included in the Annual Reports.

6.21 From the Annual Report for the year 1989-90 of the Department of Power, it has been noticed that while the required statistical information in respect of the Department, its Controller of Accounts and Central Electricity Authority has been given in the Report, the required information has not been appended in respect of public sector undertakings, etc. under the control of the Department of Power. The Annual Reports of NTPC for the years 1988-89 and 1989-90 also do not provide the required information in respect of SC/ST.

6.22 The Committee, therefore, recommend that in future the requisite statistical information in respect of representation of Scheduled Castes and Scheduled Tribes in services and welfare measures taken for the upliftment of Scheduled Caste and Scheduled Tribe employees in respect of the public undertakings, etc. under its control should invariably be incorporated in the Annual Reports of Department of Power. Similarly all information in respect of SC/ST employees of NTPC, such as details of welfare measures, the total strength, category-wise, number of vacancies filled up, backlog vacancies carried forward, promotions to SCs/STs given in different categories and steps taken or proposed to be taken to fill up all the reserved vacancies for SCs/STs, backlog as well as current, may be incorporated in the Annual Report of NTPC.

6.23 The Committee further recommend that the Government should ensure incorporation of such information in the Annual Reports of all Public Sector Undertakings.

NEW DELHI;
November 28, 1991

Agrahayana 7, 1913(S)

K. PRADHANI,
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes

APPENDIX

(Vide Para of Introduction)

Summary of Conclusions/Recommendations Contained in the Report

Sl. No.	Reference to Para No. in the Report	Summary of Conclusions/Recommendations
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1. 1.7

The Committee regret to note that despite their repeated recommendation for appointment of at least one SC/ST Director on the Board of Directors of Public Undertakings, out of 13 Directors in the Board of Directors of N.T.P.C., none of them belongs to SC/ST. They reiterate that serious efforts be made to find a suitable SC/ST person, official or non-official, for appointment as Director on the Board of Directors of N.T.P.C.

2. 2.35

The Committee note with dismay that there has been heavy shortfall in filling up of vacancies reserved for SCs/STs in various projects of NTPC. The overall percentage of SC employees in 19 projects in Groups A, B, C and D posts was only 3.96, 10.27, 14.96 and 20.72 and the percentage of ST employees was 0.73, 0.80, 5.60 and 9.89 only. There were shortfalls both in direct recruitment as well as in vacancies filled through promotions. As many as 1650 posts in Groups A to D were dereserved during the year 1986 to 1988 and 566 posts were allowed to lapse during the years 1987 to 1989. It is strange that the vacancies existed and were also allowed to lapse not only in Group A posts but even in Groups B, C and D posts. The usual plea of NTPC that SC/ST candidates with requisite qualifications and experience were not forthcoming even after allowing the relaxations/concessions in standard of suitability is hardly convincing. Considering the fact that as a result of special recruitment drive in 1989 the

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Company had been able to recruit 313 SC/ST persons as against only 113 persons recruited during the three years period of 1987 to 1989, the Committee cannot help concluding that there was lack of serious efforts in the past to implement the reservation policy

3. 2.36

The Committee find that though a decision was taken in August, 1988 to constitute a task force for improvement of representation of SC/ST, it was actually constituted about a year later only in September, 1989. The Committee deprecate lukewarm attitude of management towards effective implementation of the reservation policy.

4. 2.37

The Committee also find that some of the recommendations of the task force were in regard to matters on which instructions had already been issued by Government. Apparently there was failure on the part of the management to implement the existing instructions of Government which is regrettable. Had timely action been taken in this regard, the status of SCs/STs in NTPC would have been better than at present. The Committee hope that the NTPC would implement the reservation policy more effectively and sincerely in future. They stress that a time bound programme be drawn up to fill up the existing SC/ST vacancies in various categories of posts.

5. 2.38

In order to wipe out the shortfall in posts reserved for ST, the Committee recommend that special recruitment teams be sent to areas of tribal concentration, especially in the North-Eastern States, Bihar, Orissa and Madhya Pradesh.

6. 2.39

The Committee also find that although NTPC has been functioning since 1975, the Board of Directors reviewed implementation of the reservation policy only once in 1988-89. They take a serious view of the lack of proper attention and the absence of periodic review by the Board in this regard. The Committee recommend that, as agreed to during evidence, there should be an annual review of the implementation of the reservation policy at the Board level and necessary measures taken to ensure its

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- effective implementation. The position in this regard also needs to be closely monitored by the Ministry.
- 7 3.3 The Committee desire that the proposal of NTPC to increase the existing number of scholarships for SC/ST students pursuing Degree/Diploma courses of Engineering be finalised and implemented at an early date so that more SC/ST candidates are available for selection and appointment in NTPC against the reserved vacancies. The practice of selecting SC/ST candidates from schools for training in I.T.Is and to provide them scholarships, as is stated to have been followed in Orissa, should be extended to other parts of the country also.
- 8 3.6 The Committee, therefore, recommend that in order to minimise the shortfalls, special efforts should be made to select a large number of SC/ST candidates and impart them pre-recruitment training separately. For this purpose, special training programmes to suit the SC/ST candidates may be drawn up.
- 9 3.12 The Committee recommend that SC/ST employees in the categories of Groups 'B' 'C' and 'D' where there is promotion by selection on the basis of written examination should also be imparted pre-promotional training to bring these employees upto the requisite standard so that they are able to compete with the other for promotion to the next higher posts. The question of further relaxation of standards for SC/ST candidates for promotion may also be considered to make up the shortfall in various posts.
- 10 3.17 The Committee note that the percentage of SC/ST employees to the total employees sponsored for training under the various programme is very low. They recommend that more SC/ST employees should be sponsored for various training programmes conducted by NTPC and other institutions.
- 11 3.22 From the further information furnished to them, the Committee find that in the statement sent to them earlier regarding number of persons sent for training abroad all the 18 persons shown under
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SC/ST category belonged to SC only and non belonged to ST category. The Committee recommend that ST employees should also be selected and sent for training abroad. They further desire that as far as practicable prescribed percentage of reservation between SC and ST and others should be maintained in the matter of giving training abroad also.

12. 3.26

The Committee suggest that long term perspective plan be prepared by NTPC for the requirement of SC/ST manpower in various projects and measures taken for their selection and training so that suitable persons are available for appointment against the reserved vacancies as and when required.

13. 4.7

The Committee regret to note that the Ministry of Energy (Department of Power) has not yet set up a separate SC/ST Cell under the direct control of the Liaison Officer to assist him in discharging his duties effectively. They recommend that a separate SC/ST Cell with adequate staff, who are well conversent with the order/instructions on reservations for SC/ST should be set up in the Ministry immediately so that the interests of SC/ST are properly looked after.

14. 4.8

The Committee are also unhappy to find that the Liaison Officer of the Ministry has never inspected the rosters maintained by the NTPC. As the Ministry have overall responsibility to ensure proper implementation of the reservation orders in officers/public undertakings under them and periodical inspection of posters is essential for this purpose, the Committee desire that annual inspection of the rosters maintained by NTPC should be conducted by the Liaison Officer of the Ministry to ensure strict observance of orders regarding reservations for SCs/STs.

15. 4.17

The Committee note that an officer of the rank of Assistant Personnel Officer has been appointed as Liaison Officer in various projects of the NTPC to look after the matters relating to SC/ST. They suggest that, as required under the rules, a senior officer of

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		the level of Deputy Secretary be appointed as the Liaison Officer to ensure effective compliance of reservation orders in respect of SC/ST.
16.	4.18	Although separate cells have been set up at the Corporate Centre and in other offices/projects of NTPC to look after the implementation of reservation orders for SCs/STs, the composition of the cells in some of these projects indicates that no SC/ST employee has been posted in these cells. The Committee suggest posting of SC/ST employee also in these cells in each project/office.
17.	4.19	The Committee regret to note that in some of the NTPC offices the rosters were not being maintained properly. Needless to say that it is the duty of the Liaison Officers of NTPC and the Ministry to see that the posters are maintained properly as per Government orders and this should be ensured in future. There has also been failure/delay in sending the reports of inspection of rosters by the Liaison Officers to the Chairman and Managing Director, NTPC. The Committee would emphasise the need for timely submission of these inspection reports and taking of immediate necessary corrective action on the deficiencies pointed out therein.
18.	4.20	The Committee also suggest that the officers of NTPC who go on inspection to the projects/units should be imparted training regarding the reservation policy and the maintainance of the rosters so that in addition to their other assignments, they could also report in regard to actual implementation of the reservation policy.
19.	4.24	The Committee note that a separate complaint register for dealing with the grievance of SC/ST employees has been started only in 1990. They recommend that publicity should be given about the existing arrangements for the registering and redressal of the grievances of SC/ST employees so that they have no difficulty in approaching the right person for the redressal of their grievances.
20.	5.12	The Committee regret to note that in violation of the instructions contained in the Department of Personal and Training's O.M. dated 6.7.1989 in the

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notifications issued by NTPC for recruitment to Group 'A' and 'B' posts the total number of vacancies and the vacancies reserved for Scheduled Castes and Scheduled Tribes were not being specified. The reasons are hardly convincing. They hope that in future the required information will be invariably included in all the notifications issued for recruitment to various posts.

21. 5.13

The Committee also recommend that besides releasing these advertisements in important national Dailies, the vacancies should also be advertised in popular regional Dailies of the areas having large SC/ST population especially in the North-East.

22. 5.14

The Committee are unhappy to find that the notification in respect of vacancies reserved for SC/ST was being sent by the management to local employment exchanges only inspite of the fact that the rules framed by NTPC themselves provide the copies of such notifications should also be sent to other agencies concerned. They take a serious view of the violation of the prescribed procedure by the Management. The Committee stress that besides sending the notification for recruitment on reserved posts to the concerned local employment exchange, the copies thereof should also be forwarded to Central Employment Exchange, Employment Exchanges of neighbouring districts, the Directorate General of Employment and Training, New Delhi and Director of Social Welfare of the State concerned for sponsoring suitable SC/ST candidates. The Committee also recommend that the copies of such notifications should be sent to the Scheduled Castes/ Scheduled Tribes organisations for advising the candidates to apply for the posts through Employment Exchange.

23. 5.15

The Committee view with concern the violation of the instructions in regard to the intimation to the Employment Exchange the specific reasons for the rejection of the SC/ST candidates and they hope that henceforth the NTPC while furnishing the details to the Employment Exchange, would also indicate the

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specific reasons for the rejection of the sponsored SC/ST candidates, as per the Government guidelines.

24. 5.21 **The Committee recommend that instead of nominating retired officers, the senior level serving SC/ST officers should be associated as members of the Selection Boards/Departmental Promotion Committees to watch the interests of the SC/ST community and for this purpose the Department of Public Enterprises should circulate the names of such serving officers to all public undertakings. Efforts should also be made to find suitable persons belonging to Scheduled Tribes for associating as members of the Selection Board/ Departmental Promotion Committees.**
25. 6.4 **The Committee regret to note the employment of contract labour by NTPC even for jobs of regular nature. They would like the management to ensure that wherever there was a work of permanent nature, the persons are appointed on regular basis and preference is given to the poor land oustees, especially the SC/ST among them to avoid their exploitation by the contractors.**
26. 6.5 **The Committee will also like NTPC to organise labour cooperatives comprising SC and ST land-oustees of that area. NTPC should extend financial assistance to these cooperatives and it should be ensured that all temporary and seasonal nature of work is entrusted to these labour cooperatives only.**
27. 6.14 **The Committee regret to observe that even though a large number of families including SC/ST were displaced by the projects of NTPC at different places, very small number of land-oustees have been provided with employment, shops/ kiosks or petty contracts. They are also unable to find out if any SC/ST family was provided with any of these facilities. The Committee recommend that NTPC should take immediate**
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steps to rehabilitate the affected SC / ST families and provide them with suitable jobs or other opportunities including financial assistance to earn their livelihood. The Committee may be informed of the total number of SC and ST provided with employment, kiosks and contract etc. within six months.

28 6.15

The Committee feel that suitable houses with proper sanitation and other hygienic arrangements should be provided for the rehabilitation of the land-oustees, especially of SCs / STs. The accommodation should be spacious enough to meet the requirements of one family unit.

29. 6.16

The Committee desire that special efforts be made for upliftment of more vulnerable sections of the SCs/STs living in the peripheral areas of NTPC projects. The Corporation should adopt some villages near their projects predominantly inhabited by SCs/STs and take measures for all round development of these villages. The Committee would appreciate if some specific amount is earmarked by NTPC in the Annual Budget for the upliftment of SCs/STs.

30. 6.19

As per para 13.3 of the Brochure on reservations for Scheduled Castes and Scheduled Tribes in services, an appointing authority may, if it considers necessary for any reasons verify the claim of a candidate through the District Magistrate of the place where the candidate and / or his family ordinarily resides. If after appointment in any particular case, the verification reveals that the candidates claim was false his service may be terminated in accordance with the relevant rules / orders. The Committee therefore recommend that the appropriate action for terminating services of the concerned executive who was stated to have secured, employment by submitting the false SC certificate may be taken under the relevant rules / order. The Committee would also like the Government to bring forward suitable legislative measures providing for penal action against the persons who get employment by producing false caste certificates, and also against the officials responsible for issue of such false caste certificates.

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31. 6.22

The Committee, recommend that in future the requisite statistical information in respect of representation of Scheduled Castes and Scheduled Tribes in services and welfare measures taken for the upliftment of Scheduled Caste and Scheduled Tribe employees in respect of the public undertakings, etc. under its control should invariably be incorporated in the Annual Reports of Department of Power. Similarly all information in respect of SC / ST employees of NTPC, such as details of welfare measures, the total strength, category-wise, number of vacancies filled up, backlog vacancies carried forward, promotions to SCs / STs given in different categories and steps taken or proposed to be taken to fill up all the reserved vacancies for SCs / STs, backlog as well as current, may be incorporated in the Annual Report of NTPC.

32. 6.23

The Committee recommend that the Government should ensure incorporation of such information in the Annual Reports of all Public Sector Undertakings.
