

NATIONAL COMMISSION FOR SCHEDULED CASTES

Minutes of the Review Meeting undertaken by the National Commission for Scheduled Castes on 24-11-2014 to assess and monitor of implementation of reservation policy for Scheduled Castes in Engineers India Ltd. (EIL), New Delhi

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The National Commission for Scheduled Castes held a Review Meeting to assess the implementation of the reservation policy in EIL as per the mandate given under Article 338 of the Constitution of India. Prior to holding of review meeting, the Commission sought replies from EIL on a detailed Questionnaire and after receipt of the requisite information/reply, the full Hon'ble Commission under the Chairmanship of Dr. P.L. Punia, Chairman along with Dr. Raj Kumar Verka, Vice-Chairman, Shri Raju Parmar, Member and Shri Ishwar Singh, Member and Smt. P.M. Kamalamma, Member of National Commission for Scheduled Castes conducted the review meeting on 24.11.2014 at the Headquarters of EIL. The CMD and other senior officials from EIL attended the meeting. A list of the participants is at Annexure-A.

A : Meeting with the EIL SC Employees Welfare Association :

The Commission held a meeting with the Office Bearers and Representatives of the EIL SC Employees Welfare Association. Prior to the meeting, the Hon'ble Chairman informed the Association about the mandate of the Commission and needs of review meeting. Thereafter, the EIL SC/ST Association raised the issue of harassment in promotion of SC/ST employees and representation of SC in higher posts and non-inclusion of SCs in various Committees constituted.

B : Meeting with the EIL Management :

Shri A.K. Purwaha, CMD welcomed the Commission and apprised the various activities undertaken by the EIL. Thereafter, the Hon'ble Chairman, in his opening remarks apprised the mandate of the Commission.

The Commission discussed the issues raised by the S.C. Employees Association and advised for submission for Action Taken Report. The CMD assured the Commission that the issues raised by the Association will be considered in a positive way and corrective steps will be taken. The Action Taken Report will be submitted in a stipulated period. Thereafter, discussion on the replies to the Questionnaire was held. After a detailed discussion on the data/information provided by EIL, the Commission made the following observations :-

(1) Relaxed norms in recruitment (with respect to marks) and promotion being followed for reserved category in EIL.

It was clarified by the Management that relaxation in age and marks are being extended to SC/ST/OBC candidates during selection process. Further as per Govt. guidelines reservation in promotion is extended upto lowest rung of 'A', while relaxation/'concession in promotions is extended in Group A.

(2) Display of Dr. B.R. Ambedkar photo in the board room of EIL.

It was assured that the photo of Dr. B.R. Ambedkar would be displayed on or before 25.11.2014.

(3) Status of recruitment of SC/ST category in Finance & Accounts department.

It was stated that presently, around 14% of the total manpower in F&AS directorate belongs to SC/ST.

(4) Representation of SC/ST official in EIL Board.

It was informed that Board members are appointed by PSEB. However, in the year 2004-05, Director(Commercial) on EIL board was from SC category. Also one independent director belonging to ST category was on EIL board till August, 2014.

(5) Reason for less representation of OBC in EIL.

It was clarified that representation of OBC is less since reservation has been implemented only after 1993 and the same is increasing subsequently.

(6) Regular quarterly meetings with the SC/ST Association.

The Management informed that quarterly meetings with SC/ST association are held with the GM (HR) while half yearly meetings are held with Director (HR). Further informal meetings with SC/ST association are also conducted at mutual convenient dates.

(7) Representative for SC/ST in promotion Committees at higher levels.

It was informed that one SC/ST representative is included in the Promotion Committees for promotions to Levels 17 & 18.

(8) Hiring of Consultant from SC/ST category.

It was informed that Consultants/Advisers are hired based on company's specific requirement, irrespective of the category of person. The NCSC advised that the due preference may be given to Consultants/Advisers belonging to SC category.

(9) Matters related to specified employees (Vinay Chhabra, RM Humaney, Surinder Singh & Satish Kumar).

The Management assured that on these cases details will be sent.

The meeting ended with a vote of thanks to the Chair.

EIL

ANNEXURE - A

NATIONAL COMMISSION FOR SCHEDULED CASTES

List of Participants from NCSC

1. Dr. P.L. Punia, Chairman
2. Dr. Raj Kumar Verka, Vice Chairman,
3. Shri Raju Parmar, Member
4. Smt. P.M. Kamalamma, Member
5. Shri Ishwar Singh, Member
6. Shri Vinod Aggarwal, Secretary
7. ~~Dr. Smita S. Choudhari, Joint Secretary~~
8. Shri Kanhaiya Lal, Director
9. Shri M.R. Bali, Consultant

Officers of EIL

1. Shri A.K. Purwaha, C&MD
2. Shri M.M. Saha, General Manager (Liaison Officer)
3. Shri Adil Firoze, General Manager (CA)
4. Shri H.C. Nagar, General Manager (ER)
5. Ms. Veena Swarup, Director (HR)
6. Shri A.K. Kalra, Head (HRD)
7. Shri A. Bhonnik, DGM (HR)

The SC officials of Welfare Association of EIL

1. Shri N.B. Gautam,
2. Shri A.K. Muduolia,
3. Shri A.R. Purushottam,
4. Shri Chander Pal
5. Shri Suresh Chand