

No. 28/Review-NBCC/2014/SSW-I

National Commission for Scheduled Castes

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 13.01.2015 to assess and monitor of implementation of reservation policy for SC in National Building Construction Corporation, New Delhi.

A list of participants in the meeting is at Annexure A.

The National Commission for SCs first held a meeting with office bearers of the NBCC SC/ST Employees Welfare Association. The Associations presented a memorandum before the Commission highlighting the following issues/points:-

1. Disparity in transfer-The SC/ST Employees are transferred without considering their seniority at particular station.
2. The Scheduled Castes representative in the DPC conducted for promotions are nominated who does not know the Rules of Reservation.
3. Disparity in vigilance case- It was reported that more number of SC/ST Employees are panelized in comparison of general category employees.
4. The Sweepers working at Headquarter were transferred to the North East. It is very difficult to them to run their families in a very low salary of Rs. 5500/- far from headquarter. The contractual appointment were made in place of them. These contractual sweepers should be regularized.
5. The SC candidates who comes on merit are treated against the reserved point. He should be treated as general candidates.

Meeting with the Management

The CMD NBCC welcomed Dr. P.L. Punia, Chairman along with Dr. Raj Kumar Verka, Vice-Chairman, Shri Raju Parmar, Member, Sh. Ishwar Singh, Member, Dr. Vinod Aggarwal, Secretary and Dr. Smita S. Chaudhri, Joint Secretary and other Officers of NCSC. Thereafter CMD NBCC gave a brief description about NBCC and its efforts towards development and upliftment for Scheduled castes.

The Hon'ble Chairman, NCSC in his welcome address apprised the NBCC Ltd. about the constitutional mandate of the Commission and the need for this review meeting. He informed NBCC management that SC employees in general are satisfied in NBCC and that is good sign.

The issues raised by the SC/ST Employees Welfare Association were raised one by one and explained to management CMD informed that there is no disparity in the transfer as the seniority list does not indicate the caste of the employees. The representative of Scheduled Castes in DPC as suggested by the SC employee association is called in the interviews. The SC representation in NBCC is 17% against the mandate of 16% strength. The Vigilance cases are dealt as per the guidelines issued by the Central Vigilance Commission and no discrimination is made against the scheduled caste employees. The SC candidates who comes on merit are treated against the general point. Thereafter, the replies given by the NBCC Management on the questionnaire of the NCSC were discussed.

The Chairman brought to the notice of CMD that NBCC is not providing details of relaxation made in the selection/recruitment of SCs and OBCs. However, NBCC submitted that all relaxation/concession as prescribed and notified by Govt. from time to time are being implemented. The Joint Secretary, NCSC stated that separate OBC data regarding direct recruitment as well as promotion in all cadre posts has also not been provided by the NBCC. The CMD agreed to provide detailed information in this regard within one month.

The Chairman, NCSC stated that as per the information provided under promotion policy by the NBCC, it is not clear that what relaxations/concessions are being provided to the SC candidates in promotion. The promotion policy is applicable for all category officer/employees. As per the DoPT guidelines relaxation/concession should be provided to the SCs in the posts/cadres where reservation in promotion is not available. Further, the Chairman stated that details of the post-wise information indicating the level, pay scales and number of such posts where reservation are applicable in promotion and Direct Recruitment has not been provided. Hence, the aforesaid information may be provided separately for Direct Recruitment as well as promotion. The CMD agreed to provide detailed information in this regard within one month.

The Commission observed that there was shortfall of SC vacancies in Group-A cadre posts i.e. 04 and Group-C cadre posts i.e. 14. The post-wise backlog position has also not been provided. The NBCC Ltd. has also not submitted action plan to fill up such backlog vacancies. Similarly, during the year 2014 there were 16 carried forward/shortfall vacancies but, the details of post-wise carried forward vacancies have not been provided. Further, during the year 2013, there was shortfall of 2 SC vacancies in Group-C posts and similarly, during the year 2014 there was shortfall of SC vacancies in Group-A,B & C which comes 20 and out of which no SC vacancies have been filled up. However, NBCC informed that the selection against the backlog vacancies is under process. The Hon'ble Chairman advised that these backlog vacancies should be filled up in a time bound manner.

The Secretary, NCSC pointed out that there is no cadre strength and percentage of SCs against sanctioned strength shown in the Rosters maintained for all Cadre Posts under DR/promotion. The Cadre strength and percentage of SC representation should be shown and summary should be prepared accordingly at every cadre at the end of Roster. At the time of inspection of the roster, the Liaison Officer for SC / ST should sign and add date with remarks if any. DOPT guidelines should be adhered to during roster maintenance. The CMD informed that NBCC is following post based rosters as per Govt. guidelines issued in this regard, however changes /corrections as suggested as per DOPT guidelines will be implemented and report will be sent to NCSC within one month.

The Commission enquired about the backlog vacancies available prior to switching over the vacancy based roster as NBCC has not mentioned that out of total vacancies, how many were backlog SC vacancies as per vacancy based roster in all category prior to 01.01.1997. Further Commission also enquired about the shortfall of SC vacancies as on 02.02.1997 switching over to post based roster. The CMD, NBCC assured to provide detailed information in this regard within one month.

The Chairman NCSC enquired that how many SC employees were sent for foreign training during last three years. In this regard, CMD informed that as such there is no scope of foreign training in the NBCC but we will try to explore the possibility of the same and due representation will be provided to the SC employees if any.

The Vice-Chairman, NCSC inquired about the SC specific schemes being implementing by the NBCC for the welfare of scheduled castes under CSR activities. In this regard, CMD informed that NBCC is providing coaching for IIT aspirants. NBCC is also constructing the toilets for the girls school. He further informed that they are imparting computer training to the girls students in the Bahraich District, Uttar Pradesh under CSR. It was suggested that NBCC may enact a SC specific scheme, so that Scheduled Castes could be directly benefited under the CSR activities.

The Hon'ble Member Shri Raju Parmar raised the issue regarding non providing of pre-recruitment training to the SC candidates. He suggested that NBCC should explore the possibility of providing pre-recruitment training to the SC candidates in their own training institute so that prospective candidates get familiarized with NBCC jobs. The CMD agreed to the suggestion made and to take necessary steps in this regard.

The Commission pointed out that there are no regular sweepers in NBCC Hqrs. at Delhi. In this regard, CMD informed that there were 6

regular sweepers at Hqrs. They were transferred at the different destination where the NBCC projects are undergoing. Out of these 6 sweepers, 4 sweepers were transferred to the Mumbai, one sweeper transferred to Odisha and one sweepers transferred to Kolkata. At present sweepers are engaged through outsourcing at headquarter. These low paid employees effort be made to keep them at the place of their convenience.

The Chairman NCSC provided status of 03 grievances received/pending at NCSC during the meeting and advised NBCC to resolve the grievances on priority. The CMD informed that the grievances have been suitably examined and replied from NBCC side. Out of these three cases, in the case of Shri M.L. Kanojia he has got the promotion and in second case Shri Ram Lal Bairwa will be transferred by 31st January, 2015 and third case is under active consideration.

The Commission has also advised to the CMD, NBCC Limited to submit Action Taken Report on the recommendations made during the review meeting by the NCSC within one month positively.

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

ANNEXURE-I

NATIONAL COMMISSION FOR SCHEDULED CASTES

List of Participants from NCSC

1. Dr. P.L. Punia, Chairman in Chair
2. Dr. Raj Kumar Verka, Vice Chairman,
3. Shri Raju Parmar, Member
4. Shri Ishwar Singh, Member
5. Shri Vinod Aggarwal, Secretary
6. Smt. Smita S. Chaudhary, Joint Secretary
7. Shri Kanhaiya Lal, Director
8. Shri A.P. Gautam, Research Officer

List of Participants from NTPC

1. Dr. A.K. Mittal, CMD, CMD
2. Ms. B.K. Sokhey, CGM(Fin.)
3. Ms. D. Verma, CVO, NBCC
4. Shri P.K. Seth, E.D., NBCC
5. Shri Hem Raj, ED, NBCC
6. Shri Neelesh Shah, ED, NBCC
7. Shri Manas Kaviraj, G.M.(HR)
8. Shri S.K. Pal, Dir.(Fin.)
9. Shri Harish Manocha, Manager (IR)

The Representatives of NBCC Ltd. SC/ST Employees Welfare Association.

1. Shri Inder Singh, OAI
2. Shri Suresh Khitwalia, Ex. Member
3. Shri Ghasi Ram Verma, Vice-President
4. Shri Sukh Lal, Treasurer
5. Shri Bhagwan Dass, Secretary
6. Shri Trilok Chand, President
7. Shri S.K. Soni, Gen. Secretary
8. Shri B.S. Meena, Exe. Member
9. Shri Harish Kumad, Ex. Member