

File No. 21/Review/GAIL/2014-SSW-I

NATIONAL COMMISSION FOR SCHEDULED CASTES

Minutes of the Review Meeting undertaken by the National Commission for Scheduled Castes on 20.10.2014 to assess and monitor of implementation of reservation policy for Scheduled Castes in Gas Authority of India Ltd. (GAIL), 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 GAIL(India) Ltd. as per the mandate given under Article 338 of the Constitution of India. Prior to holding of review meeting, Commission sought replies from GAIL 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 National Commission for Scheduled Castes conducted the review meeting on 20.10.2014 at the Headquarters of GAIL Ltd. The CMD and other senior officials from GAIL attended the meeting. A list of the participants is at Annexure-A.

A : Meeting with the GAIL Ltd. SC Employees Welfare Association :

The Commission held a meeting with the Office Bearers and Representatives of the GAIL Ltd. SC Employees Welfare Association. Prior to the meeting, the Commission informed to the Association about the mandate of the Commission and needs of review meeting. Thereafter, the Association has

submitted memorandum of the grievances relating to non-implementation of proper reservation policy in GAIL Ltd. The main issues raised by the Association are as under :-

- The implementation of reservation policy in recruitment and filling of backlog vacancies.
- Implementation of reservation policy in promotion.
- Relaxation and concessions in promotion to the SC candidates.
- Grievances redressal system for SC and Liaison Officer.
- Welfare scheme for the weaker sections of the society under Corporate Social Responsibility (CSR) Scheme.
- Involvement of GSEWA in welfare committees of GAIL and providing basic facilities to GSEWA.
- ACR or PAD rating and its effects from SC/ST employees.
- Transfer and placement of the SC/ST employees.
- No reservation in Joint Venture companies of PSU /Govt. Department.
- Contractual workers and their poor representations of SC employees.
- Negligible representations of SC contractors in GAIL.

The issues raised by the Association were discussed at length. The Commission assured the Association to take up this issue with the Management. Moreover, the Commission has advised the Association Members to submit individual cases to the Commission directly for further action.

B. Meeting with the GAIL Ltd. Management :

The CMD, GAIL welcomed the Commission and apprised about the activities undertaken by the GAIL including the implementation of the reservation policy in

the GAIL. Thereafter the Hon'ble Chairman in his opening remarks apprised the mandate of the Commission.

The Commission discussed the point-wise issues raised by the SC employees to the GAIL and also gave a copy of the Memorandum of demands submitted by the Association to the Management for submission of Action Taken Report. The CMD, GAIL assured the Commission that the issues raised by the Association will be considered in positive way and corrective steps will be taken. The Action Taken Report will be submitted in a stipulated period. Thereafter the discussion on the replies to the Questionnaire was held. After a detailed discussion, the following issues were discussed :-

Backlog and shortfall of SC vacancies

The Commission observed that as per the information provided by GAIL there was backlog vacancies reserved for SCs as on 31.12.1996 under all Group posts i.e. 'A', 'B', 'C' and 'D' and thereafter the shortfall of SC vacancies as a result of switching over from vacancy based to post based roster system as on 2.7.1997 as in Group 'A' posts-14 and 6 Group 'B' posts also. No reason for filling up of shortfall of SC vacancies has been given by the GAIL. Hence, Management is advised to clarify and justify regarding filling up and non-filling up of these vacancies.

The CMD, GAIL agreed to look into the matter and take necessary action with submission of Action Taken Report.

Low Representation at higher level :

Out of 74 posts of G.M., there is only 6 G.M. belonging to SC category and only one SC E.D. out of 25 EDs. The Commission advised the Management for improvement of SC representation in higher posts of GM and ED level.

- Posting of SC officers in sensitive posts

The Commission observed that the SC officers are not posted like Vigilance, H.R. etc. Therefore, the NCSC advised that competent SC officers may be posted in these Divisions of the Company.

- The Commission suggested to the Management that Special Welfare Schemes may be made for welfare of SCs.
- The Commission also suggested that 10% relaxation may be awarded for the ACR rating to SC employees/officials for improving representation of SCs in higher posts.
- The SC employees must be given counseling in training for improving their advancement in the career/promotion.
- The Commission also suggested that the representation of SCs in the Board of Directors. The Management agreed to look into the matter and take necessary action.

Contractual Appointments:

i. The Commission observed that SC persons are not given adequate representation especially in housekeeping jobs. Management informed that engagements for these jobs are outsourced and engagements are made through contractors. However, the management assured the Commission that this issue will be examined and if necessary, a clause will be inserted in the MOU with the contractor, to ensure that sufficient number of SC persons are engaged for these jobs.

ii. The Commission further suggested that management should ensure that adequate number of contracts, as per the Government policy, are awarded to the Scheduled Castes persons.

Welfare Measures:

In order to strengthen the coordination and consultation between the management and the Scheduled Castes Employees Associations, the GAIL management may consider setting up Welfare Committee on Scheduled Castes

While concluding the Commission asked to provide the details of the Chief Liaison Officer to the Commission.

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

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. Dr. Smita S. Choudhari, Joint Secretary
7. Shri Kanhaiya Lal, Director
8. Shri G.K. Baurai, Deputy Secretary
9. Shri M.R. Bali, Consultant
10. Shri S.K. Dubey, Under Secretary

Officers of GAIL

1. Shri B.C. Tripathy, CMD
2. Shri M. Ravindran, Director (HR)
3. Shri Amit Ray, ED (HRD)
4. Shri M.B. Gohil, ED (PC)-OIL, PATA
5. Smt. Vandana Chanana, ED (CSR & CC)
6. Shri D. V. Shastry, GM (HRD)
7. Shri A.S. Mahapatara, DGM, (HRD)
8. Shri S.S. Pangti, DGM, (HR-Pers.)

The SC officials of Welfare Association of GAIL

1. Shri S.P. Singh, Sr. Manager
2. Shri Kamal Singh, Manager (Maint)
3. Shri B. Taib, Chief Manager
4. Shri S.R. Nirbhavana, M (F&A)