

**National Commission for Scheduled Castes**

**Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 8.12.2014 to assess and monitor of implementation of reservation policy for SC in State Trading Corporation Ltd. (STC), New Delhi.**

The National Commission for Scheduled Castes held a Review Meeting to assess the implementation of the reservation policy in STC Ltd. as per the mandate given under Article 338 of the Constitution of India. Prior to holding of the Review meeting, the Commission sought replies from the STC 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, NCSC conducted the review meeting on 8.12.2014 at the headquarter of STC Ltd. at Jawahar Viapar Bhawan, Tolstoy Marg, Janpath, New Delhi. The CMD and other senior office from STC Ltd. attended the meeting.

A list of the participants are at Annexure-I

**A: Meeting with the STC Ltd. SC Employees Welfare Association:**

The Commission held a meeting with the Office Bearers and Representatives of the STC 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 reservation policy in STC Ltd. The main issues raised by the Association are as under:-

- Non-holding of periodical meetings with the Office bearers of the SC employees Welfare Association.
- Case of 26 employees on amendment of promotion policy in 2006.
- Pending promotion issue of Shri Bachan Singh, DGM, STC Ltd. despite recommendation of National Commission for Scheduled Castes.
- Non-payment of VRS benefits to late Shri Ashok Kumar, SRS died three years back.
- Merger of local cadre and All India Cadre and non-participation of SC Association in arriving at the decision.
- Discrimination in Transfer and Posting of SC Employees.
- Circumstance under which one member belonging to Scheduled Castes namely Shri D. Venu Babu, Manager was terminated from services of the Corporation without any benefidits to his family in 2006.
- Non-representation of SC Association in various Committee Constituted by the Management.
- No DPC in the Managerial cadre has been heald for the last one and half year except AM to DMI (All India) and AM to DM (Local), that too once.
- Discrimination in promotion of SC Officers in Manager cadre –case of Shri Dwarka Prasad, CM.
- Non-implementation of reservation roster in STC
- Harassment by issuing charge-sheet and inquiries on false grounds.
- Case of Shri Kailash Narain, Driver Vs Shri R.K. Batra, DM, GAD for his harassment.
- Non-maintenance of Roster for allotment of flats in STC Housing Colony for SC Employees.

The issues raised by the Association were discussed at length. The Commission assured the Association to take up these issues with the STC Management. Moreover, the

Commission has advised the Association Members to submit individual cases to the Commission directly for further action.

**B. Meeting with the STC Ltd Management:**

Shri Khaleel Rahim, Chairman and Managing Director, STC Ltd. welcomed the Commission and apprised about the activities undertaken by the Corporation including the implementation of the reservation policy in the Corporation. 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 Employee Association of the STC Ltd. and also gave a copy of the Memorandum of demands submitted by the Association to the STC Management for submission of action taken report within one month. The CMD, STC Ltd. 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 stipulated periods. Thereafter, discussion on the replies to the Questionnaire was held. After detailed discussion on the data/information provided by the STC Ltd, the Commission made the following recommendations:

1. **Relaxation/concession in appointment of SCs and OBCs.** The Commission observed that no relaxation in the percentage of marks in written examination or interview was being provided to the OBC candidates. It was also observed, that the DoPT O.M. No. 36028/8/2009-Estt.Res dated 7.6.2014 provides concessions to the SCs in the post filled by promotion by selection posts within Group-A (Class-I) where reservation is not applicable in promotion of Group-A posts, the concession should be made available to the SCs as per the DoPT Order. Accordingly, the Commission suggested to provide the relaxation as per the DoPT guidelines. The CMD, STC Ltd. agreed to look into the matter and submission of report within one month.
2. **Maintenance of Roster:** The Commission noted that STC Ltd. is not maintaining the reservation rosters for promotional posts for various cadre/posts. This is a violation of DoPT O.M. No. 36012/2/96-Estt. (Res.) dated 2.7.1997 which provides that there shall be a separate reservation roster for Direct Recruitment in promotion in each posts. The Commission, therefore recommended that the Rosters for various posts/cadre for promotional posts should be prepared and maintained each post separately as per the guidelines of the DOP&T. Although there is time bound promotion policy, but maintenance of rosters is necessary to monitor appropriate representation of SCs in each cadre. The Commission also advised that the roster should be shown on the website of the STC Ltd.. The CMD, STC Ltd. agreed to and take necessary action with the submission of action taken report within one month.
3. **Representation of SCs and Backlog Vacancies:** The Commission observed that the representation of SCs in Group-B posts is below the prescribed percentage of reservation of 15%

during the last three years. Further, the STC Ltd has not given post-wise information along with representation of SCs. The Commission has also noted that the STC has not intimated reasons for non filling up of backlog vacancies prior to 1993 in Group-B category posts. In this regard, there is order from the DoPT that the backlog vacancies/shortfall of SCs should be filled up. Thus, if prior to 1993, there were backlog /shortfall of SC vacancies, the vacancies should be filled up as backlog by launching of Special Recruitment Drive. Therefore, the Commission recommended that the STC may submit post-wise representation of SCs in various cadre posts in Direct Recruitment and promotion for last three years. In addition, the STC Management may ensure that all the shortfall / backlog should be filled up immediately. The CMD, STC agreed to submit the action taken report within one month.

4. **Reservation for OBC:** The STC informed that reservation to OBC is given as per the guidelines of the Government. The NCSC has been mandated to monitor the safeguards of OBC also. In this regard, the Commission observed that the representation of OBCs in the various cadre /posts is below the prescribed percentage of reservation in Direct Recruitment i.e. 27%. Hence, The Commission recommended that the STC may take necessary steps to fulfill the adequate representation of OBCs in all cadre posts. The details of representation of OBC in different cadres and shortfall if any for the last three years may be intimated. All the shortfall should be filled up immediately The CMD, STC agreed to and submit the action taken report within one month.

5. **Group D Posts:** The Commission observed that no recruitment has been made under Group-D posts. The Commission felt that there are group-D posts after 6<sup>th</sup> Central Pay Commission and it is not clear that from what sources the cleaning and other works is made as a number of SCs are engaged for cleaning work. Hence, the Commission recommended that the STC Management may provide clarification and explore the possibilities for appointment /engagement of Safai Karamcharies. The CMD, STC agreed to and submit the action taken report within one month.

6. **Pre-recruitment and pre-promotional training to the SCs.** The Commission recommended that the STC Management may explore the possibilities for pre-recruitment training for SCs and OBCs and pre-promotional training for SCs.

The CMD, STC agreed to submit the action taken report within one month.

7. **Contractual appointment.** The Commission observed that no information about contractual appointment has been provided. Hence, this information may be provided.

The CMD, STC agreed to submit the action taken report within one month.

8      **Periodical meetings with the SC Employees Welfare Association.**      The Commission observed that no periodical meetings with the Office Bearers of the SC Employees Welfare Association of STC Ltd are been conducted. Hence, the Commission advised the STC Management to hold periodical meetings with the SC Employees Welfare Association regularly as per the DoPT guidelines and intimate the minutes of the meeting to the Association under intimation to the Commission.

The CMD, STC agreed to submit the action taken report within one month.

9      **Separate Interview.** As per the DoPT guidelines the interview for selection of reserved posts should be held separately for SC candidates. This has not followed. The Commission recommended that the separate interview for SCs should be held in future.

The CMD, STC agreed to submit the action taken report within one month.

10.    **Appointment on Compassionate Grounds:** On query raised by the Commission, it was informed that the STC Ltd is not giving appointments on compassionate grounds. The Commission asked details of benefits provided in lieu of compassionate appointment and list of cases considered under this scheme.

The CMD, STC agreed to submit the action taken report within one month.

11.    **Details about various scheme/activities under taken by the organization for the Welfare and Socio-Economic Development of SCs under SCP and CSR schemes.** The STC Ltd may submit details of expenditure incurred, allocation of funds, number of beneficiaries under SCP schemes under CSR scheme. It was also suggested that the STC Management may explore the possibilities for framing a scheme exclusively for SCs under CSR schemes.

The CMD, STC agreed to submit the action taken report within one month.

The meeting ended with vote of thanks to the Chair.

**NATIONAL COMMISSION FOR SCHEDULED CASTES**

**List of Participants from NCSC**

- 22. Dr. P.L. Punia, Chairman
- 23. Dr. Raj Kumar Verka, Vice Chairman,
- 24. Shri Raju Parmar, Member
- 25. Shri Ishwar Singh, Member
- 26. Dr. Vinod Aggarwal, Secretary
- 27. Shri Kanhaiya Lal, Director
- 28. Shri Y.K. Bansal, Research Officer

**Officers of STC Ltd**

- 19. Shri Khaleel Rahim, CMD
- 20. Shri S.K. Sharma, Director (P)
- 21. Shri Manoj Mishra, Director (Finance)
- 22. Shri R.L. Kaushal, G.M. (P)
- 23. Shri Hari Singh, G.M. & Liaison Officer for SCs
- 24. Shri T. Kerkatta, Joint G.M. (P)
- 25. Shri N.K. Juneja, Jt. G.M. (GAD)
- 26. Shri Kapil Rohtagi, D.G.M. (P)

**The SC officials of STC**

- 17. Shri Kailash Narayan
- 18. Ms. Rajkumari
- 19. Ms. Neelam Paul
- 20. Shri N.R. Chauhan
- 21. Shri Vinay Prakasa
- 22. Shri K.K. Jayant
- 23. Shri Sushil Kumar
- 24. Shri F.A. Ekka
- 25. Shri Rishpal Premi
- 26. Shri Somnath Guddu