

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

