

National Commission for Scheduled Castes

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 16.2.2015 to review and monitor of implementation of reservation policy for SCs and OBCs in NSIC, New Delhi.

The National Commission for Scheduled Castes held a Review Meeting to review and monitor the implementation of the reservation policy for SCs and OBCs in NSIC 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 NSIC 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 Shri Ishwar Singh, Member, and Smt. P.M. Kamamma, Hon'ble Member, NCSC conducted the review meeting on 16.2.2015 at the headquarter of NSIC, NSIC Bhawan, Okhla, New Delhi. The CMD and other senior office from NSIC attended the meeting.

A list of the participants are at Annexure-I

A: Meeting with the NSIC SC Employees Welfare Association:

The Commission held a meeting with the Office Bearers and Representatives of the NSIC, SC Employees Welfare Association. During the meeting Shri Harish Chandra, Liaison Officer for SCs, NSIC was also present. Prior to the meeting, the Commission informed to the Association about the mandate of the Commission and needs of review meeting. Thereafter the Association informed about implementation of reservation policy in NSIC. The representatives of the Association has informed to the Commission that the though, there is a time bound promotion in the Group-B, C and D category posts.

During the discussion, the Commission felt that the Liaison Officer for SCs, NSIC and the representatives /Office bearers of the SC Employees Welfare Association were not aware about the guidelines / instructions issued by the Govt. of India on the implementation of reservation policy. Accordingly, the Commission advised the Liaison Officer for SC to forward a proposal for training on implementation of reservation policy for the Association Members as well as the Liaison Officer before the NSIC Management.

B. Meeting with the NSIC Management:

Shri Ravindra Nath, Chairman and Managing Director, NSIC welcomed the Commission and apprised about the activities undertaken by the Corporation including the implementation of the reservation policy in the Corporation. A corporate film on the activities undertaken by the NSIC was also shown to the Commission. Thereafter, the Hon'ble Chairman, NCSC in his opening remarks', apprised the mandate of the Commission.

The Commission discussed the issues raised by the Association and the comments prepared on the basis of the reply given on the questionnaire. The CMD, NSIC assured the Commission that the action taken on the Commission recommendations will be taken on priority basis and necessary action taken report will be submitted before the Commission accordingly. The recommendations made by the Hon'ble Commission is as under:-

1. **Maintenance of Roster:**

Prior to holding of Review Meeting the Commission called the reservation rosters for various cadre posts under Direct recruitment and promotion from the NSIC. Accordingly, the NSIC has submitted the reservation rosters for the following category of posts.

- Deputy Manager under promotion
- Chief Manager under Direct Recruitment
- Manager under promotion
- Deputy Manager, Direct Recruitment

After inspecting the reservation rosters made available to the Commission, the following discrepancies have been pointed out.

1. The reservation rosters for direct recruitment and promotion for various category /posts have not been maintained as per the DoPT OM dated 2.7.1997. It was, observed that the reservation roster has not been maintained in running account and some points have been left blank. The left point has also been filled up at later stage after giving the promotion /recruitment to the SCs against the point earmarked. The Rosters for various cadre posts have been maintained yearly basis which is the violation of DoPT guidelines on rosters. As per the guidelines for maintenance of post based reservation rosters, the rosters should be prepared for the posts sanctioned in each cadre under Direct Recruitment /promotion separately and thereafter the replacement of the incumbent will be made. In this regard, the DoPT has given modal reservation roster for maintenance of the rosters in the Department. This should be followed by the NSIC
2. No reservation roster for Group-B, C and D category posts has been provided. It seems that no roster on promotion for Group-B, C and D category posts have not been maintained in the light of time bound promotion. This is the violation of DoPT guidelines on maintenance of reservation rosters. The rosters on promotion for each category posts should be maintained and it should be ensured that the SCs who promoted on their own merit basis should not be counted against the reserved point and they should be considered against UR point as per the reservation points. If there are, reserved point and no SC incumbent is available for promotion, the next SC candidate should have been considered for promotion.
3. No summary has been prepared after every Recruitment Year. As per the DoPT guidelines on the maintenance of the roster, a summary should have been prepared after making recruitment in every recruitment year at the end of the roster. This has not been followed.
4. The backlog vacancies /shortfall may also be calculated on the basis of the reservation rosters.
5. The reservation rosters for all cadre posts may be shown on the website of the Corporation.

The CMD, NSIC assured the Commission that he will look into the matter and the rosters for various cadre/posts will be re-casted as per the DoPT guidelines. The Commission, recommended that the NSIC Management may re-cast all the reservation rosters for various category/posts on priority basis was though there is a time bound promotion policy in Group-B & C category posts, the rosters cadre –wise are required to be maintained. NSIC was advised to take early necessary action and submit action taken report before the Commission within one month.

2. **Inadequate representation of SCs and OBCs.**

The Commission observed that the representation of SCs in Group-B- category is slightly below i.e. 14.69% as on 1.1.2014. Hence, the NSIC may look into the matter and fulfill the requisite percentage of the reservation of SCs in Group-B category posts.

Similarly, it was observed that the representation of OBCs in all cadre posts is below the prescribed percentage of reservation of 27%. Hence, the Commission recommended the NSIC may fulfill the requisite percentage of representation of OBC in all cadre posts on priority basis. The CMD, NSIC agreed to look into the matter and submit action taken report within one month.

3. Backlog vacancies for SCs and OBCs

The Commission noted that there were carried forward vacancies in Group-A category posts i.e. 03 during the year 2014. Hence, the Commission recommended that the NSIC may fill up all the backlog vacancies with immediate effect. The CMD, NSIC was stated that the Corporation has already initiated process of the recruitment and these backlog vacancies will be filled by the end of April, 2015. Similarly, the backlog /shortfall of vacancies reserved for OBC in all cadre posts will be calculated and filled up.

The Commission agreed to the submission made by the CMD, NSIC and advised him to take necessary action in the matter on priority basis and submit action taken report within one month.

4. Pre-recruitment and pre-promotion training.

The Commission observed that the NSIC is not providing pre-recruitment and pre-promotion training to the SCs and OBCs. Hence, this is the reasons for having in-adequate representation of SCs in Direct Recruitment and promotion and representation of OBCs in direct recruitment. The Commission recommended that the NSIC may impart the pre-promotion and pre-recruitment training to the SCs and OBC candidates. The CMD, NSIC agreed to look into the matter and submit action taken report within one months.

5. Periodical meetings with the Employees Association.

The Commission recommended that the NSIC Management may send a copy of the minutes of the periodical meetings with action taken to the Commission.

6. Details of Schemes under the SCP.

The Commission observed that the NSIC has various schemes for providing self –employment and job to the candidate belonging to SC category. But, the NSIC has not given the details of such schemes being run for the welfare of SCs. The CMD, NSIC has informed to the Commission that the Ministry of M/o M&SSI has given only Rs. 2 crore out of total budge outlay of Rs. 70 crore under the SCP schemes. This amount is meagre to implement the scheme for the welfare of SCs. The Hon'ble Chairman, NCSC pointed out that the amount earmarked under SCP is very low and the allocation of funds should be made in proportion to the SC population. This is a serious issue which has to be taken with the Ministry concerned. Thereafter, the Secretary, NCSC asked the CMD, NSIC to submit a detailed note in the matter for taking up the same with the Government. However, the Commission recommended that the NSIC may submit details of schemes being run under the SCP for the welfare of SCs with allocation of funds, number of beneficiaries and expenditure made to the Commission.

The CMD, NSIC agreed to look into the matter and submit necessary details within a week.

7. 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 NSIC 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 NSIC Management may explore the possibilities for framing a scheme exclusively for SCs under CSR schemes.

The CMD, NSIC 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

44. Dr. P.L. Punia, Chairman
45. Shri Ishwar Singh, Member
46. Smt. P.M. Kamalamma, Member
47. Dr. Vinod Aggarwal, Secretary
48. Smt. Smita S. Chaudhary, Joint Secretary
49. Shri Kanhaiya Lal, Director
50. Shri Y.K. Bansal, Research Officer

Officers from NSIC Ltd.

46. Shri Ravinder Nath, CMD
47. Shri P. Udaya Kumar, Director (Planning &Mkg.)
48. Shri A.K. Mittal,
49. Shri Sunil Bali
50. Shri Navin Chopra, CGM (W/E)
51. Dr. P.Dey, G.M. – SG
52. Shri Satvinder Singh, GM-SG,
53. Smt. Niti Sethi

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

39. Shri Harish Chandra,
40. Shri Ram Dhir
41. Smt. Asha Rani
42. Shri Dayanand
43. Smt. Mohan Devi
44. Smt. Sohan Biri