

No. 3/Review-8/BHEL/2014/SSW-II
National Commission for Scheduled Castes

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 06.01.2015 to assess and monitor of implementation of reservation policy for SC in BHEL, New Delhi.

The National Commission for SCs headed by Dr. P.L. Punia, Hon'ble Chairman, Shri Rajkumar Verka, Hon'ble Vice-Chairman, Shri Raju Parmar, Hon'ble Member, Smt. P.M. Kamamma, Hon'ble Member conducted a Review Meeting regarding implementation of reservation policy in Bharat Heavy Electricals Limited, New Delhi. Dr. Vinod Aggarwal, Secretary & Dr. Smita S. Chaudhry, Joint Secretary of National Commission for SCs were present during the meeting.

Shri B.P. Rao, Chairman & Managing Director, Bharat Heavy Electricals Limited alongwith other Sr. Officers of the BHEL were present. The Office bearers of the BHEL SC/ST Employees Welfare Association were also present. List of participant is at Annexure I.

The National Commission for SCs first held a meeting with office bearers of the BHEL SC/ST Employees Welfare Association. The Association brought the following grievances to the notice of the National Commission for SCs.

- Discrimination in promotion at top Management level.
- Reservation in promotion be extended from E-6 level to E-10 level.
- Supervisor & Executives representation is there in the Welfare Committees. SC/ST Welfare Association should also have adequate participation/representation in all these bodies at par with Worker/ Supervisor/Executive bodies.

Thereafter, National Commission for SCs held meeting with the Management of the Bharat Heavy Electricals Limited (BHEL). The CMD, BHEL welcomed the National Commission for SCs and made a presentation on the activities and the reservation policy implemented in the BHEL.

1. Engagement of SC persons in the contract.

The NCSC observed that the contractual workers are engaged through a contractor for a specific job therefore, no reservation has been extended to the contractors as a private sector. The NCSC suggested to consider %age of SC contractual worker to engage as per prescribed percentage for SCs.

2. Backlog post of OBCs.

The NCSC observed the %age representation of OBCs is 19.27% in group A, 14.00% in group B as on 2014 which is less than prescribed % of 27% for OBCs. The NCSC advised the Management, the backlog of OBCs vacancies may be cleared under Special Recruitment Drive. The CMD intimated that due to business scenario, the new recruitment is not conducted. He assured that as and when recruitment is done, the OBCs vacancies will be filled up.

3. The representation of SCs as on 01.01.1997.

The Hon'ble Vice Chairman observed that the BHEL has intimated that there is no backlog/Shortfall of SCs as on 01.01.1997 but the figure of representation of SCs as on 01.01.1997 has not been given. The CMD assured that the representation of SCs as on 01.01.1997 will be given.

4. The SCs sent for training abroad.

The Hon'ble Chairman noticed that the 13.16%, 13.56% and 5.26% of SC employees were nominated for specialized training abroad in 2012, 2013 and till June, 2014 respectively. The CMD, BHEL assured that the total no. of SCs sent abroad in 2014 was only upto June 2014 and this was for rest of year preferences also be given to SCs in future.

5. Rosters not maintained in promotion within workers cadre & within Supervisor cadre.

The NCSC observed the BHEL is maintaining rosters for reservation in promotion from worker to supervisor and supervisor to executive cadre. BHEL is not maintaining any rosters in promotion within workers cadre and within supervisor cadre because as per their policy, all employees including SC fulfill minimum eligibility period in terms of length of service in a grade are

considered for promotion unless they are not found unfit. The Commission advised that in order to maintain prescribed reservation for SC, rosters should be maintained. The CMD, BHEL assured to sent the ATR.

6. The promotions from workers cadre to Supervisor Cadre.

The NCSC noticed that there is only 13.16% of SC who were promoted from Supervisor Cadre to Executive Cadre during 2014. The CMD, BHEL informed that the no. of employees of donot opt for the promotion from Supervisor to Executive Cadre therefore %age is low.

7. Expenditure for SCs under CSR.

The BHEL has spend for Rs. 487 lakhs in 2011-12, Rs. 6330 lakhs in 2012-13 and Rs. 10870 lakhs under the CSR and Rs. 419.61 lakhs were spent for the welfare of SCs. The CMD, BHEL intimated that the under CSR, the expenditure is made for the downtrodden, economical weaker persons and specific amount is not fixed for SCs therefore expenditure is not according to prescribed %age of SCs. The NCSC suggested the management that some amount under CSR policy may be spent for the benefit of SCs directly benefiting the SCs. The CMD assured that the matter will be taken care in future.

8. False caste certificate.

The NCSC noticed that there is a one case of false caste certificate who obtained appointment against SC vacancies and the case has been referred to the State Govt. for verification. The Hon'ble Member Shri Raju Parmar suggested that the such cases may be dealt according to guidelines of the Hon'ble Supreme Court of India. The CMD, BHEL assured to send the action taken report in the issue.

9. Campus recruitment.

The Hon'ble Vice-Chairman, NCSC asked for the criteria & details to recruitment from campus. The CMD assured that the detail will be sent to the NCSC. It was also intimated that the candidate now days prefer to go to the Banking or Insurance Private Sector due to good package and therefore candidate do not join the BHEL.

The Hon'ble Chairman, NCSC asked the criteria for selection in the BHEL as some organization of Govt. bifurcate the examination marks and interview marks and the candidate who qualified in the examination were called for interview. It is also noticed that in the case of SC very low marks were given to them. The Management of BHEL intimated that the selection in the BHEL is made on the basis of total marks obtained by candidate in examination and

interview. The relaxation/concession in marks are provided to the SC/ST/OBC candidates in written test. After calculating total marks obtained the candidate a merit was prepared and they were selected. Thus, no discrimination is done against SC candidates.

10. Non appointment of SCs in the Sr. position like G.M., E.D.

The NCSC observed that there are very less number of SCs in the higher post like G.M. & E.D.. The Management BHEL intimated that the out of 35 G.M., one belongs to SC and one more SC will be promoted to the post of G.M.

11. Inclusion of SC officials in the welfare committee of workers/supervisors

The NCSC advised to the Management more SC may be associated with the welfare committees of workers/supervisors and in the CSR committee.

Meeting ended with Vote of thanks to the Chair.

Annexure I

National Commission for Scheduled Castes

List of participants from NCSC

1. Dr. P.L. Punia, Chairman
2. Dr. Rajkumar Verka, Vice-Chairman
3. Shri Raju Parmar, Member
4. Shri Ishwar Singh, Member
5. Dr. Vinod Aggarwal, Secretary
6. Dr. Smita S. Chaudhry, Joint Secretary
7. Shri Kanhaiya Lal, Director
8. Shri P.S. Mehta, Research Officer

Officers of BHEL

1. Shri B.P. Rao, CMD
2. Shri R. Krishnan, Dir.(HR)

3. Shri B. Shankar, ED(HR&CC)
4. Ms. V. Bhattacharjee, GM(HR-Policy)
5. Shri Narinder Thakur, GM(Admn, HSE &CSR)
6. Ms. Margaret Antony, AGM(HR-RMX&ETX)
7. Shri Sameer Mukherjee, AGM(HR-IR)
8. Shri Balvir Talwar, AGM(CSR)
9. Shri Raj Bahadur, CLO
10. Shri Augustin Xaxa, DGM(HR)
11. Ms. Rachna Shekhar, Sr. Manager(HR)
12. Ms. Rashmi Garg, Dy. Manager (HR)

The officials of SC/ST Association of BHEL.

1. Shri Devi Shankar Kunhara,
2. Shri Om Prakash Jaiswar
3. Shri C.P. Singh
4. Shri Bheem Sen
5. Shri Tribhuvan Prasad
6. Shri Sudhir Kumar
7. Shri Madan Lal