

Minutes of the meeting of the National Commission for Scheduled Castes, New Delhi with the management of DOS/ISRO HQ at Bangluru on 15/10/2015

A list of the participants in the meeting is at Annexure.

The Secretary, DOS/Chairman, ISRO welcomed the Chairman and Members of National Commission for Scheduled Castes (NCSC) for the meeting and introduced DOS/ISRO officials present to the Commission.

2. Chairman, NCSC, in his opening remarks stated that, the Commission had a brief meeting with the representatives of All India DOS SC/ST Employees Federation (ADOSSEF). He stated that the representatives of ADOSSEF are highly appreciating the initiatives taken by Chairman, ISRO for amicably resolving the grievances of SC/ST employees as well as welfare of SC/ST employees. He also appreciated the initiative taken by the Department for organizing two Conferences for the Scientific & Technical personnel belonging to Scheduled Castes. He stated that, representatives of ADOSSEF have certain suggestions, which could be looked into, favourably. These are as follows:-

- a. Reservation for SC/ST in non-R&D category of posts:- Hon'ble Chairman, NCSC stated that, being an R&D Organization though there is no reservation in Scientists/Engineers category in ISRO, certain areas which are not primarily related to research and development can be identified to provide reservations for SCs.
- b. Liaison Officers for SC/ST: - He stated that Liaison Officer System is not effectively functioning in the Department. The recommendations of Liaison Officers may be attended to on priority. The Liaison Officer shall not be an Officer who is otherwise handling the matters related to SC/ST employees.
- c. Training for SC employees: - He suggested that, adequate training opportunity may be provided to SC/ST personnel and they should be entrusted with challenging tasks.

- d. Grievance Mechanism:- He mentioned that, though there are no major grievances of employees belonging to SC category, grievance redressal mechanism may be strengthened in the Department.
- e. Comply with Government Orders:- He indicated that, orders issued by various Ministries in the Government of India regarding reservation, grievance redressal, etc, may be followed invariably.
- f. Petitions received in the Commission: - Chairman appreciated that some of the grievances/petitions which were received in the Commission and forwarded to the Department have been addressed and met the requirement. Some of the petitions are still pending for disposal, which may be addressed at the earliest.

3. Chairman, ISRO/Secretary, DOS thanked the Chairman, NCSC for appreciating the efforts initiated by the Department. He stated that, ISRO has a unique work culture and all employees, irrespective of caste, sex, etc, honour/respect each other. The service grievances of all the employees are addressed through the grievance cell established in all DOS/ISRO establishments. Regarding extending reservation for non-R&D Scientific & Technical posts, he informed the Commission that, the Department has already constituted a Committee to look into the issue. The matter would be expedited at the earliest.

4. Regarding functioning of Liaison Officer, Chairman, ISRO/Secretary, DOS informed the Commission that, the existing system will be reviewed and suitable mechanism will be evolved to improve the interaction between SC/ST employees and the Liaison Officer. He also stated that, efforts will be taken to improve the availability of training opportunities for the SC/ST employees, wherever possible.

5. With regard to the pending grievances of SC employees received through NCSC, he informed that, all those petitions have been addressed and, in some cases the requirements have been met. In the remaining cases, rules/instructions/procedures do not permit to meet the requirements of the petitioners. Such cases are already appraised to the Commission.

6. Vice Chairman, NCSC pointed out that in the Department, promotion vacancies reserved for Scheduled Castes have been de-reserved without the explicit permission of Commission. Joint Secretary, DOS informed the Commission that, the Department has not de-reserved any vacancies

reserved for Scheduled Castes during the last 5-6 years. The records related to de-reservation of vacancies will be perused and if prior approval is not taken from the Commission, the same will be solicited for post-facto approval. He also stated that, some posts reserved for promotion of Scheduled Castes and Scheduled Tribes are vacant in ISRO Centres, such as, Vikram Sarabhai Space Centre and Liquid Propulsion Systems Centre, located in Thiruvananthapuram, Kerala State, ie., for recruitment State reservation cut off is 10% for SC and 1% for ST, whereas, in case of promotion, the reservation followed is 15% and 7.5%, respectively. It has resulted in non-availability of personnel in the feeder grade for promotion. The Department has advised the Centres to make all efforts to fill-up the vacant posts reserved for SCs/STs, as early as possible.

7. Smt. P.M. Kamalamma, Member, NCSC stated that employees in ISRO have been doing good job and contributing their best to make the country proud. She stated that, it would be more appropriate to include an SC representative in the Welfare Committees. Secretary, DOS stated that, the request will be examined.

8. Dr. Vinod Aggarwal, Secretary, NCSC stated that, in case any vacancy had been de-reserved in the past without the approval of the Commission, Department should seek post facto approval of the National Commission through DoPT. He also stated to fill-up all backlog vacancies of SC & OBC and also expedite the issue pertaining to reservation in non-R&D posts. Secretary, DOS has stated that these issues would be examined.

9. Dr. PL Punia, Chairman, NCSC appreciated the efforts of the Department in resolving issues pertaining to SC/ST and OBC personnel and also expressed full confidence in the approach of Secretary, DOS/Chairman, ISRO towards dealing with such issues.

Meeting ended with vote of thanks to the Chair.

ANNEXURE

National Commission for Scheduled Castes

1. Dr. P.L. Punia, Hon'ble Chairman
2. Shri Raj Kumar Verka, Hon'ble Vice Chairman
3. Smt. P.M. Kamalamma, Hon'ble, Member
4. Dr. Vinod Aggarwal, Secretary
5. Shri M.R. Bali, Consultant
6. Shri Jagjit Singh, Addl. PS to Hon'ble Chairman
7. Shri Anil Kumar Singh, PA to Hon'ble Vice Chairman
8. Smt. P. Girija, Director, State Office, Bengaluru
9. Smt. Sheela Narayanaswamy, Asst. Director, State Office Bengaluru

DOS/ISRO

1. Shri A.S. Kiran Kumar, Secretary, DOS/Chairman, ISRO
 2. Shri S. Kumaraswamy, Joint Secretary, DOS
 3. Shri H.N. Madhusudhana, Director, BEA/Assoc. Sci. Secretary, ISRO
 4. Shri S.K. Kanungo, Director, LVPO, ISRO HQ
 5. Shri K. Sethuraman, Director, SCNPO, ISRO HQ
 6. Dr. J. Krishnamurthy, Dy. Director, EOS, ISRO HQ
 7. Smt. P. Hemalatha, Officer on Special Duty, DOS
 8. Shri S. Suresh, Dy. Secretary, DOS
 9. Shri B. Anil Kumar, Dy. Secretary, DOS
 10. Shri A.S. Bheemarajappa, Liaison Officer for SC/ST, ISRO HQ
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