

ITPO

File No. 14/Review-ITPO/2014/SSW-I

National Commission for Scheduled Castes

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 7.4.2015 to review and monitoring of implementation of reservation policy for SCs and OBCs in ITPO

The National Commission for Scheduled Castes held a Review Meeting to assess the implementation of the reservation policy in ITPO 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 ITPO 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, Smt. P.M. Kamamma, Member and Shri Ishwar Singh, Member, NCSC conducted the review meeting on 7.4.2015 at the headquarter of ITPO at Pragati Bhawan, Pragati Maidan, New Delhi. The CMD and other senior office from ITPO attended the meeting.

A list of the participants are at Annexure-I

A: Meeting with the ITPO SC Staff Association:

At beginning, the Office Bearers of the ITPO SC Welfare Association has welcomed the Hon'ble Commission and thereafter, they submitted a list of grievances to be undertaken with the ITPO Management. The issue raised by the Association is as under:-

1. Giving re-appointment to Shri V.K. Chaurasia, whose services were terminated on the basis of submission of fake ST Certificate.
2. Harassment of SC officials working in ITPO in transfer /posting.
3. Abolishment of 26 posts of Safai Karamcharies after issuing advertisement
4. Denial of deputation in abroad to SC officials /officers and low percentage of representation of SCs while deputing them in foreign visits- 22 officers were repeatedly given deputation and 35 officers have not been given any deputation in foreign visits.
5. Adequate room to ITPO SC Welfare Association has not been provided.
6. There is no rest room to the Safai Karamcharies who are deployed at various places in ITPO premises.

7. No reservation rosters for various categories of posts belonging to Direct Recruitment and promotion has been maintained.
8. No compliance of the minutes of the last review meeting undertaken by the then Hon'ble Member Shri M. Shivanna of the NCSC has been made.
9. Seniority issue – the Ad-hoc appointee /promottee were given seniority about the regular employee in ITPO. In this regard, one case of Shri Rakesh Kumar Panwar was mentioned.
10. The Liaison Officer for SC/ST has raised the issue of the grievances of harassing SC officials by Shri K.P. Singh and change of the Department of Shri Rohit Sonkar.

The Commission discussed all the issues in detail and assured the representatives of the SC Welfare Association to take up these issues with the ITPO Management with the reasonable solution.

B. Meeting with the ITPO Management:

Shri J.S. Deepak, Additional Secretary, (M/o Commerce) and CMD, ITPO welcomed the Commission. The CMD, ITPO informed that the ITPO is a no profit Organization which is exempted under Income Tax Act last over the years generated a surplus of Rs. 1400 Crores has over the Thereafter, a Power Point presentation on the activities undertaken by the ITPO including the implementation of the reservation policy in the Organization was shown to the Commission.

The Hon'ble Chairman NCSC in his opening remarks has underlined mandate given to the NCSC under Article 338 of the Constitution. Thereafter, the discussion on the issue raised by the SC Welfare Association and replies to the Questionnaire was held. After detailed discussion on the data/information provided by the ITPO, the Commission made the following recommendations:

1. **Maintenance of Roster:** The Commission noted that ITPO is not maintaining rosters for Direct Recruitment and promotions as per the DoPT guidelines i.e. O.M. dated 2.7.1997. During the inspection of the reservation rosters for the posts of FA & CAO, CS, Dy. Manager (Finance), Dy. Manager (Arch.), Deputy Manager (Civil), Dy. Manager (Elect.), Dy. Manager, D&D, Dy. Manager (Security), Private Secretary, Executive, Senior artist, Senior Steno, Senior Assistant, Drafts Man, Artist, Assistant, Junior Stenographer, Security Supervisor, Senior Guest Operator, Car Painter, Plumber, Painter, Pump Operator, Driver, Beldar, Attendant etc., the Commission observed the following:-

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 as there is no mention about total cadre strength, number of reserved vacancies and number of post filled by reserved candidates and shortfall, if any.
2. No summery has been prepared at the end of every recruitment year. As per the DoPT guidelines on the maintenance of the roster, a summery should have been prepared after making recruitment in every recruitment year at the end of the roster. This has not been followed.

Accordingly, the Commission advised the ITPO Management to re-cast all the reservation rosters and maintained as per the DoPT guidelines. Moreover, the Reservation Roster may be shown to the Website of ITPO. An action taken report in the matter may be submitted to the Commission within one month. The CMD, ITPO agreed to and submit the report in the stipulated time.

2. **Representation of SCs** : The Commission noted that in Group-B category posts in Direct Recruitment, has low representation of SCs when compared to the prescribed the percentage of reservation. Similarly, the representation of SCs in promotional posts is low. In this regard, the CMD, ITPO stated that till 1992, there was ad-hoc appointments and need based appointments in ITPO. After 1992 the appointments in Group-C & D category posts have been stopped and due to this, the backlog vacancies meant for SC could not be filled up. Hon'ble Chairman, NCSC advised that the backlog vacancies could not be left unfilled and it should be filled up by launching of Special Recruitment Drive. Since, the ITPO has not maintained the reservation roster as per the DoPT guidelines. Hence, backlog vacancies could be identified / calculated. Hence, the Hon'ble Chairman, NCSC advised the CMD, ITPO to fill up all the backlog vacancies meant for SC and maintained the representation of SCs in Direct Recruitment Posts as well as promotional posts in all category posts. The CMD, ITPO agreed to re-examine the matter and maintaining the representation of SCs as per the prescribed percentage of reservation for SCs. It was also advised to submit action taken report within one month.

3. **Representation of OBCs**: It was noted that the representation of OBCs in Direct Recruitment Posts in all cadre posts are very less the prescribed presentation of reservation. The CMD, ITPO informed the Commission that they have identified some backlog vacancies meant for OBCs and they are going to fill up all backlog vacancies as early as possible.

The Commission, advised that the ITPO Management may take necessary action to fill up all the backlog vacancies immediately and submit the report within one month.

4. **Backlog vacancies:** The Commission observed that there was backlog of SCs in Group-C category posts. It was reported to the Commission that there was backlog in Junior Assistant Posts due to non recruitment since, 1992.

The Commission however, recommended that the ITPO may look into the matter and fill up all the backlog vacancies by launching of Special Recruitment Drive immediately and submit the action taken report within one month.

5. **Contractual appointment:** The Commission observed that there is insufficient number of employees belonging to SC category recruited through Contract Basis. The CMD, ITPO has informed that the cleaning and house keeping work are being done by the South Delhi Municipal Corporation on Contract Basis and the security were is being done by the CISF. However, the ITPO will explore the possibilities of hiring the adequate number of SC officials for engagement on Contract Basis.

Shri Raju Parmar Hon'ble Member, NCSC has raised the issue of providing reservation in allotment of space /place during the Trade Fair and other Fairs for the Members of the Scheduled Castes and OBCs category. In this regard, the ITPO Management may take advise from the DICCI and take details of Entrepreneurs belonging to SC category. The Hon'ble Member (RP), NCSC has also asked the CMD ITPO to make 15% reservation for SCs in allotment of space and at concessional rates for the SC entrepreneurs specially as there occupancy rates are lows.

The CMD, ITPO agreed to look into the matter and assured that the advise of the DICCI would be taken by allotting the space for the SC entrepreneurs and submission of report within one month.

6. **Framing of Welfare Scheme for SCs:** The Commission observed that the ITPO has surplus funds. However, there is no scheme for the welfare of SCs. Under the CSR Scheme, a meager amount is also spent on the Welfare Schemes. But, no amount in the name of the Weaker Section has been spent.

The Secretary, NCSC stated that the ITPO has surplus amount of Rs. 1400 Crore and they may consider to allocate at least 15% amount as per the norms of SCSCP for the Welfare of Scheduled Castes. The ITPO should consider to frame a specific scheme for the Welfare and upliftment of the SC. It was accordingly, advised that the ITPO Management may look into the matter.

It was also suggested that when only 24% of the open area is put to use, why can't the Management of ITPO bring some schemes for the underprivileged sections that they are allowed to put the stall at much cheaper cost.

The CMD, ITPO agreed to and submission of report within one month.

7. Other issues:

- a) Room to the SC Welfare Association- The Commission recommended that a spacious room with all facilities may be provided to the SC Employees Welfare Association.
- b) Rest room to Safai Karamchari:- The Commission recommended that the ITPO Management may identify one room for resting of Safai Karamcharies deployed at various places in ITPO.
- c) Seniority issue:- The Commission recommended that the ITPO may examine the seniority issue of the regular employee who were placed as junior from the ad-hoc appointee /promotee. The case of Shri Rakesh Kumar was mentioned. The ITPO may submit a detailed report.
- d) Set up of SC Cell and maintenance of grievances register:- The Commission recommended that the ITPO may set up a separate SC Cell as per the DoPT guidelines and also maintained a grievances register.
- e) Case of Shri Chaurasia for re-instatement of Services after his termination on fake caste certificate- a detailed report may be submitted to the Commission.
- f) Status on pending cases i.e. case of Shri Banarasi Das and others may be given.

The ITPO Management was advised to submit action taken report on all the recommendations within one month.

The meeting ended with vote of thanks to the Chair.

NATIONAL COMMISSION FOR SCHEDULED CASTES

List of Participants from NCSC

1. Dr. P.L. Punia, Chairman
2. Dr. Raj Kumar Verka, Vice Chairman,
3. Shri Raju Parmar, Member
4. Smt. P.M. Kamalamma, Member
5. Shri Ishwar Singh, Member
6. Dr. Vinod Aggarwal, Secretary
7. Dr. Smita S. Choudhari, Joint Secretary
8. Shri Kanhaiya Lal, Director
9. Shri Y.K. Bansal, Research Officer

Officers of ITPO

1. Shri J.S. Deepak, Additional Secretary and CMD, ITPO
2. Smt. V. Meera, General Manager (Admn.)
3. Smt. Meenakshi
4. Shri T. Shekharan,
5. Shri Jayant Das
6. Shri D.K. Jain
7. Shri Ramesh Chandra, Sr. Manager and Liaison Officer for SC/ST

The SC officials of ITPO

1. Shri R.S. Dogra
2. Shri Rakesh Kumar Pawar
3. Shri P.K. Basak,
4. Shri Sanjay Kumar
5. Shri Shopender Singh