

**Minutes of the Review Meeting held by the National Commission for Scheduled Castes with CIL SC/ST Employees Welfare Association followed by Coal India Ltd. and Eastern Coalfields Ltd. on 04.11.2015 at Kolkata**

Dr. P.L. Punia, Hon'ble Chairman, National Commission for Scheduled Castes (NCSC), Govt. of India, New Delhi along with Dr. Raj Kumar Verka, Hon'ble Vice Chairman, Shri Raju Parmar, Hon'ble Member, Shri Iswar Singh, Hon'ble Member, Smt. P. Kamalamma, Hon'ble Member and Dr. Vinod Agarwal, Secretary held review meeting with the Coal India & ECL SC/ST Employees Association followed by the management of CIL and ECL to see the implementation of reservation policy by the management of CIL and ECL and other allied issues concerning the welfare of SC employees.

**Meeting with Coal India SC/ST Employees Association (CISTEA) and All India SC/ST/OBC Employees Coordination Council**

There are two SC/ST Employees Associations in Coal India Ltd. and its subsidiaries. Meeting held with both the SC/ST Associations separately. The General Secretary of both the Associations submitted Memorandum before the Commission. The following important points raised by them for further discussion and for necessary action:

- a. Complaint Registers are not been maintained by the CIL and ECL authorities.
- b. Demanded for inclusion of a member from SC/ST Associations in the Management Committee for implementation of CSR schemes.
- c. Demanded for inclusion of member from SC community in the DPC constituted for promotion to the post above Scale VI grade.
- d. Special care may be taken to select SC officers for Specialized training abroad.
- e. Inclusion of one member from SC community in various implementation committees.
- f. Office accommodation may be provided to the Associations in ECL as well as CIL headquarters for smooth functioning of the Association activities.
- g. Check-off facilities may be provided on the basis of the authority letter of the members of the reserved community.
- h. No periodical meetings are being held with the SC/ST Associations by the ECL authority that may be initiated immediately.
- i. Long pending demand for inclusion of SC/ST member in all the decision making Committees constituted for the welfare of officers and employees of CIL and ECL have not been fulfilled by the management.
- j. SC/OBC employees are being harassed by the management on transfer them in difficult areas.

- k. To set right the long pending disciplinary cases against SC/OBC employees in the ECL headquarters.

### **Meeting with the Management of CIL and ECL**

All senior officers from Coal India and Eastern Coalfields Ltd. headed by the Chairman, CIL attended the meeting. Detailed discussion took place on the points raised by both the Associations, points on the filled up questionnaire and also regarding the maintenance of Reservation Roster. The following points emerged from the discussion and recommended by the Commission for necessary compliance:

- a. Complaint Registers may be maintained in the CIL as well as ECL Headquarters.
- b. Office accommodation may be provided to the SC/ST Employees Association in the CIL and also ECL headquarters
- c. Periodical meetings may be held on regular basis in the CIL and ECL.
- d. Check-off facilities may be provided to the major employees Association after getting authority letter from the members of the reserved community.
- e. One SC member may be included in the various Committees meant for the welfare of officers/employees of the CIL and ECL
- f. It is found from the filled in questionnaire of CIL authority that all the subsidiaries maintained Regional/State percentage in recruitment of Group 'C' and 'D' category employees but at the same time ECL authority stated that they are maintaining all India reservation percentage, i.e., 15% for SCs and 22% for STs though the CIL authority mentioned that all their subsidiaries are maintaining Regional/State percentage. The Commission advised the CIL authority to take necessary action to maintain regional percentage in the ECL also.
- g. Own merit candidates may be identified carefully as per norms and that should be reflected in the Reservation roster.
- h. ECL authority is not maintaining reservation roster in proper format issued by the DOPT. All the roster registers may be re-casted as per proper format following the regional percentage and that may be shown to either Commission headquarters or Kolkata State Office of the Commission.
- i. ECL authority should take proper care to select own merit candidates.
- j. SC/OBC employees may not be harassed in the name of transfer and posting.
- k. CIL and ECL authority should take necessary action for quick disposal of pending disciplinary cases against SC/OBC at the earliest.

The Chairman handed over the memorandum submitted by the SC/ST Associations and advised to take immediate action on the points mentioned above as well as points mentioned in the memorandum and action taken report may be submitted to the Commission.

The Chairman, CIL assured the Commission that compliance report as advised will be sent to the Commission.

The meeting ended with vote of thanks.

\*\*\*\*\*