

**No. 3/Review-6/FCI/2014/SSW-II**  
**National Commission for Scheduled Castes**

**Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 05.01.2015 to assess and monitor of implementation of reservation policy for SC in Food Corporation of India, New Delhi.**

A list of participants in the meeting is at Annexure A

The National Commission for SCs first held a meeting with office bearers of the FCI SC/ST Employees Welfare Association. The Associations presented a memorandum before the Commission highlighting the following issues/points:-

- The FCI has not promoted two scheduled caste persons under career progression scheme 1989.
- Two drivers belonging to SCs are not upgraded to the scale of Grade-I.
- Allotment of Space for the SC/ST Association at Headquarter. Installation of Dr. B.R. Ambedkar statue at Hqr. of FCI.
- The FCI has not made compassionate appointment of 950 applicants at South Zone, Chennai.

The Hon'ble Chairman handed over the memorandum of Association to the Management of FCI and requested the action taken report on these grievances of the Association within one month.

Thereafter, the Commission held meeting with the Management of the Food Corporation of India (FCI). The CMD, FCI welcomed the Members and officials for the National Commission for SCs and made a brief presentation on FCI activities and the reservation policy implemented in the FCI. It is also stated that the FCI organizes training of the All Employees including SCs at "Institute of Food Security".

The following points were discussed during the Review Meeting:

**1. Recruitment of contract labours/daily wagers**

The FCI has reported that there are 36515 contract labourer engaged through contractor/outsourcing for field operations in loading and unloading of food grains at several depots/rail heads wherever, the Departmental/DPS Labourer does not exist. The DEO/Messenger is also taken through outsourcing. The sweeping work at Hqrs. is done through outsourcing. The Commission asked for the details of number of SCs appointed through contractor and advised that the preference may be given to the SC and OBC persons in such contract appointments. The CMD assured for the same and it was also informed that all wages and ESIC facilities are being provided to labourers as per Govt. of India orders. The Hon'ble Member Shri Raju Parmar has stated that the 49 casual labourer have been regularised after the verdict of Supreme Court at Durgapur (West Bengal) and it is advised that similar action may be taken up to regularise all the casual labourers. The CMD stated that due to contract labour abolition Act, the workers has taken to the litigation.

**2. Low Percentage of OBCs employees.**

The Hon'ble Chairman observed that the % ages of OBCs are 10.94% in Cat.I, 7.60% in cat. II, 16.40% in cat III & 6.25% in Cat IV which is much less than the prescribed %age of reservation for OBCs. The NCSC recommended to conduct the Special Recruitment Drive for filling up of OBC vacancies. The CMD assured for the same.

**3. Backlog/shortfall of Group-D.**

The NCSC noticed that in group D number of backlog/shortfall has been increased to 547 after switching over to the Post Based Roster whereas in

other groups it has been decreased. The CMD assured that the position in the matter will be informed to the Commission.

#### **4. Pre-recruitment and pre-promotional training.**

The NCSC observed that there is no provision for pre-recruitment and pre-promotional training to the officers and officials, as per FCI (Staff) Regulations, 1971.

The NCSC advised to the FCI to assess the request of such training for SC employees.

#### **5. Recruitment of SCs & OBCs.**

The NCSC noticed that the FCI has conducted special recruitment drive in 2008-09 and out of 107 posts reserved for SC, 86 posts were filled up. Similarly out of 25 vacancies for OBCs, 19 vacancies were filled up. The CMD, FCI reported that the recruitment was done through SSC which takes about two years to recruit the candidates for FCI and therefore, some of the candidates do not join FCI because by that time they may have join other organizations for better opportunity as working condition of FCI are presently are not very conducive. The SSC conducts recruitment on all India basis therefore, in some region the candidates do not join because of far off places. It is reported that now the recruitment has been handed over to CMC agency which makes recruitment on the basis of region and assured that the backlog posts will be filled up. The FCI is also modernizing its depot and considering all benefits like pension and medical etc.

#### **6. Compassionate appointments.**

The Commission drawn attention of the management to the pendency of 950 application in south zone, Chennai for appointment on compassionate grounds. The CMD, FCI reported that the compassionate appointments are made 5% of the total recruitment as per DoPT guidelines and age relaxations are given. Due to less qualification most of the persons could not be appointed in Category III/technical post. However, the Board of Directors of FCI has approved the policy to divert these posts to general post, therefore, large number of persons will be covered under this scheme and the post will be filled up. It is also reported that in South Zone there are 850 applicants and out of these 56 were given appointment. The other applicant could not be appointed due to non-fulfillment of educational qualification. The Secretary, NCSC stated that there are 12000 vacant posts in category III of the FCI therefore, the compassionate appointment may be made and adjusted under this category under special recruitment drive/time bound manner preferably within two months. The CMD assured to take action and report will be sent to the NCSC.

#### **7. Installation of Dr. B.R. Ambedkar Statue.**

Regarding installation of Dr. B.R. Ambedkar Statue at Bangalore and Chennai office of FCI, it was assured that it will be installed on 14-04-2015 the birth anniversary of Dr. B.R. Ambedkar. The action taken report will be sent to the Commission.

#### **8. The facilities of accommodation to the SC/ST Association at Headquarter.**

The National Commission for SCs advised to the Management that facilities of accommodation to the SC/ST Association at Headquarter may

be provided. The G.M. assured to give the all facilities at Headquarter and action taken report will be sent to the NCSC.

#### **9. Regarding false caste certificate**

The NCSC noticed that four cases of false caste certificate are reported and out of which in two cases the employees were removed from service. In other two cases matter is pending before Hon'ble Court. The Hon'ble Member Shri Raju Parmar, NCSC has advised the management that there are clear guidelines of the Hon'ble Supreme Court of India, therefore, these guidelines must be followed on this issue. The CMD assured to look into the matter and detail report will be sent to the NCSC.

#### **10. SC/ST cell and women harassment committee.**

The FCI reported that the Liaison Officer has been nominated at corporate, zonal and regional level of the FCI. At HQ. DGM (P) is Liaison Officer and 8 persons are working exclusively for the cell. There are women cell constituted at Headquarter and field Offices as per Hon'ble Supreme Court guidelines and regular meetings are conducted with the SC/ST Associations. The Commission asked to submit the details of the SC/ST Cell/Women Cell constituted.

#### **11. Individual grievances**

The NCSC had given a copy of the memorandum of the SC/ST Association to the Management for the action taken report. One case of Shri Amarjeet Kaypee a sport person was also discussed and it was advised that a personal hearing may be given to him to sort out his grievance. The CMD assured for the same and action taken report will be submitted to the NCSC.

Meeting ended with Vote of thanks to the Chair.

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