

National Commission for Scheduled Castes

Minutes of the Review Meeting under taken by the National Commission for Scheduled Castes on 18.11.2014 to assess and monitor of implementation of reservation policy for SC in Delhi Metro Rail Corporation (DMRC)

The National Commission for Scheduled Castes held a Review Meeting to assess the implementation of the reservation policy in DMRC 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 DMRC 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 18.11.2014 at the headquarter of DMRC at Metro Bhawan, Bara Khamba Road, New Delhi. The MD and other senior office from DMRC attended the meeting.

A list of the participants are at Annexure-I

A: Meeting with the Staff Association:

It was informed by the DMRC Management that there is no recognized SC/ST Employees Welfare Association in DMRC to watch the interest of the Scheduled Castes. However, a few employees of the Corporation belonging to the Scheduled Castes met the Commission and made their submission on the implementation of reservation policy and welfare activities undertaken by the DMRC. During the inter-action, the officials belonging to SC category of DMRC have informed the Commission that they were getting the due benefits of the reservation policy and at present they have no problems. However, the Commission assured the officials of the SC category that if any issue relating to violation of reservation policy is arisen and then they may approach to the Commission directly and the management was directed to have a recognized SC Employees Association so that they work and consider themselves more fearless.

B. Meeting with the DMRC Management:

Shri Mangu Singh, Managing Director, DMRC welcomed the Commission and made Power Point presentation on the activities undertaken by the Corporation including the implementation of the reservation policy in the Corporation. Thereafter, the Hon'ble Chairman, in his opening remarks', apprised the mendate of the Commission and has also appreciated the good performance of the Company together with encouraging response about their welfare activities for the employees belonging to SCs. Thereafter, the point-wise discussion according

to replies to the Questionnaire was held. After detailed discussion on the data/information provided by DMRC, the Commission made the following recommendations:

1. **Maintenance of Roster:** The Commission noted that DMRC is maintaining rosters for Direct Recruitment for 14 posts only at Executive level but no roster for direct recruitment for other posts have been maintained. The existing Rosters are not properly maintained as no summary has been prepared. No rosters have been prepared for promotion. The Commission, therefore recommended that the Rosters for various posts/cadre should be prepared for Direct Recruitment as well as Promotion for each post separately as per the guidelines of the DOP&T. Although there is time bound promotion policy, but maintenance of rosters is necessary to monitor appropriate representation of SCs in each cadre. Representation of SCs in Executive (AM) as on 1.1.2014 is 13.02%. Shortfall of SCs in the Executive (AM) should also be met with the adequate representation and by appointment of SCs to these posts. The MD, DMRC agreed to and submit the action taken report within one month.
2. **Details of the last three Promotions:** Commission noted that reservation policy is not being implemented in DMRC in promotion. Therefore, the Commission decided to obtain details of the last three promotions in different grades in order to see if the representation of SCs in promotion is as per the prescribed norms or not and also directed the management that all the shortfall / backlog should be filled up immediately. The MD, DMRC agreed to and submit the action taken report within one month.
3. **Reservation for OBC:** DMRC informed that reservation to OBC is given as per the guidelines of the Government. As the NCSC has been mandated to monitor the safeguards of OBC also, DMRC is to provide the details of representation of OBC in different cadres and shortfall if any for the last three years. All the shortfall should be filled up immediately The MD, DMRC agreed to and submit the action taken report within one month.
4. **Separate interview for SCs:** DMRC informed that invariably, they nominated one Member belonging to SC/ST category and one member from Minority community in the Selection Committees. However, there is no system to interview the SC candidates separately. Thus, the Commission suggested that interviews for SC candidates for recruitment should be conducted separately. The MD, DMRC agreed and was requested to submit the action taken report within one month.
5. **Appointment on Compassionate Grounds:** On query raised by the Commission, it was informed that the DMRC has a policy on appointment on compassionate grounds and quick action is taken in such cases. At present no cases is pending under this category. The Commission

asked the management to provide details of the policy and pendency. The MD, DMRC agreed to and submit the action taken report within one month.

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6. **Appointment of Liaison Officer for SCs, setting up of SC/ST Cell and maintenance of Grievance Register for SCs:** the Commission observed that no regular Liaison Officer has been appointed and this function is being looked after by the Officer looking HR Department. There also no SC/ST Cell and Grievances Register to deal with the grievances of the SCs as per the DoPT guidelines. The Commission recommended that a regular Liaison Officer should be appointed and a separate SC Cell with Grievance Register and with adequate staff & other facilities should be made as per the extent guidelines of the DOP&T. The MD, DMRC agreed to and submit the action taken report within one month.

7. **Engagement of Safai Karmacharis:** It was informed that DMRC has not appointed any regular persons to attend to the cleanliness work. The work of cleanliness has been outsourced to the Contractors for mechanized cleaning. The Commission noted that traditionally the cleanliness work is done by the persons belonging to SCs. In order to ensure to their adequate representation in this item of work, DMRC should ensure that at least 50% of the persons belonging to SCs may be engaged for cleaning work. Moreover, DMRC may explore the possibilities that while awarding tenders to the Contractors, one clause of appointment of 50% of SCs, wages as per the Government guidelines, medical facilities, PF etc. should be mentioned in the terms and conditions of the Tender for Cleanliness. The MD, DMRC agreed and was requested submit the action taken report within one month.

8. **Separate Chapter on SCs in the Annual Report:** The Commission suggested that as per the guidelines of the Government, a separate chapter on implementation of reservation policy and other activities for promoting welfare of the SCs should be incorporated in the Annual Report of the Corporation. The MD, DMRC agreed to and submit the action taken report within one month.

9. **Appointment on Contractual basis:** As per information provided by DMRC, they have appointed 51 Executives and 319 Non-executives on contractual basis who are paid salaries, allowances and perquisites like that of regular employees and depending on the continuance of the project they are absorbed in the cadre. Percentage of SCs and OBCs out of contractual employees is 9.8% and 13.79%. As these posts are for regular work it is recommended that 50% of these posts should be reserved for SCs/STs and OBCs as per the Government policy. The MD, DMRC agreed to and submit the action taken report within one month.

10. **Pre-recruitment Training to SCs:** DMRC informed that no pr-recruitment training is imparted to the SCs. However, post recruitment, Training/induction training is provided to all the employees including SCs. The Commission suggested that the DMRC may consider for pre-recruitment

training to bring the SCs candidates at par with those of general candidates. The MD, DMRC agreed and will submit the action taken report within one month.

The meeting ended with vote of thanks to the Chair.

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ANNEXURE-I

NATIONAL COMMISSION FOR SCHEDULED CASTES

List of Participants from NCSC

36. Dr. P.L. Punia, Chairman
37. Dr. Raj Kumar Verka, Vice Chairman,
38. Shri Raju Parmar, Member
39. Smt. P.M. Kamalamma, Member
40. Shri Ishwar Singh, Member
41. Dr. Vinod Aggarwal, Secretary
42. Shri M.R. Bali, Consultant
43. Shri Y.K. Bansal, Research Officer

Officers of DMRC Ltd

39. Shri Mangu Singh, MD
40. Shri K.K. Sabarwal, Director (Finance)
41. Shri S.K. Sinha, General Manager (HR)
42. Shri N. Lal, JGM/HR
43. Shri S. Sarmah, Sr. D.G.M./HR
44. Shri R. Pandey, DGM/HR
45. Ms. S. Srivastave, Manager/HR

The SC officials of DMRC

34. Shri Shekhar Shankar
35. Ms. Yamini Arora
36. Shri Hira Lal
37. Ms. Ritu Ghildiyal
38. Shri Pankaj Kumar