

F.No. DPE-GM-15/0001/2016-GM-FTS-5921  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

Public Enterprises Bhavan,  
Block No. 14, CGO Complex,  
Lodhi Road, New Delhi-110003.  
Dated: 2<sup>nd</sup> June, 2016

**OFFICE MEMORANDUM**

**Subject: Review meetings undertaken by the National Commission for Scheduled Castes to review and monitor the implementation of reservation policy for SCs and OBCs in Central Public Undertakings, Govt. of India during the years 2014 & 2015.**

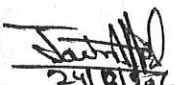
The undersigned is directed to enclose herewith a copy of letter no. 38/Misc-6/2016/SSW-I dated 20-05-2016 from National Commission for Scheduled Castes (NCSC) and to state that NCSC during the review meetings with various CPSEs has observed anomalies in respect of implementation of reservation policy in CPSEs. The anomalies pointed out by NCSC include issues pertaining to Reservation Rosters, non-filling of backlog vacancies meant for SCs and OBCs, non-compliance of DoPT instructions regarding appointment of liaison officers etc. These anomalies have been brought to the notice of concerned CPSEs however; most of the CPSEs (as per list enclosed) have not complied with Commission's recommendations.

2. Department of Public Enterprises (DPE) has been endorsing instructions on reservation to all CPSEs as issued by DoPT from time to time through their concerned administrative Ministries/Departments. The responsibility to ensure implementation of such guidelines in CPSEs rest with concerned administrative Ministry / Department of a CPSE along with Board of CPSE. As such all the concerned administrative Ministries / Departments of CPSEs are requested to direct CPSEs under their administrative control to submit ATR in this regard to NCSC at the earliest.

3. Further, in view of above, DPE in association with Institute of Secretariat Training & Management (ISTM), New Delhi proposes to organize a workshop regarding "**Implementation of Reservation Policy in CPSEs**" in Delhi. The administrative Ministry / Department of CPSEs are, therefore, requested to direct CPSEs under their control to send nominations of liaison officers concerned with reservation of SCs/STs/OBCs in CPSEs for this proposed workshop. The details of nominated liaison officer kindly be forwarded to DPE or emailed to [gen.mgm-dpe@nic.in](mailto:gen.mgm-dpe@nic.in).

4. The Venue and dates of this workshop will be intimated separately to the CPSEs and the concerned liaison officers of CPSEs.

Encl: As above.

  
(J. N. Prasad)  
Director  
Ph. 24360736

**To**

Secretary of all administrative Ministries/Departments concerned with CPSEs.

Copy to:

- (i) Chief Executive of CPSEs - for submission of ATR to NCSC (as per list) and to nominate a liaison officer for proposed workshop.
- (ii) Institute of Secretariat Training & Management (ISTM), New Delhi.
- (iv) National Commission for Scheduled Castes, Shri Y.K Bansal, Research Officer, 5<sup>th</sup> Floor, Loknayak Bhawan, Khan Market, New Delhi-110003.



Government of India

**National Commission for Scheduled Castes**

(A Constitutional body set up under Article 338 of the Constitution of India)

File No. 38/Misc-6/2016/SSW-I

5<sup>th</sup> Floor, Loknayak Bhawan  
Khan Market, New Delhi-110003

Dated-.20.5.2016

To,

**The Secretary**  
Department of Personnel & Training  
North Block  
New Delhi-110001

**The Secretary**  
Department of Public Enterprises  
Lodhi Road, CGO Complex  
New Delhi-110003

Sub:-Review meetings undertaken by the National Commission for Scheduled Castes to review and monitor the implementation of reservation policy for SCs and OBCs in Central Public Undertakings, Govt. of India during the years 2014 &2015

Sir,

I am directed to refer to the subject mentioned above and to say that the National Commission for Scheduled Castes under the Chairmanship of Dr. P.L. Punia, Hon'ble Chairman of this Commission had conducted review meetings to assess the implementation of reservation policy for SCs & OBCs in Central Public Undertaking during the years 2014 & 2015 and list of the Organizations/CPSUs is enclosed for ready reference.

During the review meetings, the Commission has observed several anomalies such as non maintenance of proper Reservation Rosters, non filling up of Backlog vacancies meant for SCs and OBCs, non properly calculation of reserved vacancy as per prescribed % of reservation, no sincere efforts for filling up of back-log vacancies by launching of special recruitment drives, non compliance of DoP&T orders regarding appointment of liaison officers, regular meetings, with representatives of SCs & OBCs Employees Welfare Association, non maintenance of grievance register etc. and victimization of SC employees in transfer/postings, awarding of grading in ACRs, promotion, seniority, fixation of pay, retirement benefits etc. matters. These anomalies were also brought to the notice of the concerned Central Public Undertakings by way of forwarding of minutes of the Review Meetings with submission of action taken report. However, most of the Central Public Undertakings did not comply with Commission's recommendations.

The DoP&T and Department of Public Enterprises are therefore requested to look into the matter on priority basis and issue necessary instructions to the concerned CPSUs for early implementation of the Commission's recommendation with submission of complete action taken report with supporting records to NCSC immediately.

Yours faithfully

(Y.K. Bansal)  
Research Officer

List of review meetings undertaken by the NCSC during the years 2014 & 2015 to review and monitor of implementation of reservation policy for SCs and OBCs in Central Public ~~Sector~~ Undertakings, Govt. of India

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Sr. No.	Name of CPSEs	Name of Concerned Ministry/Department
1.	Gas Authority of India Ltd.(GAIL)	Ministry of Petroleum & Natural Gas
2.	Power Grid Corporation of India Ltd.(PGCIL)	Ministry of Power
3.	National Hydro Power Corporation Ltd.(NHPC)	Ministry of Power
4.	National Fertilizers Ltd.(NFL)	Department of Fertilizers
5.	TCIL Ltd.	Department of Telecommunications
6.	Engineers India Ltd.(EIL)	Ministry of Petroleum & Natural Gas
7.	Bharat Sanchar Nigam Ltd.(BSNL)	Department of Telecommunications
8.	State Trading Corporation Ltd.	Department of Commerce
9.	Indian Railway Catering Tourism Corporation(IRCTC)	Railway Board
10.	MMTC Ltd.	Department of Commerce
11.	Food Corporation Ltd.(FCI)	Department of Food and Public Distribution
12.	Bharat Heavy Electronic Ltd(BHEL)	Department of Heavy Industries
13.	National Thermal Power Corporation(NTPC)	Ministry of Power
14.	National Building Construction Corporation Ltd.(NBCC)	Ministry of Urban Development.
15.	Mahanagar Telephone Nigam Ltd.(MTNL)	Department of Telecommunications
16.	National Small Industry Corporation(NSIC) Ltd	Ministry of Micro Small & Medium Enterprises
17.	Indian Trade Promotion Organization(ITPO)	Department of Commerce
18.	NSFDC	Department of Empowerment of Persons with Disability