

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2022-2023)**

**(SEVENTEENTH LOK SABHA)**

**NINETEENTH REPORT**

**ON**

**MINISTRY OF POWER**

**Action taken by the Government on the recommendations contained in the Thirteenth Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject “Reservation for Scheduled Castes and Scheduled Tribes in Central Public Sector Undertaking with special reference to Power Grid Corporation of India Limited”.**

*Presented to Lok Sabha on 19.12.2022*

*Laid in Rajya Sabha on 19.12.2022*



**LOK SABHA SECRETARIAT  
NEW DELHI**

December 2022/ Agrahayana 1944 (Saka)

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- II. Analysis of the Action Taken by the Government on the recommendations contained in the Thirteenth Report (17<sup>th</sup> Lok Sabha).

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2022-23)**

**Dr. (Prof.) Kirit Premjibhai Solanki - Chairperson**

**MEMBERS - LOK SABHA**

2. Shri Girish Chandra
3. Shri Santokh Singh Chaudhary
4. Shri Anil Firojiya
5. Shri Tapir Gao
6. Ms. Goddeti Madhavi
7. Smt. Pratima Mondal
8. Shri Ashok Mahadeorao Nete
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12. Shri Andimuthu Raja
13. Shri Upendra Singh Rawat
14. Smt. Sandhya Ray
15. Shri Ajay Tamta
16. Shri Rebati Tripura
17. Shri Krupal Balaji Tumane
18. Shri Guman Singh Damor
19. Shri Rattan Lal Kataria
20. Shri Jagannath Sarkar

**MEMBERS - RAJYA SABHA**

21. Shri Abir Ranjan Biswas
22. Shri Shamsheer Singh Dullo
23. Smt. Kanta Kardam
24. Shri Naranbhai J. Rathwa
25. Shri Ram Shakal
26. Dr. Sumer Singh Solanki
27. Shri K. Somaprasad
28. Shri Pradeep Tamta
29. Shri Kamakhya Prasad Tasa
30. Shri Ramkumar Verma

**SECRETARIAT**

- |    |                    |   |                   |
|----|--------------------|---|-------------------|
| 1. | Shri D.R. Shekhar  | - | Joint Secretary   |
| 2. | Shri P.C. Choulda  | - | Director          |
| 3. | Shri V.K. Shailon  | - | Deputy Secretary  |
| 4. | Ms. Pooja Kirthwal | - | Committee Officer |

## INTRODUCTION

I, the Chairperson, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Nineteenth Report (Seventeenth Lok Sabha) on Action Taken by the Government on the recommendations/observations contained in the Thirteenth Report (Seventeenth Lok Sabha) on the subject “Reservation for Scheduled Castes and Scheduled Tribes in Central Public Sector Undertaking with special reference to Power Grid Corporation of India Limited” pertaining to the Ministry of Power.

2. The draft Report was considered and adopted by the Committee at their sitting held on 15.12.2022 (Appendix-I).
3. The Report has been divided into the following chapters:-
  - I Report
  - II Recommendations/Observations which have been accepted by the Government.
  - III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
  - IV Recommendations /Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
  - V Recommendations / Observations in respect of which final replies of the Government have not been received.
4. An analysis of the Action Taken by the Government on the recommendations contained in the Thirteenth Report (Seventeenth Lok Sabha) of the Committee is given in Appendix-II.

**New Delhi;  
December, 2022  
Agrahayana, 1944(Saka)**

**DR. KIRIT P. SOLANKI  
Chairperson  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.**

## CHAPTER – I

### REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Fifth Report (Seventeenth Lok Sabha) on “Reservation for Scheduled Castes and Scheduled Tribes in Central Public Sector Undertaking with special reference to Power Grid Corporation of India Limited”.

1.2 Thirteenth Report was presented to Lok Sabha and laid in Rajya Sabha on 4<sup>th</sup> April, 2022. It contained 9 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined and are categorised as under:-

(i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 3, 4, 5, 6, 7, & 9).	<b>Total – 06</b> <b>Percentage – 67%</b>
(ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. Nos. 8).	<b>Total - 01</b> <b>Percentage – 11%</b>
(iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. Nos. 1 & 2).	<b>Total - 02</b> <b>Percentage – 22%</b>
(iv) Recommendations/Observations in respect of which final replies of the Government have not been received (Sl. Nos. Nil).	<b>Total - Nil</b> <b>Percentage - 0</b>

**1.3 The Committee trust that utmost importance would be given to implementation of the recommendations/observations accepted by the Government. In cases, where it is not possible for the Department to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee with reasons therefor. The Committee further desire that Action Taken Notes on the recommendations/observations contained in Chapter-I should be furnished to them at an early date.**

1.4 The Committee will now deal with the Action Taken by the Government on those recommendations which need reiteration or comments.

#### **Recommendation No. 1**

1.5 The Committee are appalled to note that despite being a 'MAHARATNA' CPSE, there is no officer hailing from SC/ST community in the Board of Director in Power Grid Corporation of India. No representation of SC/ST in one of apex CPSE of the Country is a matter of grave concern. The Committee would like to be apprised of the reasons for the same. The Committee are of the view that the relevant Act for appointment of Chairman/Members in Power Grid should be suitably amended to provide representation to SCs/STs on the Board of Directors. Also, if required, relaxations/concessions should be provided to SC/ST candidates eligible for such positions. The Committee strongly express their displeasure in the matter that the SCs/STs are being deprived of representation in higher posts in Power Grid thereby excluding their chances of making top policy decisions. The Committee are of firm opinion that induction of officers belonging to SC/ST community in Board of Directors would provide due representation and pave way for policies being framed to enhance the prospects of SC/ST employees in the organization and safeguard their interest.

#### **Reply of the Government**

1.6 POWERGRID has ensured implementation of Govt. directives on reservation matters In letter & spirit in order to secure the representation of persons in reserved category. To enhance the representation of SC/ST categories in case of promotion, extra marks are awarded to SC/ST employees while considering for promotion upto E-8 level (promotion within Group 'A' level posts) i.e. higher level management. Further, it is to mention that Board level appointment is done by Government of India with due procedure. The Ministry of Power is committed to enhance the prospects for the reserved category of employees including SC/ST employees.

#### **Comments of the Committee**

**1.7 From the reply the Committee feel that Government is not serious to the observations and recommendations made by the Committee from time to time in regard to reviewing of policy on appointments to the Board/Management level posts in all PSUs including Power Grid Corporation of India Limited. During the course of**

examination of various PSUs over the years, the Committee have observed that SCs and STs have not been given opportunity to rise up to the Board/ Senior level positions. The Committee feel that with a view to provide socio- economic equality as enshrined in the Constitution, the Government should take affirmative action to accommodate due representatives from the SCs/STs in the Board/ Senior level appointments. The Committee would like to be apprised about the number of Scheduled Castes and Scheduled Tribes candidates who appeared for the interview of Board/ other senior level positions of both official and non official directors in the past five years and the reasons for their non selection. The Committee strongly recommend that Department of Public Enterprises being the nodal Ministry must submit proposal to Cabinet to amend the existing rules/regulations to facilitate appointment of Scheduled Castes and Scheduled Tribes in Board of Directors. The Committee may be informed about the progress made by the government in this regard.

#### **Recommendation No. 2**

1.8 The Committee are perturbed to note that the requisite reservation percentage of Scheduled Castes is not achieved in Group B category of posts. It has also been informed that recruitment in Power Grid takes place in Group "A" and Group "C" posts implying that Group B posts are promotional posts. The Committee would like to be apprised regarding the reasons for low percentage in group B posts despite various concessions being offered. The Committee would like to recommend that concerted and sincere efforts be made by Power Grid to level up the requisite SC reservation percentage in every category of posts. The Committee would like to direct that necessary steps in this direction be taken within a stipulated time.

#### **Reply of the Government**

1.9 As per PGCIL's Promotion Policy, the group 'B' post is the feeder cadre for next higher level posts (Group'A'posts through promotion). The eligible employees of group 'B' posts gets promoted in higher level of posts i.e. in group 'A' posts based on yearly departmental promotion committee's recommendation with effective standard dates. Sometimes in order to secure the requisite % of reservation in promotion, the feeder cadre i.e. Group 'B' level employees moves to higher level posts through promotion (in Group 'A')

which leads to reduction in adequate percentage of representation of such particular category of posts w.r.t group wise. Further, the aforesaid reduction of percentage in representation gets filled up once the eligible employees from its feeder cadre (i.e. from group 'C' posts) gets opportunity to move in group 'B' posts through promotion. However, PGCIL and Ministry of Power are taking concerted efforts to maintain the requisite representation for SC Category candidates.

#### **Comments of the Committee**

**1.10 The Committee are made to understand that Group B and C are feeder cadre for next higher levels and that employees of B & C category get promoted to Group A & B respectively upon departmental promotion committee's recommendation with effective standard dates. The Committee feel that despite measures and concessions in place for ensuring representation in promotion, low percentage of Scheduled Castes employees in Group B is a real conundrum. The Committee would therefore like to be apprised regarding the number of Scheduled Castes employees eligible for promotion to Group B and amongst them how many have been recommended by DPC for promotion. The Committee may also be made aware whether any of Scheduled Castes employees has not been recommended by DPC after they became eligible for promotion. If so, the reasons thereof along with corrective measures therefor may also be provided.**

#### **Recommendation No. 3**

1.11 The Committee note that there are a total of 18 (7 SC and 11 ST) vacancies lying vacant. Out of these 4 vacancies belong to Group A and 14 vacancies belong to Group C. The Committee strongly recommend that such backlog vacancies may be filled within a stipulated time limit and sincere efforts be taken by the Ministry in this regard. It has also been noted that last special recruitment drive was carried out in the year 2018. The Committee would like to recommend that a special recruitment drive again be carried to fill these backlog vacancies at the earliest.

#### **Reply of the Government**

1.12 The recruitment process for filling up backlog vacancies is already under process in PGCIL. The present total backlog under SC/ST is 04 & 02 out the same have been advertised already. Special recruitment drive shall be initiated for the balance 02 vacancies.



### **Comments of the Committee**

**1.13 The Committee appreciate the work done by the PFCI but at the same time desires to be apprised about the progress made to fill up all backlog vacancies under SRD.**

#### **Recommendation No. 4**

1.14 The Committee are surprised to note that inspite availability of experienced and sincere Tribal category candidate, Liaison Officer has been appointed from unreserved category in Power Grid. The Committee would like to emphasize that Liaison Officer is a link between the Management and the SC/ST employees of the organisation whose main function is to ensure that provisions for reservation for SC/ST as laid down by the DoPT are being implemented in letter and spirit. In order to have effective liaison of SC/ST employees with the Liaison Officer on any issue regarding reservation policy, the Committee strongly recommend that Liaison Officer be appointed from reserved category. The Committee, therefore, recommend that either the existing tribal officer or an officer of appropriate rank from the SC/ST community having a sound knowledge of reservation policies should be appointed as Liaison Officer of the respective units and provided with sufficient number of support staff for effective protection of SC/ST rights in the organisation. The Committee would also like to recommend that since the Liaison Officer is appointed to ensure due compliance of orders and instructions pertaining to reservations of vacancies in favour of SCs/STs, for efficient working he should either be experienced or be trained properly for rules/guidelines on reservation for Scheduled Castes/Scheduled Tribes and not be overburdened with other heavy official responsibilities.

#### **Reply of the Government**

1.15 PGCIL has appointed Smt. Neela Das, Senior General Manager as Liaison Officer for SC/ST & PWDs since 09.05.2018 who belongs to SC category and also well versed with the Reservation matters due to non-availability of suitable ST Officer in PGCIL. Further, there is a Reservation-Cell comprising of 02 executives at Corporate Centre which assists the Liaison Officer in day to day function for effective discharge of the responsibility in the organization. As advised, POWERGRID would hold workshop/training programme for the liaison officers in the month of June July 2022. Further, one senior level ST officer was appointed as L.O for Ministry of Power on 01 .5.2019 to supervise and coordinate with

all LO of organisations under Ministry of Power, due to exigency of work, he was transferred and replaced by General category officer as LO on 11.11.2021. Later another senior level SC officer has been appointed as LO for Ministry of Power w.e.f 22.12.2021.

#### **Comments of the Committee**

**1.16 The Committee would like to point out that while appointing Liaison officer, only SCs and STs may be appointed. It goes without saying that liaison officer belonging to SC/ST are more sensitive and invested to look after the grievances/welfare of SC/ST employees of the Organisation and ensuring proper implementation of reservation rules. It has been informed that post ouster of ST liaison officer, a general category candidate was appointed. The Committee are pained to note that only after the intervention of Committee at the sitting held on 21.12.2021, SC Liaison officer had replaced the general one. The Committee feel that there is need to be more sensitive to the cause and welfare of Scheduled castes and Scheduled Tribes by PGCI.**

#### **Recommendation No. 8**

1.17 The Committee have taken cognizance of the fact that there are currently three SC/ST employee's association in Power Grid namely, All India POWERGRID SC/ST Employees Welfare Association, POWERGRID SC/ ST/ OBC/ minorities employee's association and POWERGRID /SC /ST /Backward Minority welfare association. The Committee would like to recommend that sincere efforts be made to merge all the three associations at the earliest in order to make the association more effective in voicing the issues and grievances of the SC/ST employee in Power Grid. It is recommended that the Ministry should ensure develop democratic mechanism to unite all these associations as per directions conveyed by the Committee during the sitting held on 21.12.2021 in December so that interest of SC/ST employees can be safeguarded properly.

#### **Reply of the Government**

1.18 Concerted efforts have been made by POWERGRID to unite all the three associations. Because these associations have been formed/registered by a group of employees under Article 19 of Constitution and statutory provisions with distinctive identity and individual by-laws, challenges are being faced to enforce merger of these associations. POWERGRID, however, holds regular meetings in every quarter with all the

three Associations at national level wherein four members from each of the three Associations are invited. Apart from above, regional level meetings are also held with all the Associations to resolve regional issues if any. After the meetings, agenda wise minutes are issued. Efforts to bring all the three Associations under a single umbrella will continue for compliance of instructions of Hon'ble Committee. Further, during the Annual Inspection of Reservations Roster on 15.3.2022, Ministry of Power has also conveyed to PGCIL to explore the possibility to bring under a single umbrella Association as per the directions of the Hon'ble Parliament Standing Committee on welfare of SC/ST.

#### **Comments of the Committee**

**1.19 The Committee while accepting the reply of Government would also like to emphasize that Ministry and PGCIL should make all possible efforts for all three SC/ST Welfare associations to conduct free and fair election to unite them under one Umbrella Association.**

## **CHAPTER – II**

### **RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT**

#### **Recommendation No. 3**

2.1 The Committee note that there are a total of 18 (7 SC and 11 ST) vacancies lying vacant. Out of these 4 vacancies belong to Group A and 14 vacancies belong to Group C. The Committee strongly recommend that such backlog vacancies may be filled within a stipulated time limit and sincere efforts be taken by the Ministry in this regard. It has also been noted that last special recruitment drive was carried out in the year 2018. The Committee would like to recommend that a special recruitment drive again be carried to fill these backlog vacancies at the earliest.

#### **Reply of the Government**

2.2 The recruitment process for filling up backlog vacancies is already under process in PGCIL. The present total backlog under SC/ST is 04 & 02 out the same have been advertised already. Special recruitment drive shall be initiated for the balance 02 vacancies.

#### **Comments of the Committee**

**2.3 Please see Para No. 1.13 of Chapter I**

#### **Recommendation No. 4**

2.4 The Committee are surprised to note that inspite availability of experienced and sincere Tribal category candidate, Liaison Officer has been appointed from unreserved category in Power Grid. The Committee would like to emphasize that Liaison Officer is a link between the Management and the SC/ST employees of the organisation whose main function is to ensure that provisions for reservation for SC/ST as laid down by the DoPT are being implemented in letter and spirit. In order to have effective liaison of SC/ST employees with the Liaison Officer on any issue regarding reservation policy, the Committee strongly recommend that Liaison Officer be appointed from reserved category. The Committee, therefore, recommend that either the existing tribal officer or an officer of appropriate rank from the SC/ST community having a sound knowledge of reservation policies should be appointed as Liaison Officer of the respective units and provided with sufficient number of support staff for effective protection of SC/ST rights in the

organisation. The Committee would also like to recommend that since the Liaison Officer is appointed to ensure due compliance of orders and instructions pertaining to reservations of vacancies in favour of SCs/STs, for efficient working he should either be experienced or be trained properly for rules/guidelines on reservation for Scheduled Castes/Scheduled Tribes and not be overburdened with other heavy official responsibilities.

### **Reply of the Government**

2.5 PGCIL has appointed Smt. Neela Das, Senior General Manager as Liaison Officer for SC/ST & PWDs since 09.05.2018 who belongs to SC category and also well versed with the Reservation matters due to non-availability of suitable ST Officer in PGCIL. Further, there is a Reservation-Cell comprising of 02 executives at Corporate Centre which assists the Liaison Officer in day to day function for effective discharge of the responsibility in the organization. As advised, POWERGRID would hold workshop/training programme for the liaison officers in the month of June July 2022. Further, one senior level ST officer was appointed as L.O for Ministry of Power on 01 .5.2019 to supervise and coordinate with all LO of organisations under Ministry of Power, due to exigency of work, he was transferred and replaced by General category officer as LO on 11.1'1.2021. Later another senior level SC officer has been appointed as LO for Ministry of Power w.e.f 22.12.2021.

### **Comments of the Committee**

**2.6 Please see Para No. 1.16 of Chapter I**

#### **Recommendation No. 5**

2.7 The Committee note that rosters for Group A equivalent posts, i.e. Executive posts, are maintained at corporate center whereas rosters for Group B, C & D equivalent posts, i.e. Non-Executive posts, are generally maintained at respective regions. It has also been informed that the rosters are maintained as per DoPT Orders, are updated annually and inspected by Liaison Officer. The Committee would however like to reiterate that roster is a very important document which plays an instrumental role for providing reservation and safeguarding the interest of SCs and STs suitably. The Committee, therefore, urge that the job of maintaining rosters should be entrusted to officers who are well versed and acquainted with recruitment/reservation rules and maintain them strictly in accordance with the instructions laid down by the DoPT for the purpose. Any discrepancy noticed by the officers concerned should immediately be pointed out and timely rectified. The Committee

also recommend that the officers concerned for the maintenance of rosters as well as Liaison Officers should be held accountable for its proper maintenance and implementation. The Committee would also like to recommend that after the updation and inspection of rosters, the same should be uploaded on the website of the organisation for the information of SC/ST employees and given opportunity to submit any representations related thereto.

#### **Reply of the Government**

2.8 Post based Rosters are being maintained in PGCIL by HR Department wherein qualified & experienced executives have been assigned the job of updation of Reservation Rosters. Such executives are also responsible for proper maintenance & implementation of Reservation matters of Govt. of India issued from time to time. Regarding uploading the inspection reports of rosters, it is being ensured to upload the same on their Internal Portal for providing opportunity to submit the representation, if any.

#### **Recommendation No. 6**

2.9 The Committee were informed that Complaint registers are maintained in Power Grid and the aggrieved employees can lodge their complaints therein. The Committee note that some of the complaints lodged by the employee took over 1.5 year to resolve. In this regard, the Committee would like to recommend that redressal mechanism should be made fool proof and that the disposal of the complaints be done in maximum span of six months in order to grant relief to the aggrieved SC/ST employees.

#### **Reply of the Government**

2.10 An online grievance redressal machinery is already in operation in POWERGRID. An exclusive Grievance Portal is in operation with defined time line for speedy disposal of grievances, if any, of SC/ST employees. Maximum time span of 6 months as recommended by the Hon'ble Committee to resolve the grievances of SC/ST employees shall be ensured by PGCIL.

#### **Recommendation No. 7**

2.11 The Committee feel that on non core areas of contractual appointments, contractual and other benefits are not extended in letter and spirit during the contractual engagements. The Committee, therefore recommend that payment of all contractual appointees be done timely and directly to their bank accounts. The Committee would also

like to urge Power Grid Corporation of India to adopt compassionate outlook towards the contractual appointees including those belonging to SC/ST category by offering them adequate financial & medical facilities associated with regular appointments. The Committee also recommend that proper representation of SC/ST in all post being filled on contractual appointments be ensured in Power Grid Corporation of India.

#### **Reply of the Government**

2.12 The payment of wages to all categories of employees including non-core areas of contractual appointee are made through digital systems only in their respective bank account. Apart from the medical coverage through insurance / or under any scheme, POWERGRID extended free vaccination drive during the pandemic to all personnel engaged on contract. It also organizes special camps/awareness programme for regular as well as for contractual employees. POWERGRID has also organized training programme in respective area of work for contractual personnel. POWERGRID maintains representation of reserved category viz. SC/ST in contractual appointments. Similar initiatives are carried out in other CPSUs of the Ministry of Power.

#### **Recommendation No. 9**

2.13 The Committee appreciates the work done by Power Grid Corporation of India under CSR, but at the same time, Committee are of the firm view that Power Grid Corporation of India must chalk out specific or separate scheme for socio economic development of Scheduled Castes and Scheduled Tribes. The Committee strongly feel that such special scheme would not be contrary to the purpose of Corporate Social Responsibility mentioned in Companies Act, 2013, Schedule VII (i), (ii) and (xi) for eradicating hunger, poverty and malnutrition, promoting health care including preventive health care, sanitation promoting education, including special education and employment enhancing vocation skills for the upliftment and development of weaker sections and slum area development which obviously included SCs and STs also. The Committee may be informed about the progress made by Power Grid Corporation of India to this effect.

#### **Reply of the Government**

2.14 POWERGRID executes welfare plans in the areas which have significant proportion of population belonging to SC/ST communities under the CSR activities. The details are attached as per Appendix.

## **CHAPTER – III**

### **RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN THE LIGHT OF THE REPLIES RECEIVED FROM THE GOVERNMENT**

#### **Recommendation No. 8**

3.1 The Committee have taken cognizance of the fact that there are currently three SC/ST employee's association in Power Grid namely, All India POWERGRID SC/ST Employees Welfare Association, POWERGRID SC/ ST/ OBC/ minorities employee's association and POWERGRID /SC /ST /Backward Minority welfare association. The Committee would like to recommend that sincere efforts be made to merge all the three associations at the earliest in order to make the association more effective in voicing the issues and grievances of the SC/ST employee in Power Grid. It is recommended that the Ministry should ensure develop democratic mechanism to unite all these associations as per directions conveyed by the Committee during the sitting held on 21.12.2021 in December so that interest of SC/ST employees can be safeguarded properly.

#### **Reply of the Government**

3.2 Concerted efforts have been made by POWERGRID to unite all the three associations. Because these associations have been formed/registered by a group of employees under Article 19 of Constitution and statutory provisions with distinctive identity and individual by-laws, challenges are being faced to enforce merger of these associations. POWERGRID, however, holds regular meetings in every quarter with all the three Associations at national level wherein four members from each of the three Associations are invited. Apart from above, regional level meetings are also held with all the Associations to resolve regional issues if any. After the meetings, agenda wise minutes are issued. Efforts to bring all the three Associations under a single umbrella will continue for compliance of instructions of Hon'ble Committee. Further, during the Annual Inspection of Reservations Roster on 15.3.2022, Ministry of Power has also conveyed to PGCIL to explore the possibility to bring under a single umbrella Association as per the directions of the Hon'ble Parliament Standing Committee on welfare of SC/ST.

#### **Comments of the Committee**

**3.3 Please see Para No. 1.19 of Chapter I**



## **CHAPTER – IV**

### **RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION**

#### **Recommendation No. 1**

4.1 The Committee are appalled to note that despite being a 'MAHARATNA' CPSE, there is no officer hailing from SC/ST community in the Board of Director in Power Grid Corporation of India. No representation of SC/ST in one of apex CPSE of the Country is a matter of grave concern. The Committee would like to be apprised of the reasons for the same. The Committee are of the view that the relevant Act for appointment of Chairman/Members in Power Grid should be suitably amended to provide representation to SCs/STs on the Board of Directors. Also, if required, relaxations/concessions should be provided to SC/ST candidates eligible for such positions. The Committee strongly express their displeasure in the matter that the SCs/STs are being deprived of representation in higher posts in Power Grid thereby excluding their chances of making top policy decisions. The Committee are of firm opinion that induction of officers belonging to SC/ST community in Board of Directors would provide due representation and pave way for policies being framed to enhance the prospects of SC/ST employees in the organization and safeguard their interest.

#### **Reply of the Government**

4.2 POWERGRID has ensured implementation of Govt. directives on reservation matters In letter & spirit in order to secure the representation of persons in reserved category. To enhance the representation of SC/ST categories in case of promotion, extra marks are awarded to SC/ST employees while considering for promotion upto E-8 level (promotion within Group 'A' level posts) i.e. higher level management. Further, it is to mention that Board level appointment is done by Government of India with due procedure. The Ministry of Power is committed to enhance the prospects for the reserved category of employees including SC/ST employees.

#### **Comments of the Committee**

4.3 **Please see Para No. 1.7 of Chapter I**

### **Recommendation No. 2**

4.4 The Committee are perturbed to note that the requisite reservation percentage of Scheduled Castes is not achieved in Group B category of posts. It has also been informed that recruitment in Power Grid takes place in Group "A" and Group "C" posts implying that Group B posts are promotional posts. The Committee would like to be apprised regarding the reasons for low percentage in group B posts despite various concessions being offered. The Committee would like to recommend that concerted and sincere efforts be made by Power Grid to level up the requisite SC reservation percentage in every category of posts. The Committee would like to direct that necessary steps in this direction be taken within a stipulated time.

### **Reply of the Government**

4.5 As per PGCIL's Promotion Policy, the group 'B' post is the feeder cadre for next higher level posts (Group 'A' posts through promotion). The eligible employees of group 'B' posts gets promoted in higher level of posts i.e. in group 'A' posts based on yearly departmental promotion committee's recommendation with effective standard dates. Sometimes in order to secure the requisite % of reservation in promotion, the feeder cadre i.e. Group 'B' level employees moves to higher level posts through promotion (in Group 'A') which leads to reduction in adequate percentage of representation of such particular category of posts w.r.t group wise. Further, the aforesaid reduction of percentage in representation gets filled up once the eligible employees from its feeder cadre (i.e. from group 'C' posts) gets opportunity to move in group 'B' posts through promotion. However, PGCIL and Ministry of Power are taking concerted efforts to maintain the requisite representation for SC Category candidates.

### **Comments of the Committee**

**4.6 Please see Para No. 1.10 of Chapter I**

**CHAPTER – V**

**RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF  
THE GOVERNMENT HAVE NOT BEEN RECEIVED**

- Nil -

**New Delhi;  
December, 2022  
Agrahayana, 1944(Saka)**

**DR. KIRIT P. SOLANKI  
Chairperson  
Committee on the Welfare of  
Scheduled Castes and**

**APPENDIX –I**

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES  
(2022-2023)**

**(SEVENTEENTH LOK SABHA)**

**THIRTEENTH SITTING  
(15.12.2022)**

**MINUTES**

The Committee sat from 1000 hrs. to 1100 hrs. in Chairperson Chamber, Room No. 137, Third floor, Parliament House, New Delhi-110001

**PRESENT**

Shri Kirit Premjibhai Solanki - Chairperson

**MEMBERS**

**LOK SABHA**

2. Shri Girish Chandra
3. Shri Guman Singh Damor
4. Shri Anil Firojiya
5. Smt. Goddeti Madhavi
6. Smt. Pratima Mondal
7. Shri Upendra Singh Rawat
8. Shri Jagannath Sarkar
9. Shri Rebati Tripura

**RAJYA SABHA**

10. Smt. Kanta Kardam
11. Dr. V.Sivadasan
12. Dr. Sumer Singh Solanki

**SECRETARIAT**

- 1 Shri D.R. Shekhar, Joint Secretary
- 2 Shri P.C. Choulda, Director
- 3 Shri. V. K. Shailon, Deputy Secretary

At the outset, the Chairperson welcomed the Members of the Committee. The Committee then considered the draft report(s) on the following subjects:-

1. Action taken by the Government on the recommendations contained in the Eighth Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Reservation of Scheduled Castes/Scheduled Tribes in Public Sector Banks/Financial

Institutions/Reserve Bank of India and credit facilities and other benefits being provided by such Institutions/Banks to the Scheduled Castes/Scheduled Tribes with special reference to State Bank of India".

2. Action taken by the Government on the recommendations contained in the Thirteenth Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject
3. "Reservation for Scheduled Castes and Scheduled Tribes in Central Public Sector Undertaking with special reference to Power Grid Corporation of India Limited".
4. Action taken by the Government on the recommendations contained in the Ninth Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject "Study of atrocity cases against Scheduled Castes and Scheduled Tribes with respect to implementation of the Prevention of Atrocities Act, 1989 with special reference to cases related to withholding of pensions and retirement benefits of SC/ST Employees"

2. After due consideration, the Committee adopted the aforementioned Report(s) without any modification. The Committee also authorized the Chairperson to present the Report to both the Houses of Parliament during the ongoing Session.

The sitting of the Committee then adjourned.

**APPENDIX –II**

**(Vide Para 4 of Introduction)**

**Analysis of action taken by the Government on the recommendations contained in the Thirteenth Report (Seventeenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.**

1.	Total number of recommendations.....	9
2.	Recommendations/observations which have been accepted by the Government ( <i>vide</i> recommendations at Sl. No. 3, 4, 5, 6, 7 and 9).....	6
	Number Percentage to the total .....	67%
3.	Recommendations/observation which the Committee do not desire to pursue in view of the Government replies ( <i>vide</i> recommendations at Sl. No. 8 .....	1
	Number Percentage to the total.....	11%
4.	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration ( <i>vide</i> recommendations at Sl. Nos. 1 and 2 .....	2
	Number Percentage to the total.....	22%
5.	Recommendations/observations in respect of which final replies of the Government have not been received .....	NIL