

**COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES
(2018-19)**

(SIXTEENTH LOK SABHA)

MINISTRY OF POWER

‘Action Taken by the Government on the
Observations/Recommendations contained in the Sixteenth Report
(Sixteenth Lok Sabha) of the Committee on Welfare of Other Backward
Classes on “Measures undertaken to secure representation of OBCs in
employment and for their welfare in NTPC Ltd”.

NINETEENTH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2018/Pausha, 1940 (Saka)

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MINISTRY OF POWER

Presented to Lok Sabha on 02.01.2019

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**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2018/Pausha, 1940 (Saka)

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CONTENTS

PAGE

COMPOSITION OF THE COMMITTEE (2018-19).....	(ii)
INTRODUCTION.....	(iv)

REPORT

CHAPTER I Report.....	1
CHAPTER II Observations/Recommendations which have been accepted by the Government.....	9
CHAPTER III Observations/Recommendations which the Committee do not desire to pursue in the light of the replies received from the Government.....	15
CHAPTER IV Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.....	16
CHAPTER V Observations/Recommendations in respect of which final replies of the Government are still awaited.....	19

ANNEXURES

I & II Recruitment advertisements.	20-21
III Copy of notification with regard to formation of Associations, Ministry of Personnel Grievances and Pension, Department of Personnel and Training dated 05.11.93.....	22

APPENDICES

I Extracts of Minutes of the Sitting of the Committee on Welfare of Other Backward Classes (2018-19) held on 20.12.2018.....	26
II Analysis of the Action Taken by the Government on the Observations/Recommendations of the Committee on Welfare of Other Backward Classes contained in their Sixteenth Report (Sixteenth Lok Sabha).....	28

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2018-19)

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS **LOK SABHA**

2. Smt. Santosh Ahlawat
3. Shri A. Arunmozhithevan
4. Shri Santosh Kumar
5. Shri Shailesh Kumar
6. Shri Ravindra Kushawaha
7. Dr. Swami Sakshi Ji Maharaj
8. Dr. Banshilal Mahato
9. Dr. Mriganka Mahato
10. Dr. (Smt.) Pritam Gopinath Munde
11. Shri Rodmal Nagar
12. Shri Ram Mohan Naidu Kinjarapu
13. Shri P. Karunakaran
14. Shri Kapil Moreshwar Patil
15. Shri Hari Narayan Rajbhar
16. Shri Mullappally Ramachandran
17. Shri Rajeev Satav
18. Shri Rajveer Singh (Raju Bhaiya)
19. Shri Ladu Kishore Swain
20. Shri Kanwar Singh Tanwar

RAJYA SABHA

21. Shri Husain Dalwai
22. Shri Ram Narain Dudi
23. Shri B.K. Hariprasad
24. Shri Ahamed Hassan
25. Dr. Vikas Mahatme
26. Shri Vishambhar Prasad Nishad
27. Shri K.K. Ragesh
28. Smt. Vijila Sathyananth

29. Shri Ram Nath Thakur
30. Smt. Chhaya Verma

SECRETARIAT

1. Shri T. G. Chandrasekhar - Joint Secretary
2. Shri R.R. Kumar - Director
3. Shri A.S.K. Das - Deputy Secretary

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2018-19) having been authorised by the Committee to present the Report on their behalf, present this Nineteenth Report on Action Taken by the Government on the Observations/Recommendations contained in the Sixteenth Report (Sixteenth Lok Sabha) of the Committee on Welfare of Other Backward Classes on “Measures undertaken to secure representation of OBCs in employment and their welfare in NTPC Ltd” pertaining to the Ministry of Power.

2. The Sixteenth Report was presented to Lok Sabha on 09.08.2018. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 05.11.2018.

3. The replies of the Government were examined and the Draft Report was considered and adopted by the Committee at their sitting held on 20.12.2018.

4. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Sixteenth Report (Sixteenth Lok Sabha) of the Committee is given in Appendix-II.

NEW DELHI;
28th December, 2018
7 Pausha, 1940 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs

CHAPTER I

REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Sixteenth Report (Sixteenth Lok Sabha) on “Measures undertaken to secure representation of OBCs in employment and their welfare in NTPC Ltd.” pertaining to the Ministry of Power.

2. The Sixteenth Report (Sixteenth Lok Sabha) of the Committee was presented to Lok Sabha on 9th August, 2018 and was laid on the Table of Rajya Sabha on the same day. The Report contained 7 Observations/Recommendations. Action Taken Notes in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorised as follows:

i. Observations/Recommendations which have been accepted by the Government:
Recommendation Sl. Nos. 1,2,3,4 and 6..... (Total - 05)
Chapter II

ii. Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:
-NIL- (Total - Nil)
Chapter III

iii. Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:
Recommendation Sl. Nos. 5 and 7..... (Total - 02)
Chapter IV

iv. Observations/Recommendations in respect of which final replies of the Government are still awaited:
-Nil- (Total - Nil)
Chapter V

3. The Committee desire that Action Taken Notes on the Observations/Recommendations contained in Chapter I of the Report should be furnished to the Committee within three months of the presentation of this Report.

4. The Committee will now deal with the action taken by the Government on some of the Observations/Recommendations which need reiteration or merit comment in the succeeding paragraphs.

Redressal of grievances of OBC employees

Recommendation Sl. No. 5

5. The Committee in their Sixteenth Report (Sixteenth Lok Sabha) had recommended as under:

"The Committee find that the NTPC has developed a common mechanism for grievance redressal of all the employees including the OBC employees. They also note that no complaint whatsoever has been registered by any OBC employee during the last two years. The replies given by the Ministry of Power reveal that the Liaison Officers for OBCs nominated to ensure proper implementation of reservation orders of the Government in favour of OBCs and for dealing with the grievances of OBC employees do not belong to the OBC community at majority of places. The Committee have been informed that there is no association of OBC employees functional in NTPC. In the given condition, the Committee are not surprised that NTPC did not receive even a single complaint from any OBC employee during the last couple of years. The Committee feel that the majority of employees belonging to OBC community generally do not come forward with their grievances, complaints and suggestions easily as they came from the background of socially and educationally disadvantaged section of the society. They are, therefore, of the opinion that OBC Employees Association can serve as a forum to raise the issues relating to the recruitment/welfare and grievances of OBCs within the organisation. In view of the foregoing, the Committee recommend the Ministry to facilitate formation of a separate OBC Employees' Welfare Association in NTPC and extend all the requisite support in this regard so as to provide appropriate platform to the OBC employees to voice their sentiments, problems, grievances, complaints etc. before the management. The NTPC management may also hold periodical meetings with the representatives of such Association

to ensure that their grievances are attended to regularly with due promptitude."

REPLY OF THE GOVERNMENT

6. The Ministry of Power in their action taken reply have stated:

"It is submitted that normally associations are formed voluntarily by the members of that particular community and once these associations are formed then management interacts with them at various level and provides various other facilities for smooth functioning of the association.

With regard to formation of Associations, Ministry of Personnel, Public Grievances and Pension, Department of Personnel & Training, notification no. 2/10/80-JCA (Vol IV) dated 05.11.93, rule 5 (0 inter alia provides that "The service association shall not be formed to represent the interests, or on the basis of any caste, tribe or religious denominations ". (Copy of notification dated 05.11.93 is placed at Annexure III).

However, as recommended by the committee, NTPC will definitely encourage OBC employees and ensure that there is credible voice available amongst them.

NTPC proposes to issue instructions to all its units to have regular interaction at various levels with OBC associations and wherever associations are not there with OBC employees, to ensure that their grievances are attended to regularly with due promptitude."

7. The Committee, in their Sixteenth Report had noted that NTPC had not received even a single complaint from any OBC employee during the last couple of years. They had also observed that the Liaison Officers for OBCs nominated by NTPC did not belong to the OBC community at a majority of places. Also, there was no association of OBC employees functional in NTPC. The Committee had also expressed the opinion that the majority of employees belonging to OBC community generally do not come forward with their grievances, complaints and suggestions easily as they hail from the

socially and educationally disadvantaged section of the society. The Committee had, recommended that the Ministry of Power facilitate formation of a separate OBC Employees' Welfare Association in NTPC so as to provide them an appropriate forum to raise the issues relating to the recruitment/welfare and grievances of OBCs within the organisation. In their reply, the Ministry of Power have referred to the DoPT Notification of 1993 which *inter alia* stipulates that service associations shall not be formed to represent the interests, or on the basis of any caste, tribe or religious denomination. The Committee, in this regard, are of the view that the Other Backward Classes as recognised by the Government cannot, and should not be defined on the basis of the narrow meaning attached to caste, but the term used in a wider perspective covering a class of people as a whole, which denotes the socially and educationally backward section of the society as mentioned in the Constitution of India. The stipulations of DoPT, therefore, do not in any way come, in the way of facilitating formation of OBC employees welfare associations for raising their grievances, complaints, suggestions, etc. before the management. In view of the foregoing, the Committee reiterate their recommendation regarding facilitating formation of a separate OBC Employees' Welfare Association in NTPC and extending the requisite support to them. Moreover, they reiterate that the NTPC management also hold periodic meetings with the representatives of such association(s) so as to ensure that their grievances are attended to regularly with due promptitude.

Corporate Social Responsibility (CSR)

Recommendation Sl. No. 6

8. The Committee in their Sixteenth Report had recommended as under:

"The NTPC Limited has informed the Committee that it spends two percent of average net profit of previous three years on CSR activities. NTPC is undertaking CSR activities primarily in the area of education, health and sanitation, drinking water, skill development, women empowerment, social infrastructure development and support to physically challenged persons, etc. Section 135(5) of the Companies Act, 2013 *inter alia* provides that the company shall give preference to the local area and areas around it where it operates, for

spending the amount earmarked for Corporate Social Responsibility activities. The Committee note that many of the power stations and projects of NTPC are located in far-flung areas and desire that keeping in view the sentiments expressed in Section 135(5) of the Companies Act, 2013, NTPC should focus on local areas with priorities directed towards the benefit of the population of socially and educationally backward sections of the society, who are marginalised and deprived of the basic amenities and necessities of life. The Ministry has also highlighted various skill development programmes initiated by NTPC under CSR activities. This includes electrical repairing, mobile repairing, welding, motor driving, screen printing, computer training, web page designing, local handicrafts, etc. The Committee suggest the Ministry to include more and more people from backward community in these skill development programmes so that they can proceed towards sustainable self-employment and also towards skilled jobs with technical requirements.”

REPLY OF THE GOVERNMENT

9. The Ministry of Power in their action taken reply have stated as under:

“The recommendation of the committee is accepted and noted for compliance by NTPC LTD.”

10. **The Committee had noted that NTPC is undertaking CSR activities primarily in the areas of education, health and sanitation, drinking water, skill development, women empowerment, social infrastructure development and providing support to physically challenged persons etc.**

They had also noted that Section 135(5) of the Companies Act, 2013 inter alia provides that the company shall give preference to the local area and areas where it operates, for spending the amount earmarked for CSR activities. In view of the fact that the power stations and projects of NTPC are located in far-flung areas, the Committee had recommended that NTPC should focus on local areas with priorities directed towards the benefit of the population of socially and educationally backward sections

of the society, who are marginalised and deprived of the basic amenities and necessities of life. The Committee had also emphasised on including more number of people from the OBC community in skill development programmes viz. electrical repairing, mobile repairing, welding, motor driving, screen printing, computer training, web page designing, local handicrafts, etc. initiated by NTPC under CSR activities so that they can proceed towards sustainable self-employment and also towards skilled jobs with technical requirements. The Ministry in their reply have simply stated that the recommendation of the Committee is accepted and noted for compliance by NTPC Ltd. The Committee express appreciation that the Ministry have accepted the recommendation for compliance. However, they expect the NTPC Ltd. to come out with a detailed, elaborate and concrete action plan in this regard. The Committee desire to be kept apprised of the details of the initiatives taken in this direction.

Outsourcing in NTPC

Recommendation Sl. No. 7

11. The Committee in their Sixteenth Report had recommended as under:

“The Committee note that NTPC has a system of outsourcing jobs which are incidental to the generation of electricity, to various agencies. These agencies in turn obtain licences for deployment of contractors’ workers. The areas where jobs have been outsourced in NTPC include housekeeping, horticulture, township security, industrial canteen, transport services, miscellaneous civil maintenance works, maintenance of office equipment, fax machines, computers, etc. It has been informed that outsourced workers are engaged by the respective agencies in their own capacity as employer. However, NTPC as a Principal Employer ensures that no workforce of any nature is discriminated on account of caste, creed, religion, gender or beliefs. The Committee feel that ensuring non-discrimination on account of caste, creed, religion, gender, etc. may be one important aspect but giving opportunity to the backward and deprived section of the society in order to ensure their upliftment is altogether a different thing. The Committee do not desire to question the policy decision

taken by the Government to outsource non-core activities of any Government enterprise, however, they are of the opinion that it affects adversely the opportunity of regular employment of bonafide candidates, especially the reserved category people. It is, therefore, imperative that the Principal Employer, i.e. NTPC Ltd. should find a way to give representation to the backward section people while engaging any workforce on outsource basis and issue necessary guidelines accordingly. Moreover, payment of minimum wages as per the Minimum Wages Act and benefits of other social security schemes relating to health, education, insurance, provident fund facility, etc. should also be ensured to the employees engaged on outsource basis. The Committee would like to be apprised of the action taken in this regard.”

REPLY OF THE GOVERNMENT

12. The Ministry of Power in their action taken reply have stated as under:

“It is submitted that primarily, NTPC gives job contract to the contractors. The contractors, in turn, are required to obtain licenses for engaging contract labour, to carry out the job contract as per the provisions of the Contract Labour (Regulation and abolition) Act 1970. The contractors are required to pay minimum wages to the labour so engaged apart from complying with other statutory provisions.- As such NTPC cannot enforce the contractors to comply with the provisions or follow the Government Directives on reservation while engaging the workforce. The committee may kindly like to appreciate the position, as above.”

13. **While not questioning the policy decision of the Government to outsource non-core activities of any Government enterprise, the Committee had nevertheless observed that the policy adversely affects the opportunity of regular employment of bonafide candidates, especially the reserved category people. They had, therefore, recommended that the Principal Employer, i.e. NTPC Ltd. should find a way to provide representation to the backward section of people while engaging any workforce on**

‘outsourced basis’ and issue necessary guidelines accordingly. However, the Committee find it surprising that instead of taking or proposing to take appropriate initiative to explore the possibility of giving representation to the deprived and downtrodden classes of the society, the Ministry of Power have straightway sidelined the recommendation of the Committee by stating in their reply that NTPC cannot enforce the contractors to comply with the provisions or follow the Government Directives on reservation while engaging the workforce. The Committee, therefore, reiterate their recommendation that the Government should find a way to give representation to OBCs while engaging any workforce on ‘outsourced basis’, and also ensure payment of minimum wages as per 7 the Minimum Wages Act and benefits of other social security schemes relating to health, education, insurance, provident fund facility, etc. to the employees engaged on outsourced basis.

CHAPTER II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 1)

Representation of OBCs on the Board of Directors

NTPC Limited is a Maharatna Company and is the largest power generator in India. With the commissioned capacity of 52,191 MW including Joint Ventures, NTPC has attained a global stature over the years. NTPC has formed five subsidiaries and twenty Joint Venture companies. The Company is governed by the Board of Directors headed by the Chairman and Managing Director. The Committee have been informed that there are seven whole time Functional Directors, one Government Nominee Director and seven Independent Directors appointed by the Government of India. The Ministry of Power has also informed that none of the Functional Directors belong to OBC category. The Committee feel that it is imperative to give due representation to the weaker and underprivileged sections of society including SC, ST, OBC and women, etc. in the apex body of decision making in NTPC Ltd. for the sake of social inclusion. The Committee, therefore, recommend the Ministry of Power to take appropriate initiative to take up the matter at appropriate level so that the representation of OBCs on the Board of Directors in all the PSUs including NTPC Ltd. is ensured.

Reply of the Government

NTPC is a Government Company within the meaning of Section 2 (45) of the Companies Act. 2013. As per the Articles of Association of the Company, the power to appoint the Directors on the Board vests with the President of India. Functional Directors including the Chairman & Managing Director on Board of NTPC are selected by Public Enterprise Selection Board and their appointment are made with the approval of Appointments Committee of the Cabinet (ACC).

There is no reservation for OBC for appointment of Directors in the Board of Directors. NTPC and Ministry of Power cannot amend the reservation rules/regulations for reservation in appointment of Board level officers in NTPC. The competent authority(ies) to amend the rules regarding it for all CPSUs are DOP&T' DPE and PESB.

Accordingly, the observation of the Committee has been sent to DoPT, with a copy to DPE & PESB for taking further necessary action.

(Ministry of Power O.M. No.13/6/2018-Th.II dated 05.11.2018)

Recommendation (Sl. No. 2)

Implementation of Reservation Policy for OBCs in recruitment

The Committee note that a total of 21,828 employees were working in NTPC at the end of the year 2017, out of which only 3914 employees, forming 17.9 percent of total employees, were from OBC category. In Group 'A' posts, where 27 percent reservation for OBCs is applicable in direct recruitment by open competition, the representation of OBCs is only 18.1 percent. The Ministry of Power has claimed that the reservation for OBCs has come into existence from 8th September, 1993, whereas the total present manpower included recruitment made before as well as after 8th September, 1993. The Committee are not fully convinced by the reasoning extended by the Ministry. Rather they are of the opinion that after the lapse of nearly two and half decades of implementation of reservation policy for OBCs, their representation could have been much better in NTPC than what it is there in the existing scenario. That the situation has not improved satisfactorily is deplorable. This in fact reflects lack of seriousness and initiative on the part of NTPC. The data regarding year-wise recruitments in NTPC since 2009 made available by the Ministry corroborates it. The data shows that NTPC has never succeeded, except in the year 2016, to fill up all the vacancies reserved for OBCs in Group 'A' posts leaving a considerable number of backlog vacancies year after year. The latest figure of the year 2017 witnesses 12 backlog vacancies in Group 'A' and 3 in Group 'D' under OBC category. The Ministry has attributed it to non materialisation of offer of appointments and non-availability of suitable candidates in Group 'A' posts. Non-availability of adequately qualified candidates has been cited as one of the reasons for unfilled vacancies in Group C and Group D posts as well. The Committee are, however, not satisfied with the replies and feel that there must be something lacking in the recruitment process itself. They are unable to comprehend as to how otherwise the NTPC is not able to fill up the available vacancies of OBCs almost every year. The Committee desire that the possibility of providing pre-recruitment training to OBC candidates should be

explored in the interest of the OBC candidates and also, in the interest of the functional requirement of the organisation. The Committee also suggest to widely publicise the advertisements of the vacancies in such a manner that the candidates in general and the candidates coming from the socially and educationally backward sections of the society in particular do not miss the opportunity due to lack of information and awareness.

Reply of the Government

The suggestion of the committee to widely publicise the advertisements of the vacancies in such a manner that the candidates in general and the candidates coming from the socially and educationally backward sections of the society in particular do not miss the opportunity due to lack of information and awareness is accepted and noted for compliance. For wide publicity, advertise menu employment notification are being published in national newspaper (both Hindi & English), leading newspapers on regional/national basis, Employment News and is also being displayed in NTPC's Website and as such the system will continue.

With regard to Pre recruitment training it is submitted that NTPC has a system of providing summer training at all stations across India for 04-06 weeks to young Engineers including OBC candidates and same shall continue to be followed.

(Ministry of Power O.M. No.13/6/2018-Th.II dated 05.11.2018)

Recommendation (Sl. No. 3)

The Committee find that there are 12 backlog vacancies in Group 'A' and 3 backlog vacancies in Group 'D' in NTPC under OBC category. It has been informed that non materialisation of offer of appointments and non availability of suitable medical specialist candidates in Group A and pending court cases in Group D posts are the main reasons for these backlog vacancies. The Committee observe that the Ministry should make all out efforts to get the court cases settled as early as possible and take initiative to launch special Recruitment Drive to fill up all the backlog vacancies in Group 'A' and Group 'D' under OBC category on priority basis without any further delay.

Reply of the Government

12 backlog vacancies in Group 'A' under OBC category have been taken care and were advertised along with current vacancies in 2018. Recruitment advertisement issued in this regard is placed at Annexure I and Annexure II.

With regard to backlog vacancies in Group D, the recommendation of committee is accepted and NTPC will take up the matter with Hon'ble High Court of Hyderabad for early disposal of the case.

(Ministry of Power O.M. No.13/6/2018-Th.II dated 05.11.2018)

Recommendation (SI. No. 4)

Liaison Officers for OBCs

The Committee note that NTPC Ltd. Has appointed separate Liaison Officers at Corporate Centre, Regional Headquarters and also at Units/Projects in order to ensure due compliance of various orders and instructions pertaining to reservation in recruitment in favour of OBCs and other concessions/relaxations admissible to them. The Committee also note that there are about 43 Liaison Officers for OBCs working at various Projects/Offices/Regional Offices of NTPC, out of which 19 Liaison Officers belong to OBC category. The Committee feel nomination of Liaison Officers for OBCs from their own community may develop a sense of identity, belongingness and self respect amongst the OBC employees. Moreover, the Liaison Officers are also supposed to look into the grievances of OBC employees. In view of the absence of any separate arrangement for dealing with the grievances of OBC employees, the role of the Liaison Officer for OBCs becomes much more important. In such a situation, if the Liaison Officer is nominated from their own category, they may find themselves at ease in coming forward with their grievances and complaints. Furthermore, any speculation of biased approach on the part of the Liaison Officer can also be avoided. Against this backdrop, the Committee recommend that the Liaison Officers for OBCs at both the Corporate Centre and Regional Offices should be nominated from the OBC category, as far as possible and the Ministry/Organisation concerned should make all the efforts in this regard.

Reply of the Government

The recommendation of the committee is accepted and noted for compliance. Appropriate instructions are proposed to be issued to all units of NTPC for nominating a Liaison Officers for OBCs amongst the available OBC category executives.

(Ministry of Power O.M. No.13/6/2018-Th.II dated 05.11.2018)

Recommendation (Sl. No. 6)

Corporate Social Responsibility (CSR)

The NTPC Limited has informed the Committee that it spends two percent of average net profit of previous three years on CSR activities. NTPC is undertaking CSR activities primarily in the area of education, health and sanitation, drinking water, skill development, women empowerment, social infrastructure development and support to physically challenged persons, etc. Section 135(5) of the Companies Act, 2013 inter alia provides that the company shall give preference to the local area and areas around it where it operates, for spending the amount earmarked for Corporate Social Responsibility activities. The Committee note that many of the power stations and projects of NTPC are located in far-flung areas and desire that keeping in view the sentiments expressed in Section 135(5) of the Companies Act, 2013, NTPC should focus on local areas with priorities directed towards the benefit of the population of socially and educationally backward sections of the society, who are marginalised and deprived of the basic amenities and necessities of life. The Ministry has also highlighted various skill development programmes initiated by NTPC under CSR activities. This includes electrical repairing, mobile repairing, welding, motor driving, screen printing, computer training, web page designing, local handicrafts etc. The Committee suggest the Ministry to include more and more people from backward community in these skill development programmes so that they can proceed towards sustainable self-employment and also towards skilled jobs with technical requirements.

Reply of the Government

The recommendation of the committee is accepted and noted for compliance by NTPC LTD.

(Ministry of Power O.M. No.13/6/2018-Th.II dated 05.11.2018)

Comments of the Committee

(Please see para 10 of Chapter I of the Report)

CHAPTER III

OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES

-NIL-

CHAPTER IV

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

Recommendation (Sl. No. 5)

Redressal of grievances of OBC employees

The Committee find that the NTPC has developed a common mechanism for grievance redressal of all the employees including the OBC employees. They also note that no complaint whatsoever has been registered by any OBC employee during the last two years. The replies given by the Ministry of Power reveal that the Liaison Officers for OBCs nominated to ensure proper implementation of reservation orders of the Government in favour of OBCs and for dealing with the grievances of OBC employees do not belong to the OBC community at majority of places. The Committee have been informed that there is no association of OBC employees functional in NTPC. In the given condition, the Committee are not surprised that NTPC did not receive even a single complaint from any OBC employee during the last couple of years. The Committee feel that the majority of employees belonging to OBC community generally do not come forward with their grievances, complaints and suggestions easily as they came from the background of socially and educationally disadvantaged section of the society. They are, therefore, of the opinion that OBC Employees Association can serve as a forum to raise the issues relating to the recruitment/welfare and grievances of OBCs within the organisation. In view of the foregoing, the Committee recommend the Ministry to facilitate formation of a separate OBC Employees' Welfare Association in NTPC and extend all the requisite support in this regard so as to provide appropriate platform to the OBC employees to voice their sentiments, problems, grievances, complaints etc. before the management. The NTPC management may also hold periodical meetings with the representatives of such Association to ensure that their grievances are attended to regularly with due promptitude.

REPLY OF THE GOVERNMENT

It is submitted that normally associations are formed voluntarily by the members of that particular community and once these associations are formed then management interacts

with them at various level and provides various other facilities for smooth functioning of the association.

With regard to formation of Associations, Ministry of Personnel, Public Grievances and Pension, Department of Personnel & Training, notification no. 2/10/80-JCA (Vol IV) dated 05.11.93, rule 5 (0 inter alia provides that "The service association shall not be formed to represent the interests, or on the basis of any caste, tribe or religious denominations ". (Copy of notification dated 05.11.93 is placed at Annexure III).

However, as recommended by the committee, NTPC will definitely encourage OBC employees and ensure that there is credible voice available amongst them.

NTPC proposes to issue instructions to all its units to have regular interaction at various levels with OBC associations and wherever associations are not there with OBC employees, to ensure that their grievances are attended to regularly with due promptitude.

(Ministry of Power O.M. No.13/6/2018-Th.II dated 05.11.2018)

Comments of the Committee

(Please see para 7 of Chapter I of the Report)

Recommendation (Sl. No. 7)

Outsourcing in NTPC

The Committee find that the NTPC has developed a common mechanism for grievance redressal of all the employees including the OBC employees. They also note that no complaint whatsoever has been registered by any OBC employee during the last two years. The replies given by the Ministry of Power reveal that the Liaison Officers for OBCs nominated to ensure proper implementation of reservation orders of the Government in favour of OBCs and for dealing with the grievances of OBC employees do not belong to the OBC community at majority of places. The Committee have been informed that there is no association of OBC employees functional in NTPC. In the given condition, the Committee are not surprised that NTPC did not receive even a single complaint from any OBC employees during the last couple of years. The Committee feel that the majority of employees belonging

to OBC community generally do not come forward with their grievances, complaints and suggestions easily as they came from the background of socially and educationally disadvantaged section of the society. They are, therefore, of the opinion that OBC Employees Association can serve as a forum to raise the issues relating to the recruitment/welfare and grievances of OBCs within the organisation. In view of the foregoing, the Committee recommend the Ministry to facilitate formation of a separate OBC Employees' Welfare Association in NTPC and extend all the requisite support in this regard so as to provide appropriate platform to the OBC employees to voice their sentiments, problems, grievances, complaints etc. before the management. The NTPC management may also hold periodical meetings with the representatives of such Association to ensure that their grievances are attended to regularly with due promptitude.

REPLY OF THE GOVERNMENT

It is submitted that primarily, NTPC gives job contract to the contractors. The contractors ,in turn, are required to obtain licenses for engaging contract labour, to carry out the job contract as per the provisions of the contract Labour (Regulation and abolition)Act 1970. The contractors are required to pay minimum wages to the labour so engage apart from complying with other statutory provisions. As such NTPC cannot enforce the contractors to comply with the provisions or follow the government Directives on reservation while engaging the workforce. The committee may kindly like to appreciate the position, as above.

(Ministry of Power O.M. No.13/6/2018-Th.II dated 05.11.2018)

Comments of the Committee

(Please see para 13 of Chapter I of the Report)

CHAPTER V

OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT ARE STILL AWAITED

-NIL-

NEW DELHI;
28th December, 2018
7 Pausha, 1940 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs

Annexure – I & II


NTPC Limited
 (A Govt. of India Enterprise)

Registered Office: NTPC Bhawan, SCOPE Complex,7, Institutional Area, Lodhi Road, New Delhi-110003, CIN: L40101DL1975GOI007966, Website: www.ntpc.co.in

NTPC Ltd. is India's largest energy conglomerate with an installed capacity of 53,651 MW and is presently contributing to 1/4th of the country's electricity needs. Commensurate with our country's growth challenges, NTPC has embarked upon an ambitious plan to attain a total installed capacity of 130 GW by 2032.

NTPC Ltd is looking for Executive Trainees(Finance), Asst Chemist Trainees (ACT) & Medical Officer/Specialist for its Projects/Stations. In addition, we are also looking for Associate (Accounts) on fixed term basis for a period of 3 years.

The detail of the posts are as under:

A. EXECUTIVE TRAINEES (FINANCE) – 47 POSTS

QUALIFICATION:
CA or ICWA/CMA. Final year / semester students who expect their result by August Sept 2018 may also apply.

UPPER AGE LIMIT:
29 years as on last date of online application.

COMPENSATION PACKAGE
Selected candidates will be placed in the pay scale of ₹ 24900-3%-50500 at the basic pay of ₹ 24900/- during one-year training. These candidates will be absorbed after successful completion of training as Assistant Manager (E2) in the pay scale of ₹ 24900-3%-50500 at a basic pay of ₹ 25650/-. Besides basic pay candidates will also be paid Dearness Allowance and will also be entitled for other perquisites & allowances under cafeteria approach. Benefits such as Leave, Medical Treatment, Provident Fund, Gratuity, etc will be admissible as per company rules in force from time to time during training / after absorption.

SERVICE AGREEMENT BOND
The selected candidates who belong to General and OBC categories will be required to execute a service agreement bond of ₹ 2,50,000/- plus GST (₹ 1,25,000/- plus GST for candidates belonging to SC, ST, PwBD categories) to serve the company for at least 3 years after successful completion of one year training.

B. ASSISTANT CHEMISTRY TRAINEES (ACT) – 20 POSTS

QUALIFICATION:
M.Sc in Chemistry from recognized Indian University/Institute recognized by appropriate statutory authority with at least 60% marks in aggregate. Final year / semester students who expect their result by Sept 2018 may also apply. SC, ST and PwBD candidates with pass marks in qualifying examination are eligible to apply for the post.

UPPER AGE LIMIT:
27 years as on last date of online application.

COMPENSATION PACKAGE
Selected Candidates will be paid a stipend of ₹ 20600/- per month, with free bachelor accommodation and medical facility for self, during one-year training. These candidates will be absorbed after successful completion of training in the pay scale of ₹ 20600-3%-46500 (E1 scale).

SERVICE AGREEMENT BOND
The selected candidates who belong to General and OBC categories will be required to execute a service agreement bond of ₹ 1,00,000/- plus GST (₹ 50,000/- plus GST for candidates belonging to SC, ST, PwBD categories) to serve the company for at least 3 years after successful completion of one year training.

C. MEDICAL OFFICER (MBBS) – 35 POSTS [E2]

QUALIFICATION:
MBBS from recognized University/ Institution.
(Qualification should be recognized by Medical Council of India)

EXPERIENCE:
Minimum 2 years experience/ practice after MBBS (Internship training shall not be counted as experience).

D. MEDICAL SPECIALIST (MEDICINE) – 15 POSTS [E2/E3]

QUALIFICATION:
MBBS with MD/MS in Medicine.
(Qualification should be recognized by Medical Council of India)

EXPERIENCE REQUIREMENT:
For E3 level: Minimum 1 year experience/ practice after MD/MS.
For E2 level: Fresh MD/MS qualified doctor.

UPPER AGE LIMIT:
E2-E3: 37 years

E. ASSOCIATE (ACCOUNTS) - ON FIXED TERM EMPLOYMENT – 47 POSTS

QUALIFICATION:
Inter CA or Inter ICWA/CMA

EXPERIENCE REQUIREMENT:
1 year post qualification experience/ article-ship in the relevant area.

UPPER AGE LIMIT:
27 years as on last date of online application.

COMPENSATION PACKAGE
Selected candidates will be paid consolidated monthly compensation of approx. ₹ 44,000/- (Basic @ ₹ 16000/- plus DA & allowances). In addition to the above, Medical facilities, company accommodation, annual incentive & terminal benefits will be provided.

PERIOD OF ENGAGEMENT
On fixed term basis for a period of 3 years.

ABBREVIATIONS USED: OA = One Arm, OL = One Leg, OAL = One Arm & One Leg, BL = Both Leg, BLOA = Both Leg and One Arm, HH = Hearing Handicapped, LV = Low Vision.

Pay Scales (IDA pattern)

E3: ₹ 29100 – 54500
E2: ₹ 24900 – 50500
E1: ₹ 20600 – 46500

The Wage Revision is due w.e.f. 01.01.2017.

HEALTH
The candidate should have sound health. Before joining, candidates will have to undergo a medical examination by the NTPC Medical Board and the decision of the board will be final and binding. No relaxation in health standards is allowed. Detailed medical norms are available on the website www.ntpccareers.net.

GENERAL CONDITIONS:

- Only Indian Nationals are eligible to apply.
- All qualifications should be from Universities / Institutions recognized and approved in India.
- All computations of age/ experience requirement / qualification shall be done w.r.t. the last date of receipt of online application as mentioned in the advertisement. The date of declaration of result / issuance of Mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account. Post qualification experience on a post/ level shall be counted only from the said date onwards.
- The experience on deputation, if any, would also be considered as experience in the pay scale.
- Selection process will be on the basis of online written test followed by GD/interview except for Medical Specialist. The final selection shall be on the basis of 85% weightage of online written test marks and 15% weightage of interview marks. In case of Executive Trainees (Finance), the final selection shall be on the basis of 85% weightage of online written test marks, 10% weightage of interview marks & 5% weightage of Group Discussions. However, candidate has to qualify separately in written test, GD & interview.
- Candidates claiming to belong to any particular category shall necessarily submit a copy of OBC/SC/ST/PwBD certificate, as the case may be, from a Competent Authority. Upper age is relaxed by 5 years for SC/ST candidates, by 3 years for OBC candidates, by 10 years for PwBD candidates, by 5 years for candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period 01.01.80 to 31.12.89. Relaxation of age to Ex-Serviceman as per Govt. guidelines.
- Depending on the requirement, the Company reserves the right to cancel / restrict / curtail / enlarge the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.
- Posting shall be at any of the Stations/ Projects/ JVs/ Subsidiaries of NTPC. All posts are transferable at the sole discretion of the Management.
- While applying for any post, the applicant should ensure that he / she fulfills the eligibility and other norms mentioned above, as on the specified dates and that the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and / or that he / she has furnished any incorrect / false information or has suppressed any material fact(s), his/her candidature will stand automatically cancelled. If any of the above shortcoming(s) is / are detected even after appointment his / her services are liable to be terminated without any notice.
- The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview/ considered further for selection process.
- Any proceeding in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Delhi and courts / tribunals / forums at Delhi only shall have sole and exclusive jurisdiction to try any such cause / dispute.
- In case any ambiguity/dispute arises on account of interpretation in versions other than English, the English Version will prevail.

How to apply
Interested candidates should log on to our website www.ntpccareers.net for applying. No other means/ mode of application shall be accepted. Candidates are required to possess a valid email ID. NTPC will not be responsible for bouncing back of any email sent to the candidates.

Candidate belonging to General/OBC category is required to pay a non-refundable registration fee of ₹ 300/-. The SC/ST/PwBD/XSM category candidates need not pay the registration fee.

State Bank of India has been authorized to collect the registration fee, in a specially opened account (A/C No. 30987919993) at CAG branch, New Delhi (Code: 09996), on behalf of NTPC. Candidate has to approach the nearby SBI branch with a printout of the "pay-in-slip" which is available on the application registration portal. The pay-in-slip printed from the portal should only be used for depositing the fee for proper crediting of amount in the allocated account. On receipt of the money, the bank will issue a unique Journal Number and a Branch Code of the bank collecting the money. This journal number and the branch code are to be filled up by the candidate during online registration. NTPC will not be responsible, in case a candidate deposits the fee in a wrong account. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the registration fee.

After applying online, candidate is required to download the registration slip generated by the system with unique registration number. Copy of registration slip may be retained by the candidate for future reference. No document is required to be sent to us by post. It is mandatory that eligible candidates go through the full text of the advertisement and agree to all the conditions given, while applying for the post.

Commencement of online registration of application: 25.04.2018
Last date for online registration of application: 16.05.2018

RESERVATIONS						
Discipline	UR	OSC	SC	ST	Total	Identified type of disabilities for PwBDs
Executive Trainees (Finance)	20	10	7	10	47	OA, OL, OAL, BL, BLOA, HH, LV
Asst. Chemist Trainees (ACT)	10	4	4	2	20	OA, OL
Medical Officer (MBBS) [E2]	18	9	6	2	35	OA, OL
Medical Specialist (Medicine) [E2/E3]	6	6	3		15	OA, OL
Associate (Accounts) – on fixed term	25	12	7	3	47	OA, OL, OAL, BL, HH
Vacancies for PwBD candidates as per Govt. guidelines.						

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Recruitment of Engineering Executive Trainees-2018 through GATE-2018

NTPC Limited, India's largest power company with an installed capacity of 51,383 MW, is presently operating 49 Stations (20 Coal based stations, 7 combined cycle gas/liquid fuel based stations, 1 Hydro based station, 9 Joint Venture stations and 12 renewable energy projects). Commensurate with our country's growth challenges, NTPC has embarked upon an ambitious plan to attain a total installed capacity of 130 GW by 2032.

To fuel its ambitious growth plan, NTPC is looking for promising, dedicated, energetic young Graduate Engineers with brilliant academic record to join the organization as:

ENGINEERING EXECUTIVE TRAINEES in disciplines of

***Electrical(35) *Mechanical(55) *Electronics(20) *Instrumentation(20) *Mining(20)**

QUALIFICATION:

Full time Bachelor's Degree in Engineering or Technology/AMIE with not less than 65% marks, taking average of all the Years, irrespective of the weightage given to any particular year by the Institute/University. Final year/semester students are also eligible however they have to obtain at least 65% marks in their engineering degree. A candidate with the prescribed degree identified for the disciplines as given below can only apply for the post of EETs in the respective disciplines:

Discipline advertised	Prescribed full time degrees in Engineering
Electrical Engineering	Electrical/Electrical & Electronics/Electrical, Instrumentation & Control/Power Systems & High Voltage/Power Electronics/Power Engineering
Mechanical Engineering	Mechanical/Production/Industrial Engg./Production & Industrial Engg./ Thermal / Mechanical & Automation / Power Engineering
Electronics Engineering	Electronics/Electronics & Telecommunication / Electronics & Power/ Power Electronics/ Electronics & Communication/Electrical & Electronics
Instrumentation Engineering	Electronics & Instrumentation/Instrumentation & Control
Mining Engineering	Mining

AGE LIMIT:

Upper Age limit is 27 years as on last date of online application in NTPC (i.e. 31.01.2018).

SELECTION PROCESS:

Eligible candidates will have to appear for Graduate Aptitude Test in Engineering (GATE)-2018. Based on the GATE-2018 marks and requirement, candidates will be short listed for further selection process (Online Behavioural/Aptitude Test, followed by GD and Interview). The final merit list will be prepared based on 85% weightage of GATE-2018 marks, 5% weightage of GD marks and 10% weightage of Interview marks. **Please note that for ET-2018 recruitment, GATE scores of 2018 will only be valid.**

Candidates are required to appear for GATE-2018 paper as detailed below:

Engineering Disciplines as advertised by NTPC	Corresponding GATE-2018 Paper	Corresponding GATE-2018 Paper Code
Electrical Engg. (Electrical/ Electrical & Electronics/Electrical, Instrumentation & Control/Power Systems & High Voltage / Power Electronics/Power Engineering)	Electrical Engineering	EE
Mechanical Engg. (Mechanical/ Production / Industrial Engg./ Production & Industrial Engg./ Thermal/ Mechanical & Automation / Power Engineering)	Mechanical Engineering	ME
Electronics Engg. (Electronics / Electronics & Telecommunication / Electronics & Power/ Power Electronics/ Electronics & Communication/ Electrical & Electronics)	Electronics & Communication Engineering	EC
Instrumentation Engg. (Electronics & Instrumentation / Instrumentation & Control)	Instrumentation Engineering	IN
Mining Engg.	Mining Engineering	MN

PROJECTED VACANCIES:

Category-wise projected vacancies in each discipline are given below:

Discipline	Vacancies					Type of Disabilities Identified (discipline-wise)
	Total	UR	OBC	SC	ST	
Electrical	35	20	6	4	5	OA, OL, HH
Mechanical	55	34	11	6	4	OA, OL, HH
Electronics	40	21	9	7	3	OA, OL, HH
Instrumentation	20	9	4	4	3	-
Mining	150	84	30	21	15	-

Legend: OL (One Leg), OA (One Arm), HH (Hearing Handicapped)

The vacancies for PwBDs are reserved as per Govt. guidelines.

The total number of projected vacancies indicated above may increase / decrease at the discretion of NTPC management.

COMPENSATION PACKAGE:

NTPC Ltd. offers one of the best pay packages in the industry. Selected candidates will be placed in the pre-revised pay scale of Rs.24900-3%-5050 at the basic pay of Rs. 24900/- during one-year training. The wage revision is due w.e.f. 01.01.2017. The other benefits such as Dearness Allowance, other perquisites and allowances, terminal benefits, etc. will be admissible as per company rules in force from time to time during training / after absorption.

PLACEMENT:

The selected candidates shall undergo one-year training at various places. The region of posting will be allotted upon joining and the final place of posting within the allotted region will be decided after completion of training. Candidates can be placed, across the country, in any of the functions at projects/ stations or offices including subsidiary companies of NTPC.

RESERVATIONS AND RELAXATIONS:

- Reservations and relaxations for SC / ST / OBC (non-creamy layer) / XSM / PwBD candidates will be provided as per Government guidelines. Relaxations will be extended in vacancies identified for SC / ST / OBC (non-creamy layer) / PwBD.
- Category (SC / ST / OBC / PwBD) once filled in the online application form will not be changed and no benefit of other category will be admissible later on. The reserved category candidates are required to submit requisite certificate in the prescribed format of Government of India, issued by the competent authority, at the time of interview, if called for.
- No registration fee will be charged from SC/ST/PwBD/XSM candidates during online

registration in NTPC Ltd.

4. SC, ST and PwBD candidates with at least 55% marks in qualifying examination are eligible to apply for the post.

5. The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer) candidates. It is relaxed by 10 years for PwBD-General, 13 years for PwBD-OBC and 15 years for PwBD-SC/ST candidates.

6. The OBC candidates who belong to "Creamy Layer" are not entitled for concession as is to OBC category and such candidates have to indicate their category as General. The OBC (Non-Creamy Layer) candidates are required to submit requisite certificate in prescribed format of Government of India, from a competent authority issued in the current year only. Also, OBC (NCL) candidates will have to give a self-undertaking indicating that they belong to OBC (Non creamy Layer) category also at the time of GD & Interview if called for.

7. Upper age is relaxed by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01.01.80 to 31.12.89. In addition, the age relaxation for Ex-servicemen (XSM) will be as per Government of India norms.

SERVICE AGREEMENT BOND:

The selected candidates who belong to General and OBC categories will be required to execute a service agreement bond of Rs. 2,50,000/- (Rs. 1,25,000/- for candidates belonging to SC, ST, PwBD categories) to serve the company for at least 3 years after successful completion of one-year training.

HEALTH:

The candidate should have sound health. Before joining, candidates will have to undergo medical examination by the NTPC Medical Board and the decision of the board will be final and binding. No relaxation in health standards is allowed. Detailed medical norms are available on the website www.ntpccareers.net.

HOW TO APPLY:

1. For detailed information on GATE-2018, candidates may log on to <http://www.gate.iitg.ac.in/>.

2. The candidates, who have applied online for GATE 2018, will receive their GATE-2018 Registration Number printed on their admit card. On receipt of GATE registration number, the candidates need to apply on-line for NTPC ET-2018 on the website www.ntpccareers.net from 10.01.2018 to 31.01.2018.

3. Candidate belonging to General/OBC category is required to pay a non-refundable registration fee of Rs. 150/- . The SC / ST / PwBD / XSM category candidates need not pay the registration fee. The payment can be made either in online or offline mode.

4. **Payment in offline mode:** State Bank of India has been authorized to collect the registration fee, in a specially opened account (No. 30987919993) at CAG branch, New Delhi, on behalf of NTPC. Candidate has to approach the nearby SBI branch with a printout of the "pay-in-slip" which is available on the application registration portal. The pay-in-slip printed from the portal should only be used for depositing the fee for proper crediting of amount in the allocated account. On receipt of the money, the bank will issue a unique Journal Number and a Branch Code of the bank collecting the money. This journal number and the branch code are to be filled up by the candidate during online registration. NTPC will not be responsible in case the candidate deposits the fee in a wrong account.

5. **Payment in online mode:** Candidate also have the option to pay the fees online (through Net banking / Debit Card / Credit Card). The online payment option will be available at the end of the online application, before the submit button.

6. Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the registration fee.

7. Candidates will be required to upload their photograph and signature during online application.

8. Read the instructions carefully and fill-in the On-line application form giving accurate information including the GATE-2018 registration number and payment details. After successful registration, system will generate a Unique Registration Number. Candidates are required to keep the printout of the Registration slip which will be generated by the system after successful registration.

9. Please ensure that the GATE registration number, which is mentioned on your GATE Admit card, is filled up correctly. Name should also be filled up as appearing in GATE Admit card. No request with respect to the change in any data entered by the candidate will be entertained once the application is submitted successfully.

GENERAL INFORMATION AND INSTRUCTIONS:

1. Only Indian Nationals are eligible to apply.

2. The candidate should ensure that he / she fulfills the eligibility criteria and other norms mentioned on the web site www.ntpccareers.net.

3. All qualifications should be from an Indian University / Institute recognized by AICTE / appropriate statutory authority.

4. No manual / paper application will be entertained.

5. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or after recruitment or joining, if any information provided by the candidate is false or is not found to be in conformity with eligibility criteria mentioned in the advertisement.

6. For important instructions/queries candidates may please visit the Frequently Asked Questions (FAQ) section on the website.

7. The E-mail ID entered in the online application form must remain valid for at least next one year. No change in the E-mail ID will be allowed, once entered. All future correspondence would be sent via E-mail only.

8. Candidates, if shortlisted for interview, are required to bring their original GATE 2018 score card as received from GATE Organizing Committee, at the time of interview.

9. Candidates employed with Government Departments / PSUs / Autonomous Bodies are required to submit relieving letter from current organization at the time of joining, if selected for the said post.

10. NTPC reserves the right to cancel / restrict / enlarge/ modify / alter the recruitment process, if need so arises, without issuing any further notice or assigning any reason whatsoever.

11. Legal jurisdiction will be of NCT of Delhi in case of any cause / dispute.

IMPORTANT DATES:

a. Commencement of Online Registration in NTPC	10.01.2018 (1100 Hours)
b. Last date for online registration in NTPC	31.01.2018 (Midnight)



NTPC Bhawan, Scope Complex, Core-7, Institutional Area, Lodhi Road, New Delhi-110003 Visit us at www.ntpccareers.net

Leading the Power Sector

Advertisement No. 01/17
(Detailed Advt.)

Size 25x38 cm

Annexure III

No. 2/10/ 80-JCA (Vol. IV)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

New Delhi, the 5th November, 1993.

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution, after consultation with the Comptroller and Auditor General in relation to persons serving in the Indian Audit and Accounts Department, and in suppression of the Central Civil Services (Recognition of Service Associations) Rules, 1959 except as respects things done or omitted to be done before such super session, the president hereby makes the following rules, namely :

1. **Short title and commencement:** (1) These rules may be called the Central Civil Services (Recognition of Service Associations) Rules, 1993.
2. They shall come into force on the date of their publication in the official gazette.
2. **Definition:** In these rules, unless the context otherwise requires, -
 - (a) "Government" means the Central Government.
 - (b) "Government servant" means any person to whom the Central Civil Services (Conduct) Rules, 1964, apply.
3. **Application:** These rules shall apply to Service associations of all Government servants including civilian Government servants in the Defence Services but shall not apply to industrial employees of the Ministry of Railways and workers employed in Defence Installations of Ministry of Defence for whom separate Rules of Recognition exist.
4. **Service Associations already recognized:**

A Service Association or a federation which has been recognized by the Government before the commencement of these rules and in respect of which the recognition is subsisting at such commencement, shall continue to be so recognized for a period of one year from such commencement or till the date on which the recognition is withdrawn, whichever is earlier.
5. **Conditions for recognition of Service Associations:**

A service Association which fulfills the following conditions may be recognised by the Government, namely:-

- (a) An application for recognition of Service Association has been made to the Government containing Memorandum of Association , Constitution , Bye-laws of the Association , Names of Office-Bearers , total membership and any other information as may be required by the Government ;
- (b) the Service Association has been formed primarily with the object of promoting the common service interest of its members ;
- (c) membership of the Service Association has been restricted to a distinct category of Government servants having common interest , all such Government Servants' being eligible for membership of the Service Association ;
- (d)
 - (i) The Association represents minimum 35 percent of total number of a category of employees provided that where there is only one Association which commands more than 35 per cent membership , another Association with second highest membership , although less than 35 per cent may be recognised if it commands atleast 15 per cent membership ;
 - (ii) The membership of the Government Servant shall be automatically discontinued on his ceasing to belong to such category ;
- (e) Government employees who are in service shall be members or office bearers of the Service Association ;
- (f) the service Association shall not be formed to represent the interests , or on the basis , of any caste , tribe or religious denomination or of any group within or section of such caste , tribe or religious denomination ;
- (g) the Executive of the Service Association has been appointed from amongst the members only ; and
- (h) the funds of the Service Association consist exclusively of subscriptions from members and grants , if any made by the Government , and are applied only for the furtherance of the objects of the Service Association.

6 Conditions subject to which recognition is continued :

Every Service Association recognized under these Rules shall comply with the following conditions, namely:-

- (a) the Service Association shall not send any representation or deputation except in connection with a matter which is of common interest to members of the Service Association ;
- (b) the Service Association shall not espouse or support the cause of individual Government servants relating to service matters ;

- (c) the Service Association shall not maintain any political fund or lend itself to the propagation of the view of any political party or a member of such party ;
- (d) all representations by the Service Association shall be submitted through proper channel and shall be addressed to the Secretary to the Government / Head of the Organisation or head of the Department or office ;
- (e) a list of members and office hearers , and up-to-date copy of the rules and an audited statement of accounts of the Service Association shall be furnished to the Government annually through proper channel after the general annual meeting so as to reach the Government before the 1st day of July each year ;
- (f) the Service Association shall abide by , and comply with all the provisions of its constitution / bye-laws ;
- (g) any amendment in the constitution / bye-laws of the Service Association , after its recognition under these Rules , shall be made only with the prior approval of the Government ;
- (h) the Service Association shall not start or publish any periodical , magazine or bulletin without the previous approval of the Government ;
- (i) the Service Association shall cease to publish any periodical , magazine or bulletin , if directed by the Government to do so , on the ground that the publication thereof is prejudicial to the interests of the Central Government , the Government of any state or any Government authority or to good relations between Government servants and the Government or any Government authority , or to good relations between the Government of India and the Government of a foreign State ;
- (j) the Service Association shall not address any communication to , or enter into correspondence with , a foreign authority except through the Government which shall have the right to withhold it ;
- (k) the Service Association shall not do any act or assist in the doing of any act which , if done by a Government servant , would contravene any of the provisions of the central Civil Services (Conduct) Rules, 1964 ; and
- (l) communications addressed by the Service Association or by any office-bearer on its behalf to the Government or a Government authority shall not contain any disrespectful or improper language.

7 **Verification of Membership :**

- (1) The verification of membership for the purpose of recognition of a Service Association shall be done by the check-off-System in pa-rolls at such intervals and in such manner as the Government may by order prescribe.

(2) The Government may, at any time, order a special verification of membership if it is of the opinion, after an enquiry, that the Service Association does not have the membership required under sub-clause (i) of clause (d) of rules 5.

8 Withdrawal of Recognition :

If, in the opinion of the Government, a Service Association recognized under these rules has failed to comply with any of the conditions set out in rule 5 or rule 6 or rule 7 the Government may after giving an opportunity to the service Association to present its case, withdraw the recognition accorded to such Association.

9 Relaxation :

The Government may dispense with or relax the requirements of any of these rules to such extent and subject to such conditions as it may deem fit in regard to any Service Association.

10. Interpretation :

If any question arises as to the interpretation of any of the provisions of these rules or if there is any dispute relating to fulfillment of conditions for recognition it shall be referred to the Government, whose decision thereon shall be final.

Sd/-
(J.S.Mathur)
Joint Secy. to the Govt. of India

APPENDIX-I

COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19)

MINUTES OF THE ELEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES (2018-19) HELD ON 20TH DECEMBER, 2018 IN COMMITTEE ROOM No. 62, PARLIAMENT HOUSE, NEW DELHI

The Committee sat from 1500 hrs. to 1630 hrs.

PRESENT

SHRI GANESH SINGH- CHAIRPERSON

MEMBERS

LOK SABHA

2. Smt. Santosh Ahlawat
3. Shri Santosh Kumar
4. Shri Ravindra Kushawaha
5. Dr. Swami Sakshi ji Maharaj
6. Dr. Banshilal Mahato
7. Shri Rodmal Nagar
8. Shri Kapil Moreshwar Patil
9. Shri Harinarayan Rajbhar
10. Shri Rajeev Satav
11. Shri Kanwar Singh Tanwar

RAJYA SABHA

12. Shri Husain Dalwai
13. Shri B.K. Hariprasad
14. Dr. Vikas Mahatme
15. Shri Vishambhar Prasad Nishad
16. Smt. Vijila Sathyananth
17. Smt. Chhaya Verma

SECRETARIAT

1. Shri T.G. Chandrasekhar	-	Joint Secretary
2. Shri R.R. Kumar	-	Director
3. Shri A.S.K. Das	-	Deputy Secretary
4. Shri Janmesh Singh	-	Under Secretary

WITNESSES

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2. At the outset, the Chairperson, welcomed the Members of the Committee to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:

(i) Action Taken by the Government on the Observations/Recommendations contained in the Tenth Report of the Committee “Need for greater budgetary allocations for various welfare measures/schemes for OBCs” pertaining to the Ministry of Social Justice and Empowerment;

(ii) Action Taken by the Government on the Observations/Recommendations contained in the Twelfth Report of the Committee “Measures undertaken to secure representation of OBCs in employment and for their welfare in National Highways Authority of India” pertaining to the Ministry of Road Transport and Highways;

(iii) Action Taken by the Government on the Observations/Recommendations contained in the Sixteenth Report of the Committee “Measures undertaken to secure representation of OBCs in employment and for their welfare in NTPC Ltd.” pertaining to the Ministry of Power.

3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to present the Reports to Parliament.

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The Committee then adjourned.

APPENDIX II

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE
OBSERVATIONS/RECOMMENDATIONS OF THE COMMITTEE ON
WELFARE OF OTHER BACKWARD CLASSES CONTAINED IN
THEIR SIXTEENTH REPORT (SIXTEENTH LOK SABHA)
(Refer Para 4 of Introduction)

(i)	Total No. of Observations/Recommendations:	7
(ii)	Observation/Recommendations of the Committee which have been accepted by the Government: Recommendation Sl. Nos. 1,2,3,4 and 6	Total: 5 Percentage-71.42%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies -Nil-	Total : 0 Percentage-0%
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration: Recommendation Sl. No. 5 and 7	Total: 2 Percentage-28.57 %
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited: -Nil-	Total : Nil Percentage-0%