

COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES

(2021-2022)

(SEVENTEENTH LOK SABHA)

THIRTEENTH REPORT

ON

Ministry of Power

“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 \_\_\_\_\_

Laid in Rajya Sabha on \_\_\_\_\_



LOK SABHA SECRETARIAT  
NEW DELHI

\_\_\_\_\_, 2022 / \_\_\_\_\_, 1944 (Saka)

**CONTENTS**

Page No.

**COMPOSITION OF THE COMMITTEE (2021-22)..... III**

**INTRODUCTION..... V**

**REPORT**

**CHAPTER I  
REPORT**

**CHAPTER II  
OBSERVATIONS/RECOMMENDATIONS**

**APPENDICES**

- I. Minutes of the sitting of the Committee held on 21<sup>st</sup> December, 2021
- II. Minutes of the sitting of the Committee held on 01.04.2022.

**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2021-22)**

**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
9. Shri Vincent H. Pala
10. Shri Chhedi Paswan
11. Shri Prince Raj
12. Shri Andimuthu Raja
13. Shri Upendra Singh Rawat
14. Smt. Sandhya Ray
15. Shri Ajay Tamta
16. Shri Rebatl 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 | - | Assistant 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 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 Committee took evidence of the representatives of the Ministry of Power on 21<sup>st</sup> December, 2021. The Committee wish to express their gratitude to the officers of the Ministry of Law and Justice (Department of Justice) for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 01.04.2022.

4. For facility of reference and convenience, the observations/recommendations of the Committee have been printed in bold letters in chapter II of the Report.

New Delhi;

\_\_\_\_\_, 2022  
, 1944(Saka)

DR.(Prof.) KIRIT P. SOLANKI  
Chairperson,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

**CHAPTER –I**  
**REPORT**

**I INTRODUCTION**

Power Grid Corporation of India Limited (POWERGRID), is a Schedule 'A', 'Maharatna' Public Sector Enterprise of Govt. of India which was incorporated on 23rd Oct 1989 under the Companies Act, 1956. POWERGRID is a listed Company, with 51.34% holding of Government of India and balance is held by Institutional Investors and public.

2. POWERGRID is engaged in bulk transmission of Power through its EHV AC/ HVDC transmission network. POWERGRID's transmission network consists of about 172,144 circuit kilometer (ckm) of transmission lines (mainly 400 kV & above as well as HVDC) and power transformation capacity of 468,292 Mega Volt Amperes (MVA) with 264 sub-stations as on 30.11.2021. The transmission system availability of the inter-State Transmission system is consistently maintained over 99.5%, at par with international utilities, by deploying best Operation and Maintenance practices. Some of the latest technologies adopted are Aerial Patrolling using Drones/ Helicopters, Geographic Information System (GIS) Mapping, Emergency Restoration Systems, Hot line Maintenance, Digital Sub-stations etc.

**II IMPLEMENTATION OF RESERVATION POLICIES IN POWERGRID**

3. Power Grid Corporation of India Ltd. (POWERGRID) was established in accordance with the Government of India Ordinance notifying transfer of assets and manpower related to transmission establishment from the central power generating stations. The Corporation was formed on 23.10.1989 under the Companies Act 1956 through enmasse transfer of employees from various constituent organizations such as NTPC, NHPC, NEEPCO, THDC, NLC and CEA to POWERGRID. The en-mass transfer of employees was on 'as is where is basis' and the process of transfer and absorption of assets and manpower was completed as on 1.1.1996. In this process, the corporation had no choice in the transfer and absorption of employees from the erstwhile organizations resulting in mismatch in reservation. Moreover, as per government directives, reservation does not apply to appointments made by permanent absorption. Therefore, permanent absorption of employees did not take place in accordance with percentages of reservation prescribed for reserved categories.

4. The Committee were informed about the details of number of employees transferred from the constituent organizations and SCs and STs amongst them which are as follows:

Group	Representation of reserved categories on transfer basis.		
	Total Employees	SCs	STs
Group 'A'	2022	148	38
Group 'B'	1245	145	33
Group 'C'	2229	330	119
Group 'D'	460	77	53
TOTAL	5956	700	243

Thereafter, in all recruitment carried out by POWERGRID, the Govt. guidelines on reservation norms with respect to prescribed percentage of reservation are strictly followed.

5. Further, POWERGRID has implemented post-based reservation rosters as per instructions contained in Department of Personnel & Training O.M. No. 36012/2/96-SC/ST dated July 02, 1997. The Ministry in written reply provided the details of total number of employees that includes recruits as well as absorbed employees and the number of SCs & STs amongst them as on **01.11.2021** which are as follows:

Category of posts	Total No. of employees	No. of SCs	% of SCs	No. of STs	% of STs
A	4346	651	15.0%	298	6.9%
B	2010	272	13.5%	218	10.8%
C	2120	340	16.0%	209	9.9%
D	77	16	20.8%	7	9.1%

Upon enquiring representation/nomination of SC/ST official in the Board of Director/high level management committee of PGCIL, It was informed that the current Board does not have any member belonging to the SC/ST category.

### III RESERVATION PERCENTAGES

6. The Committee were informed that the reservation for SCs and STs is applicable in recruitment at all levels. Details of percentage of prescribed reservation for the said categories are as follows:

Sl. No.	Post filled by direct recruitment	SCs	STs
01	Direct recruitment on All India basis by means of open competition for the post of equivalent to Group 'A' posts.	15%	7.5%

02	Direct recruitment on All India basis other than open competition for the post equivalent to Group 'A' posts.	16.66%	7.5%
----	---	--------	------

In case of Group 'C' & 'D' posts, for which recruitment is carried out on regional basis, reservation percentage has been worked out. Following are the prescribed percentage of reservation SCs and STs for different regions of POWERGRID

Sl. No.	Name of Region/Project	SC %	ST %
1	Corporate Centre, Haryana	19	---
2	Northern Region -I : Faridabad, part of UP, part of Haryana, part of Uttarakhand, Rajasthan	20	3
3.	Northern Region-II : UT of Ladakh & UT of J&K, HP, Punjab, Chandigarh & part of Haryana	22	2
4.	Northern Region-III: Part of UP, Part of Uttarakhand, part of MP	19	5
5.	Eastern Region-I : Bihar & Jharkhand	15	7
6.	Eastern Region-II - : WB & Sikkim	23	5
7.	North Eastern Region:- Assam, Arunachal, Tripura Meghalaya, Manipur, Mizoram, Nagaland	6	27
8.	Western Region-I :Maharastra, Chhattisgarh & Goa	10	13
9	Western Region-II : Gujraat, MP, UT of Daman & Diu, Dadra & Nagar Haveli	18	11
10	Southern Region-I : Andhra Pradesh, Telengana,	16	7
11	Southern Region-II : Tamilnadu, Kerala, Karnataka & UT of Puducherry.	16	3
12	Odisha Project -Odisha	16	22

It was also informed that generally induction level is Group "A" and Group "C" posts. Group "D" posts like Multi-tasking staff, Drivers, Chowkidars, security guards etc. are incidental in nature and these jobs are being gradually outsourced, therefore no regular recruitment is carried out. Over the period of time, these Grp D employees have got promoted and entered into Grp C posts. The Ministry in their post evidence reply has stated that Group "B" posts in POWERGRID consists of Level S2-S4/SSG, W8-W11/WSG. Although, there is no direct recruitment in this group but employees from Grp C/D get

promoted and enter Group B posts after completing their eligibility period and suitability/test.

#### **IV IMPLEMENTATION OF RESERVATION RULES**

7. It was informed that POWERGRID follows Government directives on reservation, concessions and relaxations provided to SCs and STs in true spirit. In this direction, following measures are taken to implement the reservation policy of Government of India in Corporate Centre as well as Regions of POWERGRID:

- (i) Constitution of Reservation Cells.
- (ii) Maintenance of post-based, discipline and grade-wise recruitment reservation rosters.
- (iii) Annual inspection of reservation rosters internally and periodical inspection by Ministry Officials.
- (iv) Availability of Liaison Officer separate for SCs/STs to hear the complaints of the concerned employees.
- (v) Availability of a Complaint Register in Reservation Cell for reserved category employees to lodge their complaints, if any
- (vi) Submission of periodical Report/ return to Government/ Ministry of Power.
- (vii) Filling up backlog reserved vacancies for reserved categories as part of regular recruitment as well as through Special Recruitment Drives from time to time.
- (viii) Caste certificate in prescribed proforma issued by Competent Authority is obtained from candidates that are subject to verification immediate after joining.

#### **V RELAXATIONS AND CONCESSION TO RESERVED CATEGORY**

8. The Ministry in reply to written questionnaire enlisted the relaxations and concession provided to reserved category which are as under:

##### **In case of direct recruitment:**

- (i) The upper age limit is relaxable by 05 years for SCs/STs in recruitment.
- (ii) Cumulative age concession to Person with disability candidates belonging to SC/ST is 15 Years (10+5) through all India open competition.
- (iii) Separate interviews are conducted for SC/ ST candidates in recruitment.
- (iv) Relaxations of standard are provided to SCs/STs candidates in written test and interview i.e. 30% is qualifying marks in written test/ interview for reserved vacancies as against 40% for unreserved vacancies.
- (v) Experience is relaxed by a maximum of one year if prescribed experience is 3-5 years and two years if prescribed experience is 6-10 years in case of SC/ST candidates subject to reservation in recruitment on experience basis.
- (vi) No application fees for SC/ ST candidates.
- (vii) TA paid to SC/ ST candidates for appearing in the written test in addition to the interview.



(viii) Qualifying marks in educational qualification are pass marks. Whereas, for general category, it is 60%/ 70%.

**In case of Promotion:**

9. In addition, the following concessions and relaxations are provided in promotions as per POWERGRID Policy:-

- (a) Extra marks awarded to SC/ ST employees while considering for promotion upto E8 level.
- (b) Relaxation of marks in Written Test, wherever applicable.
- (c) Relaxation of marks in Interview.

Promotion to higher grade	Level	Total Marks	Qualifying Marks	Extra marks awarded
Sr. DGM to GM	E7 to E8	80	60	4
Chief Manager to DGM	E6 to E7	80	60	4
Manager to Chief Manager	E5 to E6	60	45	3
Dy. Manager to Manager	E4 to E5	60	45	2
Asst. Manager to Dy. Manager	E3 to E4	45	32	2
Engineer/Officer to Asst. Mgr.	E2 to E3	45	32	2

Category	Concessions/ Relaxation in Qualifying Marks
Workmen	Qualifying marks for SC/ST employee in Trade test, written test & interview is 40% instead of 50% for others.
Supervisors	
Executives in the lowest rung of Group 'A' posts i.e. E2 (Engr./Officer)	The Qualifying marks for SC/ST employees in written test & Interview is 40% instead of 50% for others.

**VI RESERVATION IN SERVICES**

10. The Committee were informed that in all recruitments carried out by POWERGRID, the Govt. guidelines of reservation is followed. It was also stated that one SC/ST representative is associated in the selection committee for recruitment of all posts in POWERGRID. In case of promotion, earmarked percentage reservation for SC and ST category is ensured up to lowest rung of Group 'A' posts. Percentage of SC and ST employees in various grades as on 30.11.2021 is as under:

S.No.	Category of posts	Total No. Of employees	No. of SCs	No. of STs	Percentage Of SCs	Percentage Of STs	Shortfall Of SC	Shortfall Of STs
1	A	4457	666	316	14.94	7.08	Nil	
2	B	1899	257	200	13.53	10.53		
3	C	2124	340	209	16.00	9.83		
4	D	77	16	7	20.77	9.09		

The Ministry in their post evidence replies also provided details of region wise and grade wise breakup of manpower as on 01.12.2021 which is given as under:

#### REGION WISE

Region	GEN	OBC	SC	ST	Grand Total
Corporate Centre	833	258	165	35	1291
Northern Region- I	465	268	167	78	978
Northern Region- II	291	114	114	15	534
Northern Region- III	346	202	108	17	673
Southern Region - I	222	190	86	25	523
Southern Region - II	338	306	137	33	814
Eastern Region - I	245	183	62	39	529
Eastern Region - II	260	100	87	25	472
Western Region - I	289	320	124	90	823
Western Region - II	328	254	95	98	775
North Eastern Region	349	153	83	220	805
Odisha Projects	137	80	50	56	323
<b>Grand Total</b>	<b>4103</b>	<b>2428</b>	<b>1278</b>	<b>731</b>	<b>8540</b>

#### GRADE WISE

Breakup of Grade wise manpower as on 01.12.2021 is as mentioned below:

Level	GEN	OBC	SC	ST	Grand Total
-------	-----	-----	----	----	-------------

AET	30	29	15	12	86
ET	30	27	13	2	72
E2	324	178	115	78	695
E3	231	118	56	22	427
E4	291	166	79	41	577
E5	269	154	108	41	572
E6	450	222	141	63	876
E7	345	149	92	40	626
E8	376	43	45	17	481
E9	34	0	2	0	36
ST	12	18	8	1	39
S1	139	246	77	29	491
S2	153	235	75	57	520
S3	44	24	7	12	87
S4	285	212	101	95	693
SSG	233	41	55	14	343
W0	1	1	0	3	5
W1	27	21	16	2	66
W2	4	0	0	2	6
W3	27	60	22	12	121
W4	61	66	30	20	177
W5	357	287	137	106	887
W6	165	99	61	37	362
W7	31	6	5	4	46
W8	42	3	2	6	53
W9	65	13	7	3	88
W10	12	5	3	5	25
W11	34	1	3	3	41
WSG	31	4	3	4	42
<b>Grand Total</b>	<b>4103</b>	<b>2428</b>	<b>1278</b>	<b>731</b>	<b>8540</b>

11. The Committee enquired about the details regarding the method applied by Power Grid Corporation of India Limited to fix seniority of those Scheduled Castes/Scheduled Tribes Candidates who have been selected on merit against unreserved category as per the Supreme Court Judgement of May, 2018. In response thereto, it was informed that

reservation for SC and ST candidates is applicable for promotion from Supervisory to Executive Cadre i.e. from S4 to E2 Grade. The said promotion is effected from two standard dates i.e. 1st January / 1st April. Seniority of the candidates in POWERGRID is counted with respect to the said standard dates i.e. 1st of January and 1st of April respectively, which happens to be their Date of entry into the Grade. Accordingly, Seniority of candidates is counted from date of entry into the grade irrespective of category of the candidates or their selection against Unreserved vacancy or own merit or against reserved vacancy.

## VII BACKLOG

12. In a written reply, the Ministry forwarded the details of Backlog Vacancies in the last 5 years (as on 01.12.2021)

Year	Group	SC	ST
2017	A	0	0
	C	0	0
2018	A	0	0
	C	1	0
2019	A	1	0
	C	1	0
2020	A	2	0
	C	1	0
2021	A	2	2
	C	5	9

13. It was also informed that unfilled/ backlog vacancies are re-advertised along with fresh vacancies in subsequent years in case of Executive Trainees. Special recruitment drives, whenever necessary, are also carried out to fill any unfilled/ backlog vacancies in order to fill up the vacant posts.

## VIII SPECIAL RECRUITMENT DRIVE

14. The Ministry in their post evidence replies provided information regarding Special Recruitment drive carried out during last 05 years is mentioned below:

Special Recruitment Drive (SRD) carried out during last 5 years				
Name of post	Grp	Year	No. of posts advertised	Category
DM (F)	A	2017	3	OBC(NCL)-01, SC-02
Vig.Officer	A	2017	1	SC-01
Officer (Comp.Secy)	A	2017	1	OBC(NCL)-01

DM (Elect)	A	2017	2	OBC(NCL)-02
SE (Elect)	A	2017	2	OBC(NCL)-01, SC-01
AO (Accounts)	A	2017	5	SC-03, ST-02
Junior Assitant	C	2018	2	SC-01, ST-01

## IX LIAISON OFFICER

15. The Committee enquired regarding appointment of the Liaison Officers appointed in Power Grid Corporation of India Limited during the last 5 years and also the category to which they belonged. It was also asked to elaborate his/her role to redressal the grievances of SCs and STs employees. The reply forwarded by the Ministry in this regard is as under:

Year	Name	Category of Liaison Officer
2017	Sh. S Majumdar	SC
Till 08.05.2018	Sh. S Majumdar	SC
09.05.2018 onwards	Smt. Neela Das	SC
2019	Smt. Neela Das	SC
2020	Smt. Neela Das	SC
2021	Smt. Neela Das	SC

16. Liaison Officer acts as the link between SC/ST employees and the Management. Any SC/ST category employee, if feels aggrieved, may directly approach to his/her Liaison Officer who in turn record his/her grievance. The Liaison Officer gives patient hearing and takes appropriate steps for addressing his/her grievance. Also SC/ST employees are being granted regular meeting/interview with Liaison Officer for discussing their problems/grievance and these meetings are informal.

17. The Committee further inquired whether liaison officers are imparted training to have adequate knowledge of the extant reservation policy. The Ministry in their replies informed that the Liaison Officers are imparted training as and when DoPT & Institute of Secretariat Training & Management (ISTM) conducts training programmes/ workshops for Liaison Officers to facilitate the performance of their duties and responsibilities. In PGCIL, training programs related to extant reservation policy, rules and guidelines are conducted from time to time to equip Liaison Officer as well other employees dealing with the subject. The details of latest program organized in this regard are mentioned as under:

Name of the Program	Date
Capacity building program regarding	30.09.2021 (10:00 AM -05:30 PM)
Reservation Policy, Guidelines and Rules	

It was also informed that the present Liaison Officer belongs to General category. The earlier Liaison Officer belonged to SC/ST category.

#### **X ROSTERS**

18. The Committee enquired whether rosters are maintained in Power Grid Corporation of India Limited as per format given by DoP&T. The Ministry in their written reply informed that reservation rosters are maintained as per format prescribed by DOPT vide OM No. 36011/1/2011-Estt (Res) dated 17.11.2011 and updated annually. On completion of Updation, status of representation of different categories is summarized and a tally is prepared. Roster is then inspected by the Liaison Officer.

19. It was also informed that the rosters for Group A equivalent posts, i.e. Executive posts, are maintained at Corporate Center. Rosters for Group B, C & D equivalent posts, i.e. Non-Executive posts, are generally maintained at respective regions wherever recruitment takes place.

#### **XI COMPLAINTS/GRIEVANCES**

20. The Committee enquired about the mechanism existing in Power Grid Corporation of India Limited for redressal of grievances/complaints of SC/ST employees. The Committee further desired to be apprised regarding the number of complaints received from SCs/STs employees and redressed under the redressal system.

21. The Ministry in their written reply stated that there is a reservation cell under the direct control of Liaison Officer. Complaint registers are available with the reservation cells. Any aggrieved employee can lodge his/ her complaint in the same. The liaison officer looks into the complaint and the same is disposed of on the basis of merit of each case in the shortest duration possible. In this regard, a tabular statement indicating name of employees, grievances received date, time taken to resolve them and its final outcome is mentioned below.

Name of the Employee (Sh./Smt.)	Date of Complaint	Time taken to resolve the complaint	Nature of Complaint	Final Outcome
Ramesh Rawat	11.09.2019	More than 1 year	Misbehaviour and use of unparliamentarily language. Atrocities and harassment	The employee against whom the complaint was raised was subsequently transferred outside the region.
Shiv Ram	05.10.2019	06 months	Allegation was made against senior official of vigilance department regarding harassment.	The employee against whom the complaint was raised was subsequently shifted to other department outside the region.
Ashwin Rathwa	02.02.2020	1.5 years	Employee raised complaint with regard to his transfer.	The employee was heard by the Management in presence of Liaison Officer and his request was considered and he was transferred at his preferred choice of posting.
B. T Jadhav	28.01.2020	1.5 years	Employee raised complaint with regard to his transfer.	The employee was heard by the Management in presence of Liaison Officer and his request was considered and he was transferred at his preferred choice of posting with promotion.
Nilesh Vasava	30.06.2020	03 months	Employee raised the complaint regarding non-clearance of Probation.	His probation was cleared after receipt of requisite documents from the concerned verifying authorities.
Balwant Singh Kajle	24.07.2020	02 months	Employee raised complaint with regard to his transfer.	The matter was settled amicably.
Kiran Singh	17.03.2020	01 month	The employee insisted for allotment of quarters on priority basis.	The employee was given patient hearing on the complaint and later on, the complainant preferred to shift to her own newly bought home.

Jayshree Pujari	Aug 2021	02 months	The employee raised complaint regarding her non promotion.	The factual position was explained and the complaint was settled with a suitable reply.
-----------------	----------	-----------	--	---

## XII TRAINING

22. The Committee were informed about the number of SC/ST candidates sent for training abroad as compared to unreserved employees during the last five years.

Year	employees trained	Total no. SC / ST employees trained
2017	50	6
2018	108	11
2019	70	10
2020	8	0
2021	Nil	nil

It was also informed that foreign training is generally imparted at manufacturers site/plants to those employees who are directly associated with the ongoing project/consultancy works etc.

## XIII SC/ST EMPLOYEES ASSOCIATION

23. The Committee were informed that Following SC/ST employees' associations have been recognised by the Management which claim as representation of SC/ST employees in POWERGRID:

- I. All India POWERGRID SC/ST Employees Welfare Association.
- II. POWERGRID SC ST OBC minorities employee's association.
- III. POWERGRID SC ST BACKWARD Minority welfare association.

Further, POWERGRID invites 04 representatives from each of the Associations for its periodical meetings including meeting with Commission/Parliamentary Committees. On the issue to multiple SC/ST employees' associations in POWERGRID Hon'ble Chairperson stated as under:

*"that we need to motivate them to be one association"*

24. In their post evidence replies Ministry stated that as per advice of the Hon'ble Committee at Itanagar in November 2019, POWERGRID pursued regularly with all the 03 Association for merger of their associations into one single association. However, after review by Parliamentary Committee on 21.12.2021, POWERGRID Management has again



sought their willingness on 04.01.2022 for the merger and that suitable action shall be initiated after receipt of their willingness.

25. It was further informed that office space and necessary infrastructure has been provided to the Association's office where it is registered. It was also stated that Management conducts regular meetings with representatives of SC/ST employees' associations and after the meeting, Minutes of Meeting are circulated to the associations.

**XIV CONTRACTUAL APPOINTMENT**

26. The Committee enquired about the number of persons appointed on contract/outsourced basis in Power Grid Corporation of India Limited during the last five years, year-wise along with the details of guidelines for appointing the person/staff on contract basis.

27. The Ministry in their written replies POWERGRID recruits' personnel on contractual basis as Field Engineer/ Field Supervisors for project specific temporary requirement/ consultancy assignments and their tenure expires on completion of such works. When the contractual engagement is 45 days or more, POWERGRID does implements the prescribed reservation % for all reserved categories. Advertisement is published in local newspapers indicating break up of vacancies for all categories. Details of employees recruited on Fixed Tenure Basis in the last 5 years is as follows:

<b>Financial Year</b>	<b>No of employees on fixed term basis (on contract)</b>
2020-21	492
2019-20	593
2018-19	631
2017-18	565
2016-17	459

28. It was also stated that the non-core functions such as horticulture, housekeeping, Sanitation, security, preventive maintenance, etc. are outsourced. POWERGRID being a Central PSU, implements all the governmental directives / notifications issued from time to time and due care is taken while outsourcing the jobs like deployment of manpower from local population which includes persons from SC and ST category.

**XV. CORPORATE SOCIAL RESPONSIBILITY**

29. The Committee enquired whether CSR funds of the PSU are utilized for welfare of SCs and STs. Please give details of expenditure made to this effect during the last five years, year-wise. The Ministry in their written reply responded that as per provisions of Companies Act on CSR (Corporate Social Responsibility) POWERGRID incurs expenditure on the following thrust areas:

- i. Women Empowerment
- ii. Education
- iii. Rural Development
- iv. Skill Development
- v. Environment

On the issue of CSR, Hon'ble Member, Committee during the evidence stated as under:

*"There should be some specific head under which, at least, we request fo 25 percent to be sent specifically for SC/ST empowerment and welfare."*

POWERGRID has implemented many CSR projects in rural and backward areas, which covers significant population of SCs and STs. As such, there is no specific amount earmarked for any category and POWERGRID does not have a separate scheme / budget for socio-economic development of SC and ST under CSR. The total CSR Expenditure made during last 05 years is as under:

<b>Years</b>	<b>Total CSR Expenditure (in Crores)</b>
<b>2016-17</b>	147.27
<b>2017-18</b>	157.99
<b>2018-19</b>	195.52
<b>2019-20</b>	346.21
<b>2020-21</b>	240.48

CHAPTER II  
OBSERVATIONS/RECOMMENDATIONS

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.

2. 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.

3. 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.

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.

5. 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.

6. 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.

7. 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.

8. 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 21.12.2022 in December so that interest of SC/ST employees can be safeguarded properly.



9. 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.

New Delhi  
\_\_\_\_\_, 2022  
, 1944 (Saka)

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

CONFIDENTIAL

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES  
(2021-2022)  
(SEVENTEENTH LOK SABHA)

ELEVENTH SITTING  
(21.12.2021)

MINUTES

The Committee sat from 1500 hrs. to 1630 hrs. in Main Committee Room, Ground Floor, Parliament House Annexe, New Delhi-110001

**PRESENT**

Shri Kirit Premjibhai Solanki - Chairperson

**MEMBERS**

**LOK SABHA**

2. Shri Girish Chandra
3. Shri Anil Firojiya
4. Shri Tapir Gao
5. Ms. Goddeti Madhavi
6. Smt. Pratima Mondal
7. Shri Prince Raj
8. Shri Andimuthu Raja
9. Smt. Sandhya Ray
10. Shri Guman Singh Damor
11. Shri Rattan Lal Kataria
12. Shri Jagannath Sarkar

**RAJYA SABHA**

1. Shri Abir Ranjan Biswas
2. Shri Shamsher Singh Dullo
3. Shri Naranbhai J. Rathwa
4. Dr. Sumer Singh Solanki
5. Shri K. Somaprasad
6. Shri Kamakhya Prasad Tasa
7. Shri Ramkumar Verma

**SECRETARIAT**

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

**LIST OF WITNESSES**

Representatives of the Ministry of Power

1. Shri Alok Kumar - Secretary
2. Shri Ashish Upadhyaya - AS &FA

At the outset, the Chairperson welcomed the Members of the Committee. Thereafter, representatives from three SC/ST Employee Welfare Associations of Power Grid Corporation of India were called in to present their grievances before the Committee. The Committee then discussed with the representatives on certain issues relating to safeguard of SC/ST employees. Hon'ble Chairperson urged all the associations to merge at the earliest to make

-2-

the association more effective and furnish the resolve to do the same in writing before the Committee.

2. Thereafter, the representatives of the Ministry of Power and Power Grid Corporation of India were called in to render evidence before the Committee. A power point presentation was made by the representative of the Power Grid Corporation of India on the issue of status of reservation in Power Grid Corporation of India after obtaining concurrence for the same from the Hon'ble Chairperson of the Committee.

3. During the power point presentation, Power Grid Corporation of India made the following submissions:

- a) For Group A posts, the recruitment is on all-India basis by means of an open competition with reservation of 15 per cent for SCs and 7.5 per cent for STs.
- b) Various relaxations and concessions as per the government guidelines are given for recruitment to SC/ST candidates.
- c) Even for promotions, qualifying marks are at a lesser level and extra marks are awarded to the reserved category.
- d) All the recruitment and promotional rosters, grade-wise, post-wise are maintained.
- e) Liaison officers are nominated who inspect the rosters and address the grievances. Reservation cells are available.
- f) There is complaints register for the SCs and STs, if they wish to make any complaint.
- g) Meetings are held with the associations.
- h) SC/ST representative is included in all the Departmental Promotional Committees and Selection Boards.
- i) Reservations are also provided in allotment of residential quarters.

4. Thereafter, Members of the Committee raised numerous queries with respect to issues of reservation of SCs and STs in Power Grid Corporation of India. Some of the pertinent points are enlisted as under:

- a) Number of cases pending for the SCs and STs with regard to promotion and disciplinary actions.
- b) Representation of SC and ST at the level of DGM, GM, Chief Manager, Manager and ST.
- c) Status of contractual workers employed for more than 45 days.
- d) Reasons for lesser recruitment in Group A & B.
- e) Backlog vacancies in various groups of posts and whether any special recruitment drive has been planned to fill them.
- f) Details of CSR activities for SC & ST community and need for particular thrust for CSR.

5. The Secretary, Ministry of Power responded to the queries raised by the Members and assured to send written replies to the queries, the replies of which were not readily available,

6. The Chairperson then thanked all witnesses for their valuable suggestions for giving free and frank replies on various issues raised by the Committee. They were requested that the points on which further information is desired by the Committee may be sent within 15 days.

The witnesses then withdrew.

The sitting of the Committee then adjourned.

A copy of the verbatim proceedings has been kept on record.