

**Proceedings of Meeting by Shri Maurice Kujur, Hon'ble Vice
Chairperson to Review RECL on 26.08.2009**

A list of officers present in the Meeting is at Annexure.

ISSUE

Review of Implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in the Rural Electrification Corporation Limited.

BACKGROUND

National Commission for Scheduled Tribes is a body constituted in 2004 under Article 338A of the Constitution to monitor and safeguard the socio – economic development and interests of the Scheduled Tribes in India.

To discharge its function, the Commission suo-moto reviews the implementation of service safeguards and development pogrammes / schemes for Scheduled Tribes in randomly selected some Ministries, State Governments and PSUs. It is the duty of the Commission to present to the President of India, its noticeable findings and observations concerning the Scheduled Tribes, in the form of an Annual Report.

The Commission had sent a questionnaire to few PSUs including Rural Electrification Corporation Ltd. April, 2009 for the purpose of collection of relevant information about the Scheduled Tribes for conducting review during 2008-09.

Shri Maurice Kujur, Hon'ble Vice Chairperson decided to hold the review meeting with RECL management on 30.07.2009 at their Corporate Office, New Delhi. It was intimated by the RECL that their CMD was out of Delhi and therefore RECL requested to reschedule the review meeting. The review meeting was rescheduled for 26.08.2009 with the permission of Hon'ble Vice Chairperson. The filled up questionnaire and additional information as required were received from RECL.

DISCUSSION

The meeting commenced with the welcome by the Chairman & Managing Director, Rural Electrification Corporation Limited followed by a power point presentations about genesis and working of Rural Electrification Corporation Limited and the implementation of service safeguards and development programmes for Scheduled Tribes in the Rural Electrification Corporation Limited. Replies to the points included in

the Questionnaire were discussed alongwith the information furnished in the presentation. The following action points emerged during the discussion;

- i) It was expressed, as a matter of concern by the Commission, that representation of STs in all categories of employees is not satisfactory. The RECL officials explained that representation of ST candidates is low as most of the officers have joined RECL on deputation basis and later on absorbed, and there was no reservation on deputation. Secondly, dereservation in direct recruitment was there upto 1991 and lastly, there was no recruitment but for emergency cases after 1986 in non-executive cadre. Now, they are following reservation policy strictly in recruitments in executive cadre including backlogs.
- ii) Reservation in promotion has least significance as all the employees are getting time bound promotions on attaining the eligibility criteria.
- iii) Though trainings are being given to the employees from time to time as per job requirements and to enhance the efficiency, special attention should be given for the development of ST employees.
- iv) Equal opportunity should also be given to ST employees for foreign trainings.
- v) ST youth should be given preferential treatment in awarding the Franchisee and its training.

RECOMMENDATIONS

In view of the discussion, the Commission recommended that

- i) Reservation policy for recruitment and promotion of ST employees should be followed strictly.
- ii) HRD policy should be drawn up for the development of ST employees including foreign training.
- iii) ST youth should be given preference for award of Franchisee and its training.
- iv) As the RECL is dependent on State Govt. for implementation of the projects and its feedback, Committees at District Level should be formed with representative from the public to monitor the projects.
- v) The work done for the Tribal people and in Tribal areas should be highlighted and reflected in RECL annual report.

The meeting ended with a vote of thanks to the Chair.

ANNEXURE

The following were present in the meeting on 26.08.2009 :

NCST

1. Shri Maurice Kujur, Hon'ble Vice Chairperson.....In Chair
2. Shri Aditya Mishra, Jt. Secretary
3. Shri Vinod Aggarwal, Director
4. Shri R. C. Durga, Director
5. Shri R. P. Vasishtha, Dy. Secretary
6. Smt. K. D. Bhansor, Dy. Director

Rural Electrification Corporation Ltd.

1. Shri P. Uma Shankar, CMD
2. Shri H. D. Khunteta, Director(Finance)
3. Shri Vinod Behari, Exec. Dir.(HR)
4. Shri B. P. Yadav, Exec.Dir.(IA)
5. Shri Kamal Dayani, Exec.Dir.(RGGVY)
6. Shri P. J. Thakkar, GM (RGGVY)
7. Shri Ashok Awasthi, GM(Admn.)
8. Shri Subodh Garg, GM(HR)