

**REVIEW OF COCHIN SHIPYARD, KOCHI ON 12/10/09 WITH REGARD SERVICE SAFEGUARDS AVAILABLE TO THE ST EMPLOYEES DURING THE VISIT OF THE NATIONAL COMMISSION FOR SCHEDULED TRIBES TO THE STATE OF KERALA AND LAKSHADWEEP ISLANDS FROM 7/10/2009 TO 13/10/2009**

**1.0 MEETING WITH ST ASSOCIATION/FEDERATION**

1.1 Reps. of the Federation raised the issue of under representation of STs in the category of officers and supervisors (PSI) and above, which was only 2.5% and 2.1% respectively against the stipulated target of 7.5% and requested for immediate corrective action in this regard. The Federation suggested that rationalisation/grouping of various trades and induction/appointment of ST candidates against the reserved post for STs, where eligible candidates were not available in the feeder grade, could provide a solution to the present problem regarding lower representation of STs in various categories.

1.2 The Federation also suggested further relaxation in the eligibility criteria for promotion (from existing 60% available to STs against 65% to general candidates) in line with the relaxation being given against direct recruitment with minimum of 33 1/3% marks as against 50% marks required to be secured by the open candidate in test and interview for selection. It was also suggested that an appropriate HRD plan should be implemented in respect of ST candidates to enable them to compete against the future vacancies.

1.3 The Federation emphasised that there was a need to advertise the recruitment of apprentices in the local news papers especially having wide circulation in ST areas so as to attract ST candidates for training as apprentices.

1.4 The Commission assured that the issues raised by the Federation would be taken up with the management of the Cochin Ship Yard Ltd.

**2.0 MEETING WITH CMD, COCHIN SHIPYARD LTD AND OTHER SENIOR OFFICIALS**

2.1 The Commission pointed out that the level of representation of STs in Group 'A' and Group 'B' was only 0.70% and 4.09% respectively which was considerably lower than the stipulated target of 7.5%. On a suggestion from the Commission, CMD, CSYL assured that rationalisation/grouping of various trades and induction/appointment of ST candidates against the reserved post for STs, where eligible candidates were not available in the feeder grade, would be considered to improve the present level of representation of STs in these categories.

Action: CSYL, Kochi.

2.2 CMD, CSYL, also confirmed that an appropriate HRD plan in respect of ST employees would be formulated urgently, to enable them meet the requirements against the vacancies likely to arise in the near future.

Action: CSYL, Kochi.

2.3 Regarding improvement in the representation of STs in induction of the apprentices, it was assured by the CYSL, that a wide publicity in newspapers which would also cover all tribal areas would be given. On a suggestion from the Commission, it was also confirmed that the information about induction of apprentices would also be communicated to the representatives of the Federation and also made available on-line system within the organisation.

Action: CYSL, Kochi

2.4 Regarding further relaxation in the eligibility criteria, for promotion in line with the relaxation available to the STs in direct recruitment, it was informed by the CYSL that against direct recruitment, the selection was based on the basis of a written test and an interview which was different from the criteria/standard being followed for promotion. Hence it is not advisable to adopt the relaxation available to STs against the direct recruitment in respect of promotion. However, an effective HRD programme in respect of STs, as already assured by the CYSL, would improve the avenues for promotion of ST employees.

2.5 On a suggestion from the Commission, CYSL assured that urgent action would be taken for computerisation of the rosters and further future vacancy circulars would be made known on-line to the employees.

Action: CYSL, Kochi

2.6 The Commission noted that during the last 5 years, there was no interchange of posts reserved for STs. Further, no post was de-reserved during the last 3 years.

2.7 The Commission also noted that considerable manpower (1938) was being engaged against various projects and reservation for STs was not being provided against the contracts for outsourcing in the absence of any instructions to provide reservation in such cases.