

Review of the Garden Reach Shipbuilders and Engineers Ltd, Kolkatta (GRSE) on 16 Feb.09 with regard to implementation of service safeguards of ST employees during visit of the Commission to the State of West Bengal from 12 Feb, 09 to 17th Feb, 09

1.0 The Commission led by Smt. Urmila Singh, Hon'ble Chairperson, accompanied by Shri Maurice Kujur, Hon'ble Vice-Chairperson visited the State of West Bengal from 12 Feb, 09 to 17 Feb, 09 as per the programme communicated to the State of West Bengal vide Message No. TP/CP/NCST/3 dated 09 Feb 09 (Annexure-I). Shri Aditya Mishra, Joint Secretary and Shri P.V. Mohandas, APS to Chairperson also accompanied the Commission.

1.1 In the absence of Rear Admiral K.C. Shekher, CMD, GRSE, who was away for attending the commissioning to GRSE built ship at Chennai, GRSE was represented by Cmde (Retd.) H.K. Verma, Director (Pers.).

1.2 GRSE is a PSU under Ministry of Defence and engaged in production of Ship [Frigate, Corvette, Landing Ship Tank (large), Fast Attack Craft, Hovercraft] and Bridges etc. with Ship Building being its major activity (85%)

1.3 In the meeting held with the SC & ST Welfare Association, Reps. of the Association mentioned that according to the new promotion policy, relaxation to STs was not being provided. The posts reserved for STs are also filled by employees of other categories. Further, there is a need to ensure proper roster management. Reps. of the Assn. also requested that children of employees belonging to ST categories should be considered for providing loan for higher education by the Company with the lesser interest rate or by scholarship. The need to expeditiously settle die-in-harness cases was also highlighted.

1.4 It was clarified by the Management that new promotion policy, *inter-alia*, provides for time bound first promotion where relaxations to STs cannot be provided. However, a sympathetic view is always taken in respect of ST employees with regard to their promotion and necessary support for their development is invariably provided. It was assured that proper checks for roster management were being applied. As regards extension of loan facility to meritorious students of ST employees, it was mentioned that the

present policy of the GRSE, did not cater for this. This being a policy issue required consideration at the Board level and will be positively examined.

1.5 While reviewing status of reservations of STs, it was noted that GRSE has progressively improved representation of STs since 1.01.71 (0.5%) to 01.01.09 (5.29%). The overall percentage of STs in the recruitment made during 2008 is 6.34% (Gp. 'A': 0.06%, Gp. 'B': Nil, Gp. 'C': 6.8%, and Gp 'D': 6.34%). However, in promotion, the representation of STs on an overall basis was only 2.86%. This was attributed to the fact that suitable candidates were not available in the feeder grade. It was clarified that in case of promotion, qualifying marks for determining fitness of promotion are reduced by 5 marks for STs. In case of direct recruitment, relaxation in age by 5 years is provided besides relaxation in qualifying standards. In addition, Selection Committee also recommends further relaxation of the minimum standards in selection of STs in order to fulfil quota. To a query, it was clarified that prescribed percentage of reservation of STs is also provided in respect of the employees being recruited through contracts.

1.6 It was clarified by the GRSE that shortfall of STs exists mainly in respect of officers category in the absence of suitable feeder grades. It was suggested by the Commission that while resorting direct recruitment, the job specifications should be generalised to the extent possible so that rigidity of job specifications do not distract potential candidates for applying against such posts. It was also suggested that GRSE should introduce a computerized roster management system and grievance management system as a measure to introduce transparency.