

National Commission for Scheduled Tribes

Proceedings of the meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in the Hindustan Paper Corporation Ltd. (Ministry of Heavy Industry) held at New Delhi on 31/7/2009.

The meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in the Hindustan Paper Corporation Ltd. (Ministry of Heavy Industry) held on 31/7/2009 in the Registered Office of the Hindustan Paper Corporation Ltd. at New Delhi The review meeting was chaired by Shri Maurice Kujur, Hon'ble Vice-Chairman, National Commission for Scheduled Tribes. Shri Raji Philip, Chairman & Managing Director, Hindustan Paper Corporation Ltd. and other officers from Hindustan Paper Corporation Ltd. were present in the meeting. Shri Tsering Samphel, Shri Oris Syiem Myriaw, Members, Shri Aditya Mishra, Joint Secretary and other officers of National Commission for Scheduled Tribes also participated in the review meeting. List of all participants in the meeting is enclosed at **ANNEXURE I**.

2. The meeting commenced with the welcome by CMD, HPCL followed by Power point presentations about genesis and working of Hindustan Paper Corporation Ltd. and about the implementation of service safeguards and development programmes for Scheduled Tribes in the HPCL. Replies to the points included in the Questionnaire were discussed alongwith the information furnished in the presentation. The following points emerged after the discussions.

- (i) The Corporate Headquarter Office of the Hindustan Paper Corporation Ltd. is at Kolkata while its Registered Office is at Delhi. The Hindustan Paper Corporation Ltd. has two main operational Units and two subsidiary Units. The main Units are (i) Nagaon Paper Mill (NPM), Jagiroad, Distt. Morigaon, Assam and (ii) Cachar Paper Mill (CPM), Panchgram, Distt. Hailakandi, Assam. The two subsidiary Units are (i) Hindustan Newsprint Ltd. (HNL), Newsprint Nagar, Distt. Kottayam, Kerala and (ii) Nagaland Pulp & Paper Company Ltd. (NPPC), Papernagar, Tuli, Distt. Mokochung, Nagaland. The Company has been awarded the ISO certificates. As on 01/01/2009, the total manpower strength of two operational Units and the Corporate Headquarter Office of Hindustan Paper Corporation Ltd. is 2717 while manpower strength of two subsidiary Units is 1326, making a total strength of 4043 for the entire groups of Companies. Out of 4043, the number of ST employees is

368 comprising 9.10%. However, looking into the group-wise position the representation of Scheduled Tribes is 2.2% in Group 'A' , 3.9% in Group 'B' , 8.47% in Group 'C' and 35.47% in Group 'D' categories of employees.

Examining the manpower data Unit wise, the representations of STs is highest in NPPC as out of a total of 299 employees 153 (51.17%) belong to Scheduled Tribes. Group wise also, ST constitute 24% in Group 'A' , 63.36% in Group 'B' , 45.40% in Group 'C' , and 68.54% in Group 'D' category posts, the reason being that the Unit is located in Nagaland which has sixth schedule tribal areas. There is, however, need to improve the representation of STs among Group 'A' and Group 'B' category of posts in all other Units of HPCL.

On the other hand representation of STs is very poor in Hindustan Newsprint Ltd. at Kottayam, Kerala. There is only one ST each out of 195 employees in Group 'A' and 94 employees in Group 'B' while only 3 ST out of 692 employees in Group 'C' posts in HNL. It was stated that the population of Scheduled Tribes in Kerala was very small (1.1%) and, therefore, not many candidates are available. The Commission pointed out that this percentage is applicable in case of recruitment in Group 'C' and 'D' posts only where recruitment is made locally; while Group 'B' and 'A' level officers are normally transferable and therefore, are recruited on all India basis. This shows that reservation policy in favor of STs was not followed in making recruitment to Group 'A' and 'B' category of posts in HNL as well as other two main Units which are actually located in Assam State which has ST population percentage of 12.4 as per Census 2001.

The NPPC was not in operation since 1992 and therefore, no promotions were made for several years. The Unit was rehabilitated by BIFR in the year 2007. As per directions, 130 officials were retrenched while 230 persons including engineers were inducted. In the process of induction of engineers, the tribals were being selected from various National Institutes of Technology. The engineers were also being given intensive trainings.

Several employees had left various Units of the company, because, they get better salary in other PSUs as well as private companies after obtaining even little experience in HPCL. This was also one of the reason for less representation of STs in various Units and subsidiary Units of HPCL. The Commission is of the view that appointments in HPC Ltd. and its subsidiaries have to be made attractive so that employees are not encouraged to join other Companies.

Since, two out of four Units of HPCL are located in Assam and one Unit in

Nagaland which are land locked and hilly areas, therefore, freight charges for transportation of paper is very high. Moreover, to compete in the market rates have to be kept in competition while suffering losses on the transportation head.

The Commission was informed that there was backlog of only 1 post in Group 'A' category (DR) as on 31.12.2008 and efforts will be made to clear the backlog vacancy in future recruitment. There was also backlog of 2 posts in Group 'C' category (DR) at CPM and the same was filled up on 17.01.2009. The Commission noted that there was huge shortfall in Group 'A' as well as 'B' category of posts in two main Units and one subsidiary Unit and accordingly there should be heavy backlog also, but the information furnished by HPCL does not support the same. Therefore, the Company should reassess the position relating to the shortfall and backlog position in each category of posts in each Unit and take suitable measures to fill the shortfall as well as backlog position in all the Units

The large number of employees belong to Workman categories. They are normally ITI and Diploma holders. They can enter Group 'A' service only after passing an examination. Since not many employees sit and qualify the qualifying examination, the representation of STs in promotion from Group 'B' to Group 'A' is very small. The Commission recommended that the Company should take initiative for in service training to its employees belonging to Workman category before the conduct of qualifying examination so that the workers can also aspire to become officers and contribute for the development and growth of the Company.

2. The Commission was also informed about the welfare activities undertaken by the Company as follows:

Facilities have been provided to the villages in the vicinity of the Mills where majority of the population belongs to ST

Drinking water and free medical consultation & treatment facilities, construction of School/ College buildings, construction of peripheral village roads and free distribution of exercise books and writing paper.

Two ST community villages (mainly inhabited by Tiwa tribe) adopted by NPM for infrastructure development, medical camp and free medicine supply at Ambedkar Colony in Adimaly Panchayat (ST dominated area), Distt. Idukki by HNL and solar lamps provided by HNL in tribal non-electrified area.

No deviation is made from Govt. of India guidelines with regard to reservation

policy.

Liaison Officers overseeing the functioning of ST Cell at Mills and Corporate Headquarters have been nominated.

Exemption of application fee in recruitment and relaxation in age criterion – 5 years, minimum qualification marks, written test score and interview assessment is provided .

While making appointment to reserved posts, to and fro traveling allowance allowed for written test/ interview to ST candidates.

Group 'C' & 'D' employees are posted near their native place within the region.

Out of 2611 dwelling units in HPC and subsidiaries, 186 allotted to employees in ST category (out of a total of 368 employees). All applicant ST employees have been allotted township accommodation.

3. The Commission was also informed that the Company was providing office building for SC/ ST Employees Welfare Association. On the other hand the Commission was informed that there was no SC/ST Employees Association and Employees' Union normally take up the issue relating to STs. The Commission pointed out that the problems and needs of STs are much different from those of non-ST employees. Therefore, the ST employees should be allowed as well as encouraged to form an association which should watch the interests of the ST employees. This Association should also be provided with requisite infrastructure facilities. The Commission also recommended that there should be effective system for redress of grievances of STs. As far as possible the Liaison Officer should be from STs so that ST employees have confidence that their own community person is looking into their problems.

4. The CMD, HPCL invited the Commission to visit the Units run by HPCL and have first hand information about their functioning and the status of ST employees in those Units. The CMD also assured that the Company will take urgent steps to follow the advice given by the Commission.

5. The meeting ended with the vote of thanks to the chair.

Attendance Sheet

National Commission for Scheduled Tribes

Sub: Meeting to review the implementation of service safeguards and development programmes for Scheduled Tribes in Hindustan Paper Corporation Ltd. held on 31.07.2009 at 11:30 Hrs. in the local office of HPCL at Delhi- Participants

S.No. Name and Designation

I. National Commission for Scheduled Tribes

- 1 Shri Maurice Kujur, Vice-Chairperson (In chair)
- 2 Shri Tsering Samphel, Member
- 3 Shri Oris Syiem Myriaw, Member
- 4 Shri Aditya Mishra, Joint Secretary
- 5 Shri R.C. Durga, Director
- 6 Shri Vinod Aggarwal, Director
- 7 Shri R.P. Vasishtha, Deputy Secretary
- 8 Smt. K.D. Bhansor, Deputy Director

II. Hindustan Paper Corporation Ltd.

- 1 Shri Raji Philip, Chairman & Managing Director
- 2 Shri Tapan Chakraborty, DGM (HR&ES)
- 3 Shri R.C. Singh, DGM (S)
- 4 Shri K.S. Subramanian, Sr. Manager (L &ES)
- 5 Ms. P. Nandi, Manager (Fin.)
- 6 Shri P.K. Acharya, Asstt. Manager (HR &ES)
- 7 Shri Sunil Sharma, Executive
- 8 Mrs. Sandhya Bhattacharya, Executive (S)