



सत्यमेव जयते

भारत सरकार

Government of India

राष्ट्रीय अनुसूचित जनजाति आयोग

National Commission for Scheduled Tribes

(A Constitutional Body under Article 338A of the Constitution of India)

File No. Review/14/M/o Power(PGCI)/2018/RU-I

Dated: 06/09/2019

To,

The Chairman-cum-Managing Director,  
Power Grid Corporation of India Ltd,  
Saudamini, Plot No. 2,  
Sector-29, Near IFFCO Chowk,  
Gurugram-122001 (Haryana)  
Tel. : 0124-2822000, 2571800  
Fax : 0124-2571990  
E-mail : [cmd@powergridindia.com](mailto:cmd@powergridindia.com)

Sub: Review of Constitutional Safeguards for Scheduled Tribes.

Sir,

I am directed to refer to the subject cited above and to enclose report and recommendations of the NCST on the Review Meeting held on 11.07.2019 at 1600 Hrs in NCST's Headquarters (Lok Nayak Bhawan, New Delhi) under the Chairmanship of Dr. Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes, New Delhi for furnishing the action taken report.

It is requested that action taken/ proposed to be taken on the suggestions/ recommendations of the Review Meeting may please be sent to the Commission within a month from receipt of the letter.

Yours faithfully,

(Rajeshwar Kumar)  
Assistant Director  
Tel: 011-24641640

Copy to:

1. PS to Hon'ble Chairperson, NCST
2. PS to Hon'ble Member (HCV), NCST
3. NIC (for hosting on the website of the Commission).



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National Commission for Scheduled Tribes

**REPORT AND RECOMMENDATIONS UNDER ARTICLE 338A (5) (e) OF THE CONSTITUTION ON THE MEASURES TO BE TAKEN BY THE POWER GRID CORPORATION OF INDIA LIMITED FOR THE EFFECTIVE IMPLEMENTATION OF CONSTITUTIONAL SAFEGUARDS AND OTHER MEASURES FOR THE PROTECTION, WELFARE AND SOCIO-ECONOMIC DEVELOPMENT OF THE SCHEDULED TRIBES.**

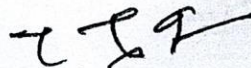
(File No: Review/14/Ministry of Power(PGCI)2018/RU-I)  
Date of Review: 11.07.2019

The National Commission for Scheduled Tribes (NCST) is a Constitutional Body set up under Article 338A of the Constitution of India to investigate and monitor all matters relating to protection, welfare and socio-economic development of the Scheduled Tribes in the country. As per Constitutional provision, the Union and every State Government shall consult the Commission on all major policy/decisions affecting Scheduled Tribes. The Commission is required to present to the Hon'ble President reports upon working of those safeguards and all such reports are to be laid before each House of the Parliament along with memorandum explaining the action taken or proposed to be taken on the recommendations relating to the Union and the reasons for non-acceptance, if any, of any of such recommendations.

2. In pursuance of the above constitutional mandate, a review meeting was held under the Chairmanship of Dr. Nand Kumar Sai, Hon'ble Chairperson, National Commission for Scheduled Tribes on 11<sup>th</sup> July, 2019 at Headquarters of NCST, Lok Nayak Bhawan, Khan Market, New Delhi on evaluation and monitoring implementation of reservation policy (service safeguards) for Scheduled Tribes and schemes for their socio-economic development with the Chairman and Managing Director and officers of Power Grid Corporation of India Limited (PGCI), Corporate Office, Gurugram (Haryana).

3. The list of participants is annexed.

4. Hon'ble Chairperson, NCST in his inaugural address mentioned about the role and responsibilities of the NCST and requested CMD and officers of PGCI to give clarification on

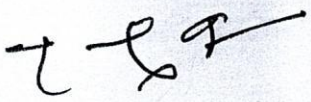
  
डॉ. नन्द कुमार साय/DR. Nand Kumar Sai  
अध्यक्ष/Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

some issues which emerged from the information furnished by the PGCI in respect of the questionnaire prepared by the NCST and the meeting held with the ST Employees, who had been nominated by the Power Grid SC/ST/OBC/Minorities Employees Association, PGCI, on 11.07.2019 at 1530 Hrs at Headquarters of NCST, Lok Nayak Bhawan, New Delhi.

5. Chairman-cum-Managing Director (CMD) PGCI apprised that PGCI is a Central Public Sector Enterprises (CPSE) under the Ministry of Power, Government of India. CMD gave brief presentation about the PGCI activities, which includes historical background, objectives, nature and scope of business activities of the PGCI, since its establishment. It was informed that:

“The PGCI was incorporated on 23rd October, 1989 to address the need for creating National Power Grid and to enable development of integrated power transmission system by taking over the transmission assets and manpower from the power sector undertakings/ agencies such as, NTPC, NHPC, NEEPCO, NLC, NPC, THDC and CEA. The objective of company is to plan, promote and develop an integrated and efficient power transmission network. The company undertakes all functions of planning and coordination relating to Inter-State Transmission System (ISTS), as per the Electricity Act 2003, and accordingly it has been designated as the “Central Transmission Utility” of the country, since 1998. The company’s registered office is at New Delhi and Corporate office is at Gurugram (Haryana). The company operates through its 10 Regional Headquarters and Corporate Centre. PGCI has 13 Wholly Owned (100% ownership) Subsidiary companies and entered into 12 Joint Ventures with strategic partners. The company has also diversified into Telecom and Consultancy business and is providing services to Domestic and International clients with Global footprints in 20 Countries”.

The PGCI require very small piece of land ranging from 20 hectare to 50 hectare from establishment of Sub-Stations depending upon the type and voltage level. Since the location of Sub such station are not site specific, PGCI uses this flexibility locating substation on barron/ waste Government land to extent possible and only in the non-availability of such land, private land is acquired by ensuring that such

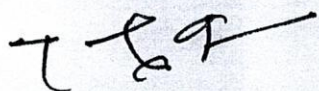
  
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land do not have any structure or house that may result in displacement. For acquisition of land a detailed Social Impact Assessment is undertaken by Independent Agency and all measures are taken to mitigate possible impact and loss of livelihood if any is implemented thought an action plan. Moreover, all benefits and payments like compensation for land and rehabilitation assistance are paid directly to the affected person through demand draft in the presence of Villagers and Panchayat members, with all these measures chances of exploitation of affected families including tribal people are avoided and total transparency is ensured to eradicate any possible external influence.

As on 31.03.2019, the Gross fixed assets of PGCI was Rs. 1,97,793 Crores. The turnover of PGCI for the year 2018-19 was Rs. 35, 618 Crores and Net Profit was Rs. 9,938 Crores.

6. Presentation reveals that as on 31.03.2018, the total number of employees in Group A posts was 4079 out of which 249 ST constituted 6.10 %. There was backlog of 18 vacancies for the post of Group A category for the year 2017-18, which likely to be filled up by October, 2019. The percentage of ST employees promoted during the year 2015 was zero, during 2016 was 1.80 and the year 2017 was 2.70. No vacancies reserved for STs have been de-reserved in Direct Recruitment or in Promotion during last three years. All employees in PGCI imparted training to cover their deficiency. The specialized training organized for employees belonging to reserved categories including STs for their personal growth and professional development. The number of ST compared to total employees sent for specialized training abroad during the year 2015, 2016, 2017 and 2018 were very less or zero. One case of fake ST community certificate was reported at the time of recruitment.

General Manager had been appointed as a Liaison Officer (LO) for reserved categories at the Corporate office. The eleven Liaison officer (from Manager to Senior General Manager level) for SC/ST/PWD had been appointed by the PGCI for the employees of its Regions. The Computerized Grievance Management System is under process. None of the complaints pending

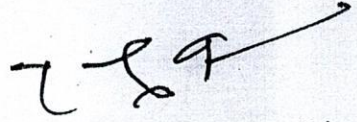
  
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for disposal. The Meeting between Management and SC/ST category employees association were held on 17.05.2016 & 22.08.2017. One case of sexual harassment of ST women in January, 2017 was reported. In this case, accused was downgraded in lower scale and transferred to another office of PGCI. Total number of employees allotted official residential accommodation was 4338, out of which 340 employees belongs to ST category.

Under CSR initiatives, PGCI focus on Health, Education, Rural Development, Skill Development, Environment & Sanitation. It was reported that an amount of Rs. 8.86 crores against Rs. 78.47 during 2015-16, Rs. 1.75 Crores against Rs. 169.19 during 2016-17, Rs. 8.23 Crores against Rs. 237.86 Crores during 2017-18 and Rs. 54.28 crores against Rs. 365.14 Crores for the year 2018-19 had been spent for the projects focus on ST communities.

In addition to the above activities, the major projects which are completed/ to be completed by the PGCI under CSR is given below:

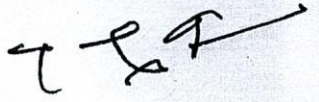
- a) Power Grid Vishram Sadan (10 storied, 300 beded Dharamshala) at AIIMS, New Delhi which was dedicated to nation on 29.06.2018 by Hon'ble Prime Minister.
- b) Vishram Sadan under construction- Indira Gandhi Institute of Medical Sciences (IGIMS), Patna; Guwahati Medical College & Hospital (GMCH), Guwahati; King George Medical College, Lucknow and Ranchi Institute of Medical Sciences, (RIMS) Ranchi.
- c) Nuclear Medicine Theranostics Unit at TMC, Mumbai (under construction)- largest therapeutic nuclear medicine treatment facility in the world (50-50 cost basis between GoI and PGCI).
- d) Centre for capacity development in Oncology, Dr. B. Borooah Cancer Institute, Guwahati (to be operationalized shortly).
- e) Health check-up camps, (about 1, 20,000 beneficiaries) ambulance to various Government Hospitals (around 250) and Aids and appliances to persons with disabilities (around 6000).

  
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The CSR activities had been undertaken in the Districts of Rajnandgaon (Chhattisgarh), Kurukshetra (Haryana), Varanasi (Uttar Pradesh), Kurnool (Andhra Pradesh), Kudgi (Karnataka), Kalahandi (Odisha) and Bongaigaon (Assam). As per Companies Act and Policies and Guidelines of PGCI, the CSR expenditure to be incurred 33% on Swachhta activities and 67% for Other activities. The major focus on Aspirational Districts allocated to PGCI during the current year.

7. Prior to Review Meeting with CMD and officers of PGCI, the ST employees of PGCI, who had been nominated/ deputed by Power Grid SC/ST/OBC/Minorities Employees Association, PGCI met the Commission on 11.07.2019 at 1530 PM and discussed many issues. Some of the key points raised by ST Employees of PGCI, who were nominated by the Power Grid SC/ST/OBC/Minorities Employees Association are indicated below:

- a) **Training for ST employees** - A scheme for imparting skill development training for ST employees in PGCI is very much necessary. Hence, necessary guidelines may be devised to impart both skill development training for on-the- job employees and orientation training for those employees due for consideration for promotion to next higher grade before conducting Departmental Promotion Committee proceedings every year.
- b) **Percentage of reservations for ST employees**- The PGCI is strictly following the percentage of reservations as per GoI guidelines at the time of recruitment of various categories of employees. The promotion percentage of ST employees from Workmen to Supervisor and Supervisor to Executive category and within Executive category need to be improved.
- c) **Maintenance of reservation roster**- The reservation roster of ST employees are required to be made accessible at all Regions.
- d) **Nomination of Liaison Officers for STs**- The PGCI nominated/ appointed Liaison Officer for SC/ST/PWD employees. It is desirable that separate Liaison Officer at all Regions and Corporate office be nominated and made accessible to all ST employees at all Regions including Corporate office.
- e) **Allocation of CSR fund for STs**- The CSR fund being utilized for SCs/STs and other communities. The CSR fund proportionately be allocated for development of STs communities.

  
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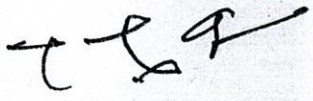
8. The Commission observed that there is shortfall in backlog of ST vacancies in Group A category during 2017-18. Similarly, Scheduled Tribes employees have not been sponsored proportionately for Specialized Training abroad during last four years i.e. from 2015, 2016, 2017 and 2018. The Officer designated/ nominated as Liaison Officer in Corporate office was not aware of the role and responsibility of the Liaison Officer and the constitution provision for the welfare and development of ST employees. The exclusively amounts required to be allocated for welfare of Scheduled Tribes under CSR activities to be taken by PGCI.

9. Observations of the Commission are:

- i. Commission appreciate for providing financial assistance for constructions of Vishram Sadan at AIIMS, New Delhi and under construction at Indira Gandhi Institute of Medical Sciences (IGIMS), Patna; Guwahati Medical College & Hospital (GMCH), Guwahati; King George Medical College, Lucknow and Ranchi Institute of Medical Sciences, (RIMS) Ranchi.
- ii. No grievance of Scheduled Tribes pending in the PGCI was appreciable. Action taken by PGCI in the case of sexual harassment of ST woman employee reported was also appreciable.
- iii. Commission appreciate for nomination of an independent Director of the Board of Management of PGCI belongs to ST category.

10. The recommendations of the Commission are as under:

- i. ST employees needs to be trained by giving advance training in respect of their nature of job for promotion in higher grade.
- ii. Reservation and roster system in respect of recruitment as well as promotion should be computerised by PGCI at the earliest. The same should be placed in public domain for use of employees which will provide transparency in the implementation of Reservation policy.
- iii. The Grievance Management System should in the PGCI should be computerised at the earliest.
- iv. The meeting between Management and PGCI SC/ST employees welfare association be convened shortly by the PGCI as the last meeting between Management and SC/ST employees welfare association was held on 22.08.2017.

  
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- v. The Officer designated/ nominated as Liaison officer at Corporate office should be trained and well versed in respect of reservation policy and other provisions for the welfare of ST employees. The Scheduled Tribes incumbent should also be designated/ nominated as a Liaison Officer.
- vi. Before nomination's name of employees for foreign training, Liaison Officer (Corporate office and concerned Regional office) for nomination of ST employees should be asked/consulted by Management.
- vii. The provisions of compensation and other facilities made by the PGCI to affected/displaced families by the projects of PGCI be considered, as per the provisions of "Right to fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013".
- viii. The CSR funds to be earmarked separately for the development of Scheduled Tribes. The preference for the projects be given for the Scheduled Tribes residing in remote areas of Odisha, Jharkhand, Chhattisgarh & Madhya Pradesh States.
- ix. Four cases referred by NCST to PGCI which were discussed with the officers of PGCI and District Collector, Palghar (Maharashtra) by the Hon'ble Vice-Chairperson of NCST, during tour to Maharashtra State in the first week of June, 2019 at District- Palghar, (Maharashtra). As decided in the discussion held between officers of PGCI, District- Collector, Palghar and Hon'ble Vice-Chairperson, NCST, these (four) cases will be discussed in a meeting scheduled to be held on 17.06.2019 under the Chairmanship of Collector, District- Palghar. Report on action taken/ to be taken by the PGCI on the outcome of the meeting held on 17.06.2019 with Collector, District- Palghar be furnished to the Commission.

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7/03.09.19  
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List of Participants of Review meeting of Power Grid Corporation of India Limited, Gurugram (Haryana) held on 11.07.2019 under the Chairmanship of Dr. Nand Kumar Sai, Hon'ble Chairperson, NCST at Lok Nayak Bhawan, Khan Market, New Delhi.

(F. No. Review/14/Ministry of Power(PGCI)2018/RU-I)

National Commission for Scheduled Tribes

1. Dr. Nand Kumar Sai, --- In Chair  
Hon'ble Chairperson
2. Miss. Anusuiya Uikey,  
Hon'ble Vice-Chairperson
3. Shri Hari Krishna Damor,  
Hon'ble Member
4. Shri H.C. Vasava,  
Hon'ble Member
5. Shri A.K. Singh,  
Secretary
6. Shri S.K. Ratho,  
Joint Secretary
7. Shri Rajeshwar Kumar,  
Assistant Director,
8. Shri R.S. Misra,  
Senior Investigator

Power Grid Corporation of India Limited, Gurugram

1. Shri Ravi P. Singh, Chairman and Managing Director
2. Shri N. Shankar, Executive Director, Law & HR
3. Shri L.M. Negi, Senior General Manager, HR
4. Shri Shisir Joseph Lakda, General Manager (HR)
5. Shri Sandeep Kumar Batik, Deputy General Manager, HR
6. Shri Vijay Pratap Singh, Deputy General Manager
7. Smt. Neela Das, General Manager (Liaison Officer)