

## 9

## Programmes Undertaken for the Welfare of SCs/STs/OBCs, and Women and Persons with Disabilities

Providing opportunities of employment and skill enhancement to the Scheduled Castes/ Scheduled Tribes/ Other Backward Classes, women and Persons with Disabilities (PwD), plays a crucial role in nurturing an economic and socially inclusive environment. The Government of India issues directions from time to time for the welfare of these sections of society. Proper implementation of these orders is vital for ensuring that the benefits are accessible to the targeted groups. The Department of Commerce actively monitors the implementation of these directions aimed at realizing the objective of inclusive growth.

There is an SC/ST Cell headed by the Liaison Officer – an officer of the level of Deputy Secretary, functioning in the Department of Commerce. The Liaison Officer ensures prompt disposal of the grievances of the employees of the SC/ ST categories and also takes care that the benefits admissible to them are properly delivered to them by the associated organizations of the Department.

**A statement showing total number of Government employees and the number of SC/ ST/ OBC as on 31.12.2013 in Department of Commerce (proper) and its associate organizations is shown at Annexure 9.1. The welfare activities undertaken by different organizations attached to this Department are given in the succeeding paragraphs.**

### A) Rubber Board

The various schemes operated by the Rubber Board for the welfare of SC/ ST/ OBC/ PH/ Women category of growers during the year 2013-14 are as under:

- i) An amount of Rs. 7.44 lakh was disbursed to 38 SC/ ST tappers employed in the unorganized sector under the housing subsidy assistance scheme.
- ii) Cash Assistance was given under Rubber Plantation Development Scheme. In the traditional areas, the cash assistance was disbursed to 160 beneficiaries amounting to Rs. 2.11 lakh. A total amount of Rs. 6 crore and 68 lakh was disbursed to 17665 beneficiaries in non-traditional area and North – eastern region.
- iii) A total amount of Rs. 1 crore 6 lakh was disbursed to 2988 beneficiaries as reimbursement of cost for high yielding planting material.
- iv) Assistance of Rs. 1 crore 70 lakh was provided to 4731 beneficiaries for boundary protection fencing material for rubber plantation.
- v) 18 persons were given fee concession amounting Rs. 15900/- for training in rubber cultivation, tapping, processing and manufacturing.
- vi) An amount of Rs. 91.37 lakhs was disbursed to 665 persons under Tribal

Development Project in traditional, non – traditional and NE Region for the benefit of tribal communities with active participation of concerned State Governments.

#### **B) Coffee Board**

The Coffee Board has taken measures to create an enabling environment that is conducive for Scheduled Caste, Scheduled Tribes, Other Backward Classes, specially that of the women in the formulation of need based plans and programs keeping in view the welfare and development of SC/ ST/ OBC and women.

#### **C) Indian Institute of Packaging (IIP)**

Reservation is provided during admission in PGDP and recruitments to SC, ST and OBC candidates.

#### **D) Marine Products Export Development Authority (MPEDA)**

The MPEDA has been assisting the members of the backward communities in building their capacities for carrying out aquaculture related activities as an alternative source of their employment. Members of SC/ ST community are accorded special attention in view of their relative backwardness and lack of opportunities for self-employment. MPEDA has been implementing a program on training of members of the SC/ ST communities in the coastal states for creating awareness and building their skill and capacity in taking up aquaculture and allied activities as a means of self – employment. MPEDA organized 11 such training programs on Better Management Practices on Antibiotics in aquaculture during

2013-14 (April – November). A total of 242 beneficiaries belonging to SC/ST communities participated in these programs.

The MPEDA is strictly following the reservation rules applicable in respect of the SC/ ST OBC categories. A Liaison Officer appointed in the organization looks after the welfare of the reserved categories.

#### **E) Agriculture and Processed Food Products Export Development Authority (APEDA)**

The welfare and development of SC/ ST/ OBCs and women employees is well looked after by the Authority. APEDA has no unresolved grievances from SC/ ST/ OBC or women employees. APEDA has formed a Committee for receiving complaints against sexual harassment against women at workplaces. The Committee also includes women officers.

#### **F) Indian Institute of Foreign Trade (IIFT)**

IIFT has emerged as a major centre of international business education by aligning its teaching, research and training capabilities with its core vision over the years and by constantly striving to create academic excellence. It has been consistently ranked amongst the top ten business schools in India. The Institute follows Government of India instructions relating to reservation.

As against the total manpower of 106 employees on administrative side (both in Delhi and Kolkata), the Institute has 22, 5 and 15 employees belonging to the SC, ST and OBC categories respectively.

Relaxation of 5% marks in written test for appointment/ promotion is allowed to candidates belonging to reserved categories.

In Selection Committees for direct recruitment as well as departmental promotions, representatives from SC/ ST/ OBC/ PH categories are nominated. Women are also nominated on Selection Committees. Prescribed quota in promotion is given to the members of SC/ ST/ OBC.

A Committee of five officers under the Chairmanship of Dr. (Mrs.) S. Bhatia, Chairperson, with two other female officers exists for prevention and redressal of sexual harassment at workplace.

As a welfare measure, women employees on administrative side were also nominated to attend training programs organized by ISTM and other organizations. Public grievance redressal mechanism under the Chairmanship of Dr. (Mrs.) S. Bhatia is in place in IIFT.

#### **G) State Trading Corporation of India Limited (STC)**

Two programs have been conducted on Reservation policy, one for participants belonging to SC/ ST/ OBC category and one for HR personnel dealing with the same subject. One program has been conducted specially for women employees on "Safety on Roads".

#### **H) Minerals and Metals Trading Corporation (MMTC) Limited**

Personnel Division at Corporate Office and the Regional Offices of MMTC implement the personnel policies of the Company including

policies for reservations both in recruitment and promotion in respect of persons belonging to SC/ ST/ OBC and Persons with Disabilities (PWDs).

In order to upgrade the business and soft skills, SC and ST employees were nominated to various In-house training programs as well as programs conducted by renowned agencies. During the period April- October, 2013, out of a total of 342 employees nominated for training, 61 employees (17.84%) belonging to SC category and 24 employees (7.01%) belonging to ST category were sponsored by the Company.

Reservation in allotment of accommodation is provided to SC and ST employees to the extent of 10% for B- Type accommodation and 5% in respect of C&D - Types accommodation.

MMTC has in place "Structured Meetings Scheme" in which the Management meets various representative bodies of employees periodically in order to discuss and resolve issues on service matters and welfare measures. In line with this philosophy, periodical meetings with MMTC SC/ST Welfare Associations in all offices of the company and the Federation of MMTC SC/ ST Welfare Associations are convened.

Women welfare activities in MMTC are derived out of the broad guidelines of the National Policy on Women Empowerment and objectives of the Forum of Women in Public Sector (WIPS). A General Manager of MMTC, a female officer, is Secretary- Northern Region of the Forum. The welfare activities for women include creating a networking platform for women from various Public

Sector Enterprises, Banks and Insurance Companies for mainstreaming their potential/ professional growth and integrating women welfare with the growth of the organization.

Other welfare activities include Free Health Check up for women employees. The promotion policy in MMTC ensures selection of deserving and meritorious women at every level up to and below Board Level without gender discrimination.

Based upon the guidelines from Ministry of Labour, Ministry of Commerce and Industry and the order passed by the Hon'ble Supreme Court of India laying down strict guidelines to be followed in tackling sexual harassment cases of women in the workplace, a Complaint Committee at the Corporate Office as well as Regional Offices is functional in MMTC. Women employees are free to approach the Complaint Committee to register any complaint related to sexual harassment.

#### **I) Project and Equipment Corporation of India (PEC) Limited**

Government directives / instructions with regard to SC/ ST/ OBC are duly complied with by PEC. There exists a Time Scale Promotion Scheme for Staff Cadre of PEC. Qualifying period for promotion for employees of SC and ST categories is relaxed by one year in each stage of promotion. Out of total manpower of 194 employees, 41 are female employees (as on 31.12.2012) In compliance with the directives of the Hon'ble Supreme Court, a "Complaints Committee" was constituted in PEC on 20.01.1998 for prevention and redressal of sexual harassment at the workplace

#### **J) Indian Trade Promotion Organisation (ITPO)**

Guidelines on reservation were complied with in ITPO. Liaison Officers have been nominated to look after the interest of SCs/ STs and OBCs. In every Departmental Promotion / Selection Committee meeting officers of appropriate level belonging to SC/ ST and minority category have been associated to look after the interests of the candidates belonging to these categories. As a measure for encouraging the children of SC/ ST officers/ Staff of ITPO, the organization has decided to organize competitions on Painting, Hindi Essay, Computer (in Hindi). A Women's Cell has been created in ITPO to prevent sexual harassment of women at workplace and monthly reports in this regard are being sent to Department of Commerce.

#### **K) Export Credit Guarantee Corporation of India Ltd. (ECGC)**

Reservation in direct recruitment in all the Groups "A", "B", "C" and "D" for Scheduled Caste, Scheduled Tribes and Other Backward Class categories is being provided as per existing guidelines on reservation. Reservation in promotion in Groups "A", "B", "C" and "D" is also being provided to Scheduled Castes and Scheduled Tribes categories.

The Corporation has 181 women employees as on 31.12.2013 who are working in all the four Groups "A", "B", "C" and "D" posts. Out of these, the women employees working at the top positions include Executive Director, General Manager, four Deputy General Managers and five Assistant General Managers. There is a complaints committee

for prevention and redressal of complaints pertaining to sexual harassment of women employees at work place. The Committee is headed by a woman officer of the rank of Assistant General Manager. Most of the women employees in the Corporation are members of the Women in Public Sector (WIPS). Furthermore, due consideration is given to women's problems and the same are taken into account at the time of annual transfers. Couples working in the Corporation are posted at the same place, to the extent possible.

### Welfare of Persons with Disabilities

The persons with disabilities have a huge potential to contribute towards the growth of the nation. The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 acknowledges this fact and aims at giving them their right to live an honorable and dignified life by generating awareness towards the special needs of the disabled people. The Act stipulates 3% reservation in the posts under the Government be provided for Persons with Disabilities (PWDs) - reserving 1% of the posts for persons suffering from each disability i.e. (i) blindness and low vision (VH), (ii) hearing impairment (HH), (iii) locomotor disability or cerebral palsy (OH). It also provides for review of the list of identified posts in Group A, B, C and D to be reserved for the PWDs in Government employment, after every three years. The technological advancements of the modern times show promising possibilities of identifying more jobs for the disabled persons.

There are guidelines for providing facilities to the disabled persons who are already employed in Government for efficient performance of their duties. Adapting the infrastructure of the workplaces to create a disabled-friendly environment encourages participation of the persons with disabilities.

Recently, the Hon'ble Supreme Court in its judgment dated 8th October 2013 in the matter of Civil Appeal No. 9096 of 2003 arising out of SLP No. 7541 of 2009 titled Union of India & Anr. Vs National Federation of the Blind and Others regarding computation of reservation for Persons with Disabilities has, inter alia held:

“Thus, after thoughtful consideration, we are of the view that the computation of reservation for persons with disabilities has to be computed in case of Groups “A” “B” “C” and “D” posts in an identical manner viz., ‘computing 3% reservation on total number of vacancies in the cadre strength’ which is the intention of the legislature.”

Keeping in view the above judgment, the organizations under Department of Commerce have been instructed to strictly comply with the directions of the Hon'ble Supreme Court. The measures taken for the welfare of the PWDs are given in the succeeding paragraphs. A statement showing the total number of Government employees and the number of PWDs in different categories as on 31.12.2013 in Department of Commerce (proper), its attached and sub-ordinate offices, autonomous bodies, PSUs and Commodity Boards under its administrative control is given in Annexure 9.2.

**A) Coffee Board**

The Coffee Board has taken considerable welfare measures by providing sufficient/adequate flexibility at the work place, keeping in view the “Welfare and Development of Persons with Disabilities”.

**B) Agriculture and Processed Food Products Export Development Authority (APEDA)**

APEDA has taken care of the welfare of Persons with Disabilities. APEDA has provided motorized wheel chair to differently - able employees to move within the office. Further all the facilities as per rule are given to them.

**C) Minerals and Metals Trading Corporation (MMTC) Limited**

In order to have easy access to office premises, ramp has been provided for physically challenged employees. Employee with disability of lower limbs has been provided wheel chair for easy mobility within the office premises. PWD employees are posted to positions which are suitable considering their disability, to enable them to attend their job without difficulty. PWD officers belonging to All India Cadre are generally not transferred. Office buildings of MMTC are provided with lifts which have auditory signals announcing the floor destination and also floor requisition buttons in Braille Symbols. Taps and toilets have been adapted for use of persons with disabilities.

**D) Project and Equipment Corporation of India (PEC) Limited**

The recruitment of differently-able persons is made based on the instructions issued by the Government from time to time. For Groups “B” and “C” posts, the promotion policy is time-bound wherein a relaxation of one year at all levels in the number of qualifying years of service is provided to the employees with disability vis-à-vis general category employees in PEC.

**E) Indian Trade Promotion Organisation (ITPO)**

The provisions contained in Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995 regarding reservation in posts/ services for disabled person have been complied with. Aids and appliances were provided to 745 differently-able persons through Government of NCT of Delhi under Corporate Social Responsibility initiative of the organization.

**F) Export Credit Guarantee Corporation of India Ltd. (ECGC)**

Horizontal reservation for PWD in direct recruitment in all the Groups “A”, “B”, “C” and “D” and in Groups “C” and “D” in promotion posts is being provided to the Persons with Disabilities. Due consideration is also given to the needs of the PWD employees while posting them. Special conveyance allowance is paid to PWD employees at the rate of 2.5% of their basic pay, subject to a maximum of Rs. 400/- per month.

Statement showing total number of employees and employees of SC, ST and OBC categories as on 31st December 2013 in Department of Commerce, its Attached/ Sub-ordinate Offices and Public Sector Undertakings, Autonomous Bodies etc. under its administrative control

Organisation	Group	Total no. of Employees (as on 31st December, 2013)	No. of SC Emp.	% of SC Emp. with respect to (3)	No. of ST Emp.	% of ST Emp. with respect to (3)	No. of OBC Emp.	% of OBC Emp. with respect to (3)	Total % of SC, ST and OBC Emp. with respect to (3)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
D/o Commerce, New Delhi	Group A	123	15	12.19	06	4.87	05	4.06	21.13
	Group B	170	24	14.11	11	6.47	23	13.52	34.11
	Group C	172	56	32.55	18	10.46	14	8.13	51.16
	Group D (erstwhile)	Upgraded as Group "C" Multi Tasking Staff (MTS)		-	-	-	-	-	-
Office of DGFT, New Delhi	Group A	137	18	13.13	12	8.75	10	7.29	29.19
	Group B	434	63	14.51	43	9.90	19	4.37	28.80
	Group C	601	130	21.63	34	5.65	31	5.15	32.44
	Group D	371	137	36.92	32	8.62	12	3.23	48.78
DGS&D	Group A	04	02	50.00	-	0	-	0	50.00
	Group B	25	05	20.00	02	8.00	-	0	28.00
	Group C	63	15	23.81	02	3.17	01	1.58	28.57
	Group D	Upgraded as Group C - MTS		-	-	-	-	-	-
DGCI&S, Kolkata	Group A	24	05	20.83	01	4.17	02	8.33	33.33
	Group B	178	40	22.47	15	8.43	-	0	30.89
	Group C	164	43	26.21	08	4.87	08	4.87	35.97
	Group D	-	-	-	-	-	-	-	-
CSEZ, Cochin	Group A	01	Nil	0	Nil	0	Nil	0	0
	Group B	28	02	7.14	01	3.57	03	10.71	21.42
	Group C	31	08	25.80	01	3.22	09	29.03	58.06
	Group D	Nil	-	-	-	-	-	-	-

MEPZ SEZ, Chennai	Group A	02	-	0	-	0	01	50.00	50.00
	Group B	60	03	5.00	-	0	32	53.33	58.33
	Group C	35	17	48.57	-	0	10	28.57	77.14
	Group D	After implementation of 6th Pay Commission, all Group "D" posts have been upgraded to Group "C" posts.							
KASEZ, Kandla	Group A	02	-	0	-	0	-	0	0
	Group B	08	-	0	02	25.00	01	12.50	37.50
	Group C	42	04	9.52	03	7.14	04	9.52	26.19
	Group D	44	16	36.36	06	13.63	09	20.45	70.45
VSEZ, Vishakhapatnam	Group A	04	Nil	0	Nil	0	Nil	0	0
	Group B	08	01	12.50	Nil	0	Nil	0	12.50
	Group C	33	03	9.09	01	3.03	02	6.06	18.18
	Group D	09	04	44.44	01	11.11	04	44.44	100.00
FALTA SEZ, Kolkata	Group A	01	-	0	-	0	-	0	0
	Group B	35	05	14.28	01	2.85	01	2.85	20.00
	Group C	12	05	41.67	-	0	-	0	41.67
	Group D	-	-	-	-	0	-	0	-
SEEPZ SEZ, Mumbai	Group A	03	-	0	-	0	-	0	0
	Group B	16	02	12.50	03	18.75	02	12.50	43.75
	Group C	88	20	22.72	05	5.68	21	23.86	52.27
	Group D	Nil	-	0	-	0	-	0	0
Indore SEZ, Indore	Group A	01	-	0	-	0	-	0	0
	Group B	17	02	11.76	04	23.52	02	11.76	47.05
	Group C	Nil	-	-	-	-	-	-	-
	Group D	Nil	-	0	-	0	-	0	-
NOIDA SEZ, NOIDA	Group A	04	-	0	-	0	-	0	0
	Group B	20	-	0	-	0	02	10.00	10.00
	Group C	21	07	33.33	03	14.28	02	9.52	57.14
	Group D	23	06	26.08	01	4.34	06	26.08	56.52
<b>Total</b>		<b>3014</b>	<b>658</b>	<b>21.84</b>	<b>216</b>	<b>7.29</b>	<b>236</b>	<b>7.83</b>	<b>36.82</b>

Autonomous Bodies under Department of Commerce									
Coffee Board, Bangalore	Group A	88	15	17.04	06	6.81	11	12.50	36.36
	Group B	182	32	17.58	08	4.39	23	12.63	34.61
	Group C	638	116	18.18	38	5.95	69	10.81	34.95
	Group D								
Spices Board, Cochin	Group A	94	10	10.64	5	5.32	20	21.27	37.23
	Group B	141	20	14.18	8	5.67	41	29.08	48.93
	Group C	212	35	16.51	14	6.6	72	33.96	57.07
	Group D	-	-	-	-	-	-	-	-
Rubber Board, Kottayam	Group A	362	41	11.32	16	4.41	68	18.78	34.53
	Group B	714	88	12.32	38	5.32	113	15.82	33.47
	Group C	732	108	14.75	64	8.74	211	28.82	52.32
	Group D	-	-	-	-	-	-	-	-
Tobacco Board, Guntur	Group A	99	18	18.18	06	6.06	04	4.04	28.28
	Group B	131	24	18.32	07	5.34	24	18.32	41.98
	Group C	434	77	17.74	18	4.14	96	22.11	44.00
	Group D	-	-	-	-	-	-	-	-
Tea Board, Kolkata	Group A	80	13	16.25	04	5.00	16	20.00	41.25
	Group B	191	39	20.41	06	3.14	35	18.32	41.88
	Group C	199	19	9.54	03	1.50	19	9.54	20.60
	Group D	166	35	21.08	18	10.84	06	3.62	35.54
Indian Institute of Packaging, Mumbai	Group A	35	03	8.57	01	2.85	06	17.14	28.57
	Group B	02	-	0	-	0	-	0	0
	Group C	47	04	8.51	01	2.12	09	19.14	29.78
	Group D	-	-	-	-	-	-	-	-
MPEDA, Cochin	Group A	78	12	15.38	07	8.97	28	35.89	62.82
	Group B	112	23	20.53	06	5.35	36	32.14	58.03
	Group C	103	16	15.53	07	6.79	35	33.98	56.31
	Group D	51	12	23.52	06	11.76	14	27.45	62.74

APEDA, New Delhi	Group A	24	05	20.83	02	8.33	01	4.17	33.33
	Group B	31	05	16.12	01	3.22	03	9.67	29.03
	Group C	27	04	14.81	03	11.11	04	14.81	40.74
	Group D	08	01	12.50	-	0	02	25.00	37.50
IIFT, New Delhi & Kolkata	Group A	61	02	3.27	-	0	03	4.91	8.19
	Group B	61	11	18.03	05	8.19	07	11.47	37.70
	Group C	32	10	31.25	-	0	05	15.62	46.87
	Group D	-	-	-	-	-	-	-	-
EIC of India, New Delhi	Group A	96	17	17.70	04	4.17	11	11.45	33.33
	Group B	38	06	15.78	03	7.89	06	15.78	39.47
	Group C	233	26	11.15	04	1.71	19	8.15	21.03
	Group D	18	09	50.00	03	16.67	06	33.33	100.00
<b>Total</b>		<b>5520</b>	<b>856</b>	<b>15.50</b>	<b>312</b>	<b>5.65</b>	<b>1023</b>	<b>18.53</b>	<b>39.69</b>
<b>Public Sector Undertakings under Department of Commerce</b>									
STC Ltd., New Delhi	Group A	547	124	22.66	29	5.30	41	7.49	35.46
	Group B	126	15	11.90	09	7.14	11	8.73	27.77
	Group C	131	57	43.51	15	11.45	06	4.58	59.54
	Group D	-	-	-	-	-	-	-	-
MMTC Ltd., New Delhi (*data as on 31.10.2013)	Group A	590	116	19.66	40	6.77	33	5.59	32.03
	Group B	652	133	20.39	68	10.42	-	0	30.82
	Group C	118	22	18.64	07	5.93	03	2.54	27.11
	Group D	207	66	31.88	16	7.72	05	2.41	42.02
ITPO, New Delhi	Group A	165	39	23.63	10	6.06	07	4.24	33.93
	Group B	87	10	11.49	05	5.74	-	0	17.24
	Group C	307	56	18.24	06	1.95	18	5.86	26.05
	Group D	398	142	35.67	03	0.75	09	2.26	38.69
PEC Ltd., New Delhi	Group A	167	30	17.96	05	2.99	21	12.57	33.53
	Group B	15	06	40.00	01	6.66	-	0	46.66
	Group C	12	05	41.66	01	8.33	01	8.33	58.33
	Group D	-	-	-	-	-	-	-	-

ECGC of India Ltd., Mumbai	Group A	209	32	15.31	08	3.82	19	9.09	28.22
	Group B	349	51	14.61	23	6.59	57	16.33	37.53
	Group C	35	14	40.00	04	11.42	01	2.85	54.28
	Group D	12	04	33.33	-	0	-	0	33.33
<b>Total</b>		<b>4127</b>	<b>922</b>	<b>22.34</b>	<b>250</b>	<b>6.05</b>	<b>232</b>	<b>5.62</b>	<b>34.01</b>
<b>GRAND TOTAL</b>		<b>12661</b>	<b>2436</b>	<b>19.25</b>	<b>778</b>	<b>6.15</b>	<b>1491</b>	<b>11.77</b>	<b>37.17</b>

**ANNEXURE-9.2**

Statement showing total number of employees and employees of Persons with Disabilities (PWDs) category as on 31st December 2013 in Department of Commerce, its Attached/ Sub-ordinate Offices and Public Sector Undertakings, Autonomous Bodies etc. under its administrative control

Organisation	Group	Total no. of Employees (as on 31st December, 2013)	No. of VH Emp.	% of VH Emp. with respect to (3)	No. of OH Emp.	% of OH Emp. with respect to (3)	No. of HH Emp.	% of HH Emp. with respect to (3)	Total % of Disabled Employees with respect to (3)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
D/o Commerce, New Delhi	Group A	123	-	0	-	0	-	0	0
	Group B	170	02	1.17	-	0	-	0	1.17
	Group C	172	-	0	03	1.74	01	0.58	2.32
	Group D (erstwhile)	Upgraded as Group "C" Multi Tasking Staff (MTS)		-	-	-	-	-	-
Office of DGFT, New Delhi	Group A	137	-	0	02	1.45	-	0	1.45
	Group B	434	01	0.23	03	0.69	01	0.23	1.15
	Group C	601	02	0.33	10	1.66	02	0.33	2.32
	Group D	371	-	0	02	0.53	-	0	0.53
DGS&D	Group A	04	-	0	-	0	-	0	0
	Group B	25	-	0	-	0	-	0	0
	Group C	63	-	0	01	1.58	-	0	1.58
	Group D	-	-	-	-	-	-	-	-
DGCI&S, Kolkata	Group A	24	-	0	-	0	-	0	0
	Group B	178	-	0	03	1.68	-	0	1.68
	Group C	164	01	0.60	02	1.21	-	0	1.82
	Group D	-	-	-	-	-	-	-	-
CSEZ, Cochin	Group A	01	0	0	Nil	0	Nil	0	0
	Group B	28	-	0	01	3.57	Nil	0	3.57
	Group C	31	-	0	02	6.45	Nil	0	6.45
	Group D	Nil	-	-	Nil	-	Nil	-	0

MEPZ SEZ, Chennai	Group A	02	-	0	-	0	-	0	0
	Group B	60	-	0	-	0	-	0	0
	Group C	35	-	0	-	0	-	0	0
	Group D	After implementation of the Sixth Pay Commission, all Group D posts have been upgraded to Group C posts.							
KASEZ, Kandla	Group A	02	-	0	-	0	-	0	0
	Group B	08	-	0	-	0	-	0	0
	Group C	42	-	0	01	2.38	-	0	2.38
	Group D	44	-	0	-	0	-	0	0
VSEZ, Vishakhapatnam	Group A	08	-	0	-	0	-	0	0
	Group B	04	-	0	-	0	-	0	0
	Group C	33	-	0	-	0	-	0	0
	Group D	09	-	0	-	0	-	0	0
FALTA SEZ, Kolkata	Group A	01	-	0	-	0	-	0	0
	Group B	35	-	0	-	0	-	0	0
	Group C	12	-	0	01	8.33	-	0	8.33
	Group D	Nil	-	-	-	-	-	-	-
SEEPZ SEZ, Mumbai	Group A	03	-	0	-	0	-	0	0
	Group B	16	-	0	-	0	-	0	0
	Group C	88	-	0	-	0	-	0	0
	Group D	Nil	-	-	-	-	-	-	-
Indore SEZ, Indore	Group A	01	-	0	-	0	-	0	0
	Group B	17	-	0	-	0	-	0	0
	Group C	Nil	-	0	-	0	-	0	-
	Group D	Nil	-	-	-	-	-	-	-
NOIDA SEZ, NOIDA	Group A	04	-	0	-	0	-	0	0
	Group B	20	-	0	-	0	-	0	0
	Group C	21	-	0	-	0	-	0	0
	Group D	23	-	0	-	0	-	0	0
<b>Total</b>		<b>3014</b>	<b>06</b>	<b>0.19</b>	<b>31</b>	<b>1.02</b>	<b>04</b>	<b>0.13</b>	<b>1.36</b>

Autonomous Bodies under Department of Commerce									
Coffee Board, Bangalore	Group A	88	-	0	02	2.72	-	0	2.72
	Group B	182	-	0	01	0.54	-	0	0.54
	Group C	638	-	0	06	0.94	-	0	0.94
	Group D	-	-	-	-	-	-	-	-
Spices Board, Cochin	Group A	94	Nil	0	Nil	0	Nil	0	0
	Group B	141	Nil	0	02	1.41	Nil	0	1.41
	Group C	212	01	0.47	Nil	0	Nil	0	0.47
	Group D	-	-	-	-	-	-	-	-
Rubber Board, Kottayam	Group A	362	-	0	01	0.27	-	0	0.27
	Group B	714	01	0.14	06	0.84	02	0.28	1.26
	Group C	732	02	0.27	12	1.63	01	0.13	2.04
	Group D	-	-	-	-	-	-	-	-
Tobacco Board, Guntur	Group A	99	-	0	-	0	-	0	0
	Group B	131	-	0	03	2.29	-	0	2.29
	Group C	434	02	0.46	12	2.76	-	0	3.22
	Group D	-	-	-	-	-	-	-	-
Tea Board, Kolkata	Group A	80	-	0	-	0	-	0	0
	Group B	191	-	0	-	0	-	0	0
	Group C	199	-	0	03	1.50	-	0	1.50
	Group D	166	-	0	-	0	-	0	0
Indian Institute of Packaging, Mumbai	Group A	35	-	0	-	0	-	0	0
	Group B	02	-	0	-	0	-	0	0
	Group C	47	-	0	-	0	01	2.12	2.12
	Group D	-	-	-	-	-	-	-	-
MPEDA, Cochin	Group A	78	-	0	-	0	-	0	0
	Group B	112	-	0	-	0	-	0	0
	Group C	103	-	0	01	0.97	-	0	0.97
	Group D	51	-	0	-	0	-	0	0

APEDA, New Delhi	Group A	24	-	0	01	4.16	-	0	4.16
	Group B	31	-	0	-	0	-	0	0
	Group C	27	-	0	01	3.70	-	0	3.70
	Group D	08	-	0	-	0	-	0	0
IIFT, New Delhi and Kolkata	Group A	61	-	0	02	3.27	-	0	3.27
	Group B	61	-	0	-	0	-	0	0
	Group C	32	-	0	01	3.12	-	0	3.12
	Group D	-	-	-	-	-	-	-	-
EIC of India, New Delhi	Group A	96	-	0	01	1.04	-	0	1.04
	Group B	38	-	0	02	5.26	-	0	5.26
	Group C	233	-	0	01	0.42	-	0	0.42
	Group D	18	-	0	01	5.56	-	0	5.56
<b>Total</b>		<b>5520</b>	<b>06</b>	<b>0.11</b>	<b>59</b>	<b>1.06</b>	<b>04</b>	<b>0.07</b>	<b>1.25</b>
<b>Public Sector Undertakings under Department of Commerce</b>									
STC Ltd., New Delhi	Group A	547	01	0.18	08	1.46	02	0.36	2.01
	Group B	126	02	1.58	02	1.58	-	0	3.17
	Group C	131	-	0	02	1.52	01	0.76	2.29
	Group D	-	-	-	-	-	-	-	-
MMTC Ltd., New Delhi * (*data as on 31.10.2013)	Group A	590	01	0.16	09	1.52	03	0.50	2.20
	Group B	652	04	0.61	13	1.99	-	0	2.60
	Group C	118	-	0	03	2.54	-	0	2.54
	Group D	207	-	0	-	0	-	0	0
ITPO, New Delhi	Group A	165	-	0	01	0.60	01	0.60	1.21
	Group B	87	-	0	-	0	-	0	0
	Group C	307	-	0	04	1.30	01	0.32	1.62
	Group D	398	02	0.50	03	0.75	01	0.25	1.50
PEC Ltd., New Delhi	Group A	167	01	0.59	02	1.19	-	0	1.79
	Group B	15	-	0	01	6.66	-	0	6.66
	Group C	12	-	0	-	0	-	0	0
	Group D	-	-	-	-	-	-	-	-

ECGC of India Ltd., Mumbai	Group A	209	-	0	01	0.47	-	0	0.47
	Group B	349	03	0.85	04	1.14	02	0.57	2.57
	Group C	35	01	2.85	01	2.85	-	0	5.71
	Group D	12	01	8.33	-	0	-	0	8.33
<b>Total</b>		<b>4127</b>	<b>16</b>	<b>0.38</b>	<b>54</b>	<b>1.31</b>	<b>11</b>	<b>0.26</b>	<b>1.96</b>
<b>GRAND TOTAL</b>		<b>12661</b>	<b>28</b>	<b>0.23</b>	<b>144</b>	<b>1.13</b>	<b>19</b>	<b>0.15</b>	<b>1.51</b>