

**THE MINISTER OF STATE IN
THE MINISTRY OF INDUSTRY
(SHRI CHARANJIT CHANANA):**

(a) Hindustan Photo Films Manufacturing Company Ltd., (HPF), Ootacamund, has reported that the

Company has been implementing these orders.

(b) Gradewise details are given below:—

Group	Total No of Emp'oyees	SC	ST
A Officers : 700- 1300 and above	191	6	1
B Section Officers/ Supervisors 600-1020	200	8	—
C Workmen Cate- gories (i.e 540-22:870 and below)	2161	360	34

Note: The Group 'C' does not include Sanitary Staff who are in the scale of Rs. 275-6-390.

(c) Till December 31, 1979 complaints had been received in respect of 21 employees having misrepresented as belonging to Scheduled Caste communities. Enquiry revealed that while only one of these employees actually belonged to Scheduled Caste, only 4 persons out of the remaining 20 were recruited as Scheduled Caste candidates against reserved vacancies as others had been recruited against general vacancies. Out of the 4 persons recruited against reserved vacancies who were subsequently found to be non-Scheduled Caste, the services of two persons were terminated while the other two persons were reverted to the lowest grade. In addition, the management is also verifying from the Revenue authorities whether employees belonging to Putri Vannans can be classified as Scheduled Caste. Necessary action regarding such employees will be taken in the light of the reply received from the Revenue authorities.

**Production of Fake Community
Certificate by 44 Non-S.C Employees**

1762. SHRI THAZHAI M. KARUNANITHI: Will the Minister of INDUSTRY be pleased to state:

(a) whether it is a fact that 44 non-S. C. employees have produced false community certificate and got appointed against reserved quota at Hindustan Photo Films Manufacturing Company, Ooty;

(b) whether it is also a fact that the SC/ST Association of Hindustan Photo Films, Ooty, were representing the management as well as Government for the past 7 years on the above issue;

(c) if so, what action has been taken against the same; and

(d) if not, the reasons therefor and who is responsible for this deliberate lapse?

THE MINISTER OF STATE IN THE MINISTRY OF INDUSTRY (SHRI CHARANJIT CHANANA):

(a) to (d) Hindustan Photo Films Manufacturing Company (HPF), Ootacamund, has reported that till December 31, 1979 complaints had been received in respect of 21 employees having misrepresented as belonging to Scheduled Caste communities. Enquiry revealed that while only one of these employees actually belonged to Scheduled Caste, only 4 persons out of the remaining 20 were recruited as Scheduled Caste candidates against reserved vacancies as others had been recruited against general vacancies. Out of the 4 persons recruited against reserved vacancies who were subsequently found to be non-Scheduled Caste, the services of two persons were terminated while the other two persons were reverted to the lowest grade. In addition, the management is also verifying from the Revenue authorities whether employees belonging to Putri Vannana can be classified as Scheduled Caste. Necessary action regarding such employees will be taken in the light of the reply received from the Revenue authorities.

Number of employees appointed at Hindustan Photo Films, Ooty

1763. SHRI THAZHAI M. KARUNANITHI: Will the Minister of INDUSTRY be pleased to state:

(a) number of total employees appointed at Hindustan Photo Films, Ooty, cadre-wise, from 1964 to 1974 and from 1976 to 1979 December, break-up details;

(b) how many SC/ST employees are among them, cadre-wise for the above period; and

(c) is there any shortfall, if so, reasons therefor and when this will be completed?

THE MINISTER OF STATE IN THE MINISTRY OF INDUSTRY (SHRI CHARANJIT CHANANA):

(a) and (b) A statement is attached.

(c) There is a shortfall in the number of Scheduled Caste/Scheduled Tribe employees mainly in Groups 'A' and 'B'. This is on account of non-availability of suitable and qualified Scheduled Caste/Scheduled Tribe candidates from within and also from open market. The Company has been making efforts to recruit Scheduled Caste/Scheduled Tribe candidates and will continue to do so in order to make good the shortfall.

Statement

Year	Category	Total No. of Em- ployees	Scheduled Castes	Scheduled Tribes
1	2	3	4	5
1964	Group 'A'	3
	Group 'B'
	Group 'C'	92	9	..
	Group 'D'	71	28	..