

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FOURTH LOK SABHA)

ELEVENTH REPORT

Action taken by Government on the recommendations contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Labour, Employment and Rehabilitation (Department of Labour, & Employment) Directorate General of Employment and Training—Employment of Scheduled Castes and Scheduled Tribes in Service.



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LOK SABHA SECRETARIAT
NEW DELHI

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

Shri D. Basumatari—*Chairman.*

MEMBERS

Lok Sabha

2. Shri P. C. Adichan
- *3. Shri Bhagaban Das
4. Sardar Buta Singh
5. Shri Benoy Krishna Daschowdhury
6. Shri Tulsiram Dashrath Kamble
7. Shri Baij Nath Kureel
8. Shri V. Mayavan
9. Shri Meetha Lal Meena
10. Shrimati Minimata Agam Dass Guru
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23. Shri K. S. Chavda
24. Shri B. T. Kemparaj

* Elected on 22-4-1970 *vice* Shri Jaipal Singh (. . .)

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- *27. Shri E. M. Sangma
- **28. Shri K. P. Subramania Menon
- ***29. Shri Sukhdeo Prasad
30. Shri Man Singh Varma

SECRETARIAT

1. Shri B. K. Mukherjee—Deputy Secretary.
2. Shri J. R. Kapur—Under Secretary.

* Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 2nd April, 1970 and re-elected on 19th May, 1970.

**Elected on 19th May, 1970 *vice* Shri B. D. Khobaragade who resigned from the Committee with effect from 27th February, 1970.

***Elected on 19th May, 1970 *vice* Shri Dayaldas Kurre who ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 2nd April, 1970.

STUDY GROUP V

(On Action Taken Reports)

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1970)

1. Shri D. Basumatari—*Chairman*
2. Shri Benoy Krishna Daschowdhury—*Convener*
3. Shri B. T. Kemparaj
4. Sardar Buta Singh
5. Shri Man Singh Varma
6. Shri Tulsiram Dashrath Kamble
7. Chawdhury Sadhu Ram
- *8. Shri E. M. Sangma
9. Shri Dahyabhai Parmar

SECRETARIAT ..

1. Shri B. K. Mukherjee—*Deputy Secretary.*
2. Shri J. R. Kapur—*Under Secretary.*

*Nominated *vice* Shri Dayaldas Kurre who ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 2nd April, 1970.

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Eleventh Report on Action taken by Government on the recommendations contained in their Fifth Report (Fourth Lok Sabha) on the Ministry of Labour, Employment and Rehabilitation (Department of Labour & Employment): Directorate General of Employment and Training—Employment of Scheduled Castes and Scheduled Tribes in Services.

2. The draft Report was considered and adopted by the Study Group on Action Taken Reports of the Committee at their sitting held on the 7th August, 1970 and finally adopted by the Committee on the 28th September, 1970.

3. The draft Report has been divided into the following Chapters:—

I—Report.

II—Recommendations|observations that have been accepted by Government.

III—Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies.

IV—Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

4. For facility of reference, the main conclusions/recommendations of the Committee have been printed in thick type in the body of the Report.

5. An analysis of the action taken by Government on the recommendations contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix XI. It would be observed therefrom that out of 21 recommendations made in that Report, 12 recommendations, that is, 57 per cent, have been accepted by the Government; the Committee do not

desire to pursue seven recommendations, that is, 33.5 per cent, in view of the Government's replies, and two recommendations, that is, 9.5 per cent in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

NEW DELHI;
November 9, 1970
Kartika 18, 1892 (S).

B. BASUMATARI,
Chairman,
Committee on the Welfare of
Scheduled Castes and Scheduled Tribes.

CHAPTER I

REPORT

The Committee in para 4.19 of their Fifth Report (Fourth Lok Sabha) on the Ministry of Labour, Employment and Rehabilitation (Department of Labour & Employment): Directorate General of Employment and Training—Employment of Scheduled Castes and Scheduled Tribes in Services had observed that the three schemes formulated by the Department of Labour and Employment, viz., (i) schemes for establishing Coaching-cum-Guidance Centres for Scheduled Castes/Tribes during 1969-70, (ii) survey of vacancies reserved for Scheduled Caste/Tribe applicants, and (iii) scheme for providing tutorial facilities to Scheduled Caste/Tribe trainees in industrial training, only the first two schemes had been sanctioned. The Committee had suggested that the third scheme, namely, the scheme for providing tutorial facilities to Scheduled Caste and Scheduled Tribe trainees in Industrial Training Institutes might also be implemented inasmuch as it would facilitate the Scheduled Caste/Scheduled Tribe trainees in assimilating theoretical instructions and improve their chances of success in examinations and also interviews with employers.

1.2. In their reply, the Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) have stated:

“The recommendation of the Committee had been referred to the Department of Social Welfare who are responsible for financing the various schemes for the welfare of Scheduled Castes and Scheduled Tribes and had sanctioned the earlier two schemes. They have, however, not agreed to the scheme for providing tutorial facilities to Scheduled Caste and Scheduled Tribe trainees in Industrial Training Institutes, on the ground that similar schemes were already in operation in various States in the State sector.”

1.3. The Committee are unhappy to note that the Department of Social Welfare have not agreed to sanction the third scheme, namely, the Scheme for providing tutorial facilities to Scheduled Caste and Scheduled Tribe trainees in Industrial Training Institutes. In view of the fact that the Scheduled Caste/Tribe students, on account of their educational and social backgrounds, find it difficult to compete with more advanced students in examinations in Industrial Training

Institutes, it is necessary that there should be a Central Scheme for instituting tutorial facilities for such students in Industrial Training Institutes.

1.4. The Committee, therefore, reiterate their recommendation and desire that the Department of Social Welfare should sanction this scheme in the Central Sector in the interests of Scheduled Caste|Tribe trainees in Industrial Training Institutes.

1.5. In para 4.22 of their Fifth Report, the Committee had agreed that the recommendations made by the Yardi Working Group in regard to augmentation of training facilities for Scheduled Castes and Scheduled Tribes should be implemented without any delay. The Committee in particular had emphasised that there should be reservation of seats for Scheduled Castes and Scheduled Tribes in all programmes for training of professional and technical workers, including apprentices in technical trades, and this might be done by amending, if necessary, the Apprentices Act, 1961.

1.6. In their reply, the Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) have stated:

“In regard to Craftsman Training Scheme, reservation of seats for the Scheduled Castes and Scheduled Tribes for the purpose of admission to I.T.Is|Centres in various States is in accordance with the proportion of their population in the respective State|Union Territory.

All Scheduled Caste and Scheduled Tribe trainees in the I.T.Is are entitled to receive a stipend of Rs. 45|- p.m.

According to the Apprentices Act, 1961, apprentices are recruited by employers. Employers have full discretion in the recruitment of apprentices subject to fulfilment of essential qualifications as laid down in the Act and the Rules therein.

The question whether the Apprentices Act might be amended by Government to provide for reservation of training places for Scheduled Castes and Scheduled Tribes on the basis of specific recommendation of the Yardi Committee has been under consideration of the D.G.E.T. The Committee's recommendation reads as follows—

“There should be reservation of seats for Scheduled Castes in almost all programmes for training of professional and technical workers, such as nurses, patwaries, apprentices in technical trades, teachers.’

The various employing ministries, State Governments, the Employers' Associations, the Ministry of Home Affairs, as well as the Ministry of Law have been consulted in the matter with a view to considering the issue in all its aspects—administrative, legal and constitutional.

It has been noticed that the Public Sector Undertakings are generally following the principle of reservation of training places (as in services) for Scheduled Caste and Scheduled Tribe candidates, as obtaining in the Government Offices. Further, the Ministry of Home Affairs have already forwarded the recommendation of the Yardi Committee to all Ministries and Departments of the Government of India, *vide* their O.M. No. 27/3/68-Ests. (C), dated 14.2.1968 (Appendix I), with a request to consider it for implementation.

The Ministry of Home Affairs have since confirmed that there is no suggestion regarding amendment to the Apprentices Act in the Recommendation of the Yardi Committee. The Ministry of Law have also advised against the amendment of the Apprentices Act, in this context. The reaction of the Employers' Organisation also has not been favourable to the proposal for amendment of the Act.

Ministry of Defence, etc. have, therefore, been requested *vide* this Ministry's letter No. 8(5)/67-AP dated 6th March, 1969 (Appendix II), to issue necessary instructions to all Public Sector and departmental undertakings under their administrative control to ensure adequate representation of Scheduled Caste/Scheduled Tribe candidate on the apprenticeship training programme under the Apprentices Act, 1961 in view of the position stated above.

The Department of Social Welfare has been requested to take necessary action on para 4.22 of the Report, in regard to the training of other professional and technical workers."

1.7. The Committee regret to note that the Ministries of Home Affairs and Law have not advised in favour of the amendment of the Apprentices Act, 1961, so as to provide for reservation of seats for Scheduled Castes and Scheduled Tribes in all programmes for training of professional and technical workers, including apprentices in

technical trades No convincing reasons have been furnished to the Committee to justify this negative decision. The Committee do not think that there are any valid objections to amend the Apprentices Act, 1961 to achieve the desired purpose. The Committee feel that the amendment of the Act alone will ensure adequate representation to Scheduled Castes and Scheduled Tribes in all programmes for training of professional and technical workers. The Committee, therefore, reiterate their earlier recommendation and desire that early steps should be taken to amend the Apprentices Act, 1961, so that Scheduled Castes and Scheduled Tribes may get their due share in such training schemes.

1.8. The Committee have made observations|suggestions in respect of certain recommendations [Serial Nos. 1 (Paras 1.9—1.10), 5, 8 and 12] including in Chapter III of this Report. The Committee hope that the Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) would take note of their comments for appropriate action.

CHAPTER II

RECOMMENDATIONS|OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial No. 3, Para 2.13)

The Committee are unhappy to observe that only about 41 per cent of vacancies out of total vacancies notified as reserved for Scheduled Castes and Scheduled Tribes during 1968 were actually filled. They are also unhappy that only 2.3 per cent vacancies were notified as reserved for Scheduled Castes and Scheduled Tribes during 1968. In view of the insignificant percentage of vacancies notified as reserved for Scheduled Castes and Scheduled Tribes, the Committee would like that the Ministries|Departments and other authorities should ensure that percentage of posts intended to be reserved for Scheduled Castes and Scheduled Tribes is duly taken into consideration while notifying the vacancies to Employment Exchanges.

Reply of Government

As action on this recommendation was to be taken by the Ministry of Home Affairs, they were addressed in this regard by the Directorate General of Employment and Training on the 2nd May, 1970. That Ministry has since brought this recommendation to the notice of all Ministries|Departments of the Government of India for compliance (*vide* Ministry of Home Affairs O.M.No. 27/6/70-Est.(SCT) dated the 5th June, 1970 (Appendix III).

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M. No. EEI. 20|3|70 dated 16th July, 1970].

Recommendation (Serial No. 4, Para 2.14)

While the Committee take note of the measures taken by the Employment Exchanges to ensure the prompt placement of Scheduled Caste and Scheduled Tribe candidates, namely, follow-up of reserved vacancies, inspection of Employment Exchanges, post-study and frequent contact with Scheduled Caste/Tribe association, etc., they would urge that these efforts should be intensified so that placements are effected in the quickest possible time in all categories of posts according to the quotas reserved for Scheduled Castes and Scheduled

Tribes. The Committee need hardly stress that vigorous efforts should be made by the Directorate General of Employment and Training to see that placements are effected in all categories of posts, according to the quotas reserved for Scheduled Castes and Scheduled Tribes.

Reply of Government

Although instructions already existed in the National Employment Service Manual (Part I—paragraph 11.43) in regard to contacts by Employment Officers with Scheduled Caste|Scheduled Tribes associations, advertisement of vacancies, etc. for the purpose of promoting the placement of Scheduled Caste|Scheduled Tribe applicants, the attention of the Employment Officers has been drawn to paragraph 2.14 of the Report of the Committee and they have once again been instructed to intensify their efforts in order to achieve speedy placement of Scheduled Caste|Scheduled Tribe applicants and to ensure that placements are effected in vacancies reserved for such applicants.

Steps have also been taken to collect statistics in respect of placement of Scheduled Caste|Scheduled Tribe applicants by broad occupational groups.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M. No. EEI. 20|3|70 dated 16th July, 1970].

Recommendation (Serial No. 6, Para 3.7)

The Committee regret to note that, as stated by the representatives of the Department of Labour and Employment, the Ministries|Departments of the Government of India are not indicating to the employment exchanges the reasons for not filling the reserved posts by Scheduled Caste and Scheduled Tribe candidates sponsored by the employment exchanges. The Committee are all the more unhappy that although a decision was taken in an inter-departmental meeting held in September, 1966, that a check should be exercised over the decisions of the appointing authorities in the matter of not filling the reserved vacancies by candidates of these communities, the Ministry of Home Affairs took nearly two years to issue their order directing the employing establishments to give specific reasons for not filling the reserved vacancies by the candidates of these communities. The Committee deplore such inordinate delays.

Reply of Government

The above recommendation has been brought to the notice of the Ministry of Home Affairs.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI. 20/3/70 dated 16th July, 1970].

Recommendation (Serial No. 6, para 3.8)

From the note furnished by the Department of Labour and Employment, the Committee gather that the instructions of the Ministry of Home Affairs are still not being followed by the employing establishments and, as a consequence, the Directorate General of Employment and Training have requested the Ministry of Home Affairs to issue instructions to the Ministries/Departments for strict compliance of the orders issued in this regard. The Committee take a serious view that orders issued by the Ministry of Home Affairs are by and large not implemented by the Ministries and Departments. The Committee suggest that the Directorate General of Employment and Training should bring cases of non-compliance of the Government of India orders to the notice of the Commissioner for Scheduled Castes and Scheduled Tribes as also to the Ministry of Home Affairs so that these could be properly looked into.

Reply of Government

The Committee's observation was brought to the notice of the Ministry of Home Affairs on the 17th January, 1970, who have since issued another Office Memorandum (No. 14/7/70-Estts(D) dated the 16th April, 1970—Appendix IV) addressed to all Ministries/Departments etc. requesting them to ensure that the instructions contained in their earlier O.M. No. 14/12/67-Estts(D) dated the 10th April, 1968 (Appendix V) are observed by them and their attached and subordinate offices strictly.

The Directorate General of Employment and Training have also drawn the attention of the State Directors of Employment to paragraph 3.8 of the Report of the Committee requesting them to bring all cases of non-compliance of the instructions of the Ministry of Home Affairs to the notice of the Directorate General of Employment and Training so that the latter may periodically keep the Commissioner for Scheduled Castes and Scheduled Tribes and the

Ministry of Home Affairs informed of the correct position in this regard.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20|3|70 dated 16th July, 1970].

Recommendation (Serial No. 7, Para 3.9)

The Committee also are in agreement with the views expressed by the Commissioner for Scheduled Castes and Scheduled Tribes in his 17th Report (1967-68) that the Employment and Training Organisation should keep a liaison with employing agencies to find out the type of vacancies which are likely to be notified to them. This, the Committee feel, would enable the Directorate General of Employment and Training to map out the plan their training programmes.

Reply of Government

Attention of the State Governments and Union Territories had been drawn to the above recommendation and they have been requested to inform the Directorate General of Employment and Training of the type of vacancies which generally remain unfilled due to want of suitable persons so that the training programmes could be adjusted suitably in order to remove such shortages in future.

The State Governments have also been requested to get in touch with public enterprises for deciding on the type of custom built courses that could be offered in the Industrial Training Institutes for the training of Scheduled Caste and Scheduled Tribe boys and their subsequent employment. For making a sufficient number of Scheduled Caste and Scheduled Tribe candidates available for these training courses, the State Governments have been further advised to take the assistance of the Organisation for Scheduled Castes and Scheduled Tribes in their areas.

The Bureau of Public Enterprises have also been addressed by the Department of Labour and Employment suggesting that public available Industrial Training Institute trained pool of Scheduled sector enterprises under the Bureau could make full use of the -Castes and Scheduled Tribes man power and that thereafter should

be need still persist, the question of running special custom built courses be taken up by them jointly with the State Governments.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20|3|70 dated 16th July, 1970].

Recommendation (Serial No. 9, Para 4.18)

The Committee are glad to note that Coaching-cum-Guidance Centres for Scheduled Castes and Scheduled Tribes are proposed to be set up on a pilot basis in four different States|Union Territory, namely, Madhya Pradesh, Uttar Pradesh, Tamil Nadu and Delhi for rendering guidance and pre-employment orientation and coaching to Scheduled Castes and Scheduled Tribe candidates. They also note that these centres are to be set up initially for a period of one year and will provide confidence building training to Scheduled Caste and Scheduled Tribe candidates. The Committee hope that the scheme which has been formulated on a pilot basis would be gradually extended to other areas if the results prove encouraging.

Reply of Government

The Centres at Jabalpur and Madras have already been set up and those at Delhi and Kanpur (Uttar Pardesh) are in the process of being set up.* Expansion will be considered in the light of experience gained.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20|3|70 dated 16th July, 1970].

Recommendation (Serial No. 11 Para 4.20)

From the statements furnished by the Department of Labour and Employment in regard to the number of seats introduced and the number of trainees on roll, the Committee observe that in the trade of stenography as on 30th June, 1969 in Industrial Training Institutes|Centres the percentage of Scheduled Caste and Scheduled Tribe trainees is only 8.8 per cent and 1.2 per cent respectively. The percentage of Scheduled Caste and Scheduled Tribe trainees on roll in the whole country in all the trades as on 30th June, 1969 is only 12 per cent and 2.1 per cent respectively. The Committee

* At the stage of factual verification the Ministry of Labour, Employment & Rehabilitation (Directorate General of Employment & Training) have intimated.

"The Coaching-cum-Guidance Centres for Scheduled Caste/Scheduled Tribe candidates have since started functioning so at Delhi and Kanpur"

feel unhappy about the poor intake of Scheduled Caste and Scheduled Tribe trainees in the Industrial Training Institutes in general and also in the trade of stenography in particular. They would strongly urge that the Department of Labour and Employment (D.G.E. & T.) should investigate the reasons for the low percentage of admission of Scheduled Caste and Scheduled Tribe candidates in Industrial Training Institutes in the country and take remedial measures in consultation with the appropriate Governments.

Reply of Government

There has been an improvement in the position of admission of Scheduled Castes and Scheduled Tribes in the Industrial Training Institutes. The proportion of Scheduled Castes has gone up to from 12 per cent as on 30.6.1969 to 13.13 per cent as on 31.1.1970 and that of Scheduled Tribes from 2.1 per cent to 2.31 per cent during the same period. A statement showing State-wise number of trainees on roll and the number of Scheduled Caste and Scheduled Tribe trainees among them under the Craftsman Training Scheme (as on 31.1.1970) is at Appendix VI.

The above recommendation has been brought to the notice of the State Governments for making efforts to improve the in-take position in the Industrial Training Institutes.

The State Governments have also been requested earlier to get in touch with Public Enterprises for deciding on the type of custom built courses that could be offered in the Industrial Training Institutes for the training of Scheduled Caste and Scheduled Tribe boys and their subsequent employment. For making sufficient number of Scheduled Caste and Scheduled Tribe candidates available for these training courses, they have further been advised to take assistance of the Organisation of Scheduled Castes and Scheduled Tribes in their areas.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20/3/70 dated 16th July, 1970].

Recommendation (Serial No. 13, Para 4.23)

The Committee take note that there are Advisory Boards and Committees in all Employment Exchanges and that the employers and workers are represented on them. The Committee suggest that the local M.Ps|M.L.As belonging to Scheduled Castes|Tribes or other eminent persons belonging to these communities should also be included in these Advisory Boards|Committees.

Reply of Government

Normally M.L.As and other eminent persons are members of the District Committees on Employment. However, as the actual composition of the District Committees in a State is to be decided by the State Government concerned, the above recommendations of the Committee have been brought to their notice with the request to implement them immediately.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20/3/70 dated 16th July, 1970].

Recommendation (Serial No. 14, Para 5.5)

The Committee are happy to note that elaborate statistics are being maintained by the Department of Labour and Employment (Directorate General of Employment and Training) in regard to the Scheduled Caste and Scheduled Tribe employment seekers and these are being utilised by the Commissioner for Scheduled Castes and Scheduled Tribes. The Committee hope that it would be possible for the Department also to maintain statistics about the placement/employment of Scheduled Caste and Scheduled Tribe candidates according to the occupation in which they are placed.

Reply of Government

Arrangements have already been made to collect the required statistics.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20/3/70 dated 16th July, 1970].

Recommendation (Serial No. 15, Para 5.6)

The Committee understand that Scheduled Caste and Scheduled Tribe persons already in service can register their names with the Employment Exchanges for seeking better employment after obtaining 'No Objection Certificates' from the Heads of Departments under whom they serve. The Committee suggest that the Employment Exchanges may maintain statistics of such Scheduled Caste and scheduled Tribe employees applying with 'No Objection Certificates' from the Heads of Departments.

Reply of Government

Instructions have already been issued to the State Directors of Employment to collect these data on an *ad-hoc* basis from the Employment Exchanges. The data so collected will be examined in the Directorate General of Employment and Training with a view to determining the frequency of its collection in future.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20|3|70 dated 16th July, 1970].

Recommendation (Serial No. 16. Para 5.7)

The Committee further recommend that the Department should extend facilities for registration to possible employment seekers in remote villages as recommended by the Commissioner for Scheduled Castes and Scheduled Tribes in his Seventeenth Report (1967-68).

Reply of Government

The Directorate General of Employment and Training have addressed the Directors of Employment in the States and Union Territories (on the 1st May, 1970) requesting them to issue instructions to their Employment Officers to the effect that they should visit remote areas with concentrations of Scheduled Caste and Scheduled Tribe persons to register possible employment seekers and give them an idea of the available employment opportunities.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment & Training) O.M. No. EEI 20|3|70 dated 16th July, 1970].

Recommendation (Serial No. 17, Para 5.8)

The Committee also suggest that the Department of Labour and Employment (D.G.E.T.) should maintain statistics in regard to the number of Scheduled Caste and Scheduled Tribe applicants on the Live Register of Employment Exchanges at the end of each year, classified by the period of duration on the Live Register. This, it is hoped, would enable the Commissioner for Scheduled Castes and Scheduled Tribes to assess the employment position of the Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

The Directorate General of Employment and Training are already collecting statistics in regard to the number of job-seekers

(all categories) borne on the Live Register of Employment Exchanges, classified by broad occupational groups and the period for which such applicants remain on the Live Register. Action has been taken to collect similar information in respect of Scheduled Caste/Scheduled Tribe job-seekers as well.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M. No. EEI.20|3|70 dated 16th July, 1970].

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLIES

Recommendation (Serial No. 1, Para 1.9)

The Committee note that a comprehensive survey on employment of Scheduled Castes through Employment Exchanges in certain selected States/Union Territory was conducted by the Directorate General of Employment and Training. They also note with regret that according to the survey conducted by the Working Group, the extent of utilisation of employment exchanges by job seekers belonging to Scheduled Caste was low as compared to other employment seekers. The vacancies notified as reserved for Scheduled Caste applicants by State Government establishments formed only a small fraction of the total number of vacancies notified to the exchanges during the year 1966. According to the survey, a majority of the State Government establishments do not generally indicate the specific number of vacancies reserved for Scheduled Castes while sending requisition to the employment exchanges though they indicate the preference for them in some cases.

Reply of Government

Since action on this recommendation is to be taken by the Ministry of Home Affairs, the Directorate General of Employment and Training have addressed the Ministry of Home Affairs (on 2nd may, 1970) requesting them to move the State Governments to issue suitable instructions in the matter to the establishments under their control.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M. No. EEI. 20|3|70 dated 16th July, 1970.]

Comments of the Committee

A copy of the instructions issued by the Ministry of Home Affairs to the State Governments may be furnished to the Committee.*

Recommendation (Serial No. 1. Para 1.10)

The Committee also take note of the analysis made by the Working Group in regard to the reasons for non-absorption of Scheduled Caste candidates against reserved vacancies. They hope that the Department of Labour and Employment would take necessary action to implement the recommendations made by the Working Group so as to facilitate the absorption of Scheduled Caste in services in large numbers.

Reply of Government

Action taken on the suggestions of the Working Group as listed in items (a) to (f) in para 13(viii) of Appendix II to the Report is indicated below:

Gist of the Suggestion	Action Taken
(a) It would be in the fitness of things to introduce reservation of seats for Scheduled Caste candidates in almost all programmes for training of Professional and Technical workers, as well as craftsmen such as nurses, patwaries, teachers, apprentices in technical trade, etc.	(a) Please see reply to para 4.22 (Recommendation No. 12)
(b) It is essential to strengthen the vocational guidance programme of the National Employment Service in adequate measure so as to bring home to Scheduled Caste school-leavers and their parents that they should take more and more to technical and vocational education training (rather than to go in for general education with a view to acquiring skills which are in growing demand).	(b) All the Vocational Guidance Units attached to Employment Exchange have already been instructed to give special attention to Scheduled Caste/Scheduled Tribe applicants in the matter of Vocational Guidance and also assist them in the choice of suitable training and vocational education, with a view to improving their employability. In addition to above, four Coaching-cum-Guidance Centres are being set up (two of them are already functioning at Madras and

*At the stage of factual verification, the Ministry of Labour, Employment & Rehabilitation (Directorate General of Employment and Training) have stated :

“The attention of the State Governments/ Administrations has since been drawn to the recommendation in para 1.9 of the Report (i.e. Fifth Report of the Committee, for necessary action *vide* the Ministry of Labour, Employment & Rehabilitation—Department of Labour and Employment (Directorate General of Employment & Training) O.M. No EE.I. 20/7/70 dated 12th October, 1970 (Appendix IX).”

Gist of the Suggestion

Action Taken

Jabalpur)* for rendering guidance and pre-employment orientation and coaching to Scheduled Caste and Scheduled Tribe candidates.

The Vocational Guidance Programme of National Employment Service is being strengthened and a Career Study Centre is being set up at the headquarters of the National Employment Service. One of the Main functions of the Centre would be produce career literature on employment and self-employment opportunities for the benefit of young employment-seekers (including those belonging to Scheduled Castes/Scheduled Tribes).

- (c) Some of the Employers also recommended introduction of pre-employment training programmes for Scheduled Caste candidates which would go a long way in implementing their performance and bring them to the general standard.

- (c) The Directorate General of Employment and Training is now conducting a Survey to investigate into the reasons due to which vacancies reserved for Scheduled Caste/Scheduled Tribe applicants in Central Government Establishments/ Undertakings remain unfilled. (Please see our reply to para 1·11).

Information is being collected through this Survey from all Employment Exchanges as also Central Government establishments/ Undertakings as to whether the latter have any special arrangements for imparting pre-employment training to new entrants and for inservice training to employees. Their specific suggestions as to how the difficulties experienced by them in filling the reserved vacancies could be overcome have also been invited.

- (d) The rules of reservation should be extended to the purely temporary posts also.

The Survey is in progress and specific schemes will be taken up in consultation with the Department of Social Welfare.

- (e) The notification of vacancies under the EE (CNV) Act should specifically indicate the number of vacancies against which Scheduled Caste candidates are required. This would facilitate submission and absorption of larger number of

- (d) The Ministry of Home Affairs have already issued necessary instructions to all Ministries, etc. in this regard *vide* their Office Memorandum No. 27/4/67 (II)-Est (SCT) dated the 24th September, 1968 (Appendix VII).

- (e) Rule 4(1) of the Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1960, has already been amended for this purpose—*vide* Department of Labour and Employment Notification No. GSR. 548 dated the 16th March, 1968.

*At the stage of factual verification, the Ministry of Labour, Employment & Rehabilitation (Directorate General of Employment & Training) have intimated :

“The Coaching-cum-Guidance Centres for Scheduled Caste/Scheduled Tribe candidates have since started functioning also at Delhi and Kanpur.”

Gist of the Suggestion

Scheduled Caste applicants particularly in State Government vacancies by the Employment Exchanges Apart from the Amendment in the form of notification of vacancies some sort of executive instructions in this regard on the part of the State Government may also be necessary.

Action Taken

In so far as vacancies arising in Central Government offices/Establishments are concerned, the Ministry of Home Affairs have already issued instructions to all Ministries etc.—*vide* their O.M. No. 14/12/67-Estt. (D) dated the 10th April, 1968 (Appendix V) and No. 27/6/70-Est. (SCT) dated the 5th June, 1970 (Appendix III).

As regards vacancies arising in State Government establishments, the Directorate General of Employment and Training have requested the Ministry of Home Affairs (on 2nd May, 1970) to address the State Governments to issue similar instructions to their offices/establishments.*

- (f) A few of the employees expressed opinion in favour of discontinuance of reservation for they felt that it was doing more harm than good to Scheduled Caste candidates by working as a deterrent to their natural development of their competitive spirit and urged for self-improvement. Instead of reservation the Government could do well to provide more and better educational facilities for them and to introduce some sort of awards for outstanding performance in studies and training.
- (f) The Working Group had only referred to the opinion of some of the employers that reservations in favour of Scheduled Castes and Scheduled Tribes be discontinued as they (the employers) considered that the reservations were doing more harm than good to these communities. Even the Working Group does not appear to have agreed with this view. The Ministry of Home Affairs who were consulted in the Matter do not consider it desirable to withdraw the existing orders regarding reservations in services.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M. No. EEI, 20/3/70 dated the 16th July, 1970.]

Comments of the Committee

The Committee would like to know the number of Scheduled Caste and Scheduled Tribe applicants who have taken advantage of the Vocational Guidance rendered by the Vocational Guidance Units attached to Employment Exchange during each of the last two years.

*At the stage of factual verification, the Ministry of Labour, Employment & Rehabilitation (Directorate General of Employment & Training) have stated :

“The Ministry of Home Affairs have since suggested that the Directorate General of Employment and Training might themselves address the state Governments in the matter. The state Governments have accordingly been addressed by the Directorate General of Employment & Training *vide* their O. M. No. EE. I. 20/7/70 dt. 17. 9. 1970 (Appendix X).”

They would also like to be informed of the instructions issued in this regard to the Vocational Guidance Units.

The Ministry may also intimate every six months the results achieved by the Coaching-cum- Guidance Centres at Madras and Jabalpur.

The result of the survey referred to in (c) above may be intimated to the Committee. A copy of the instructions issued by the Ministry of Home Affairs to the State Governments vide para (e) may be furnished to the Committee.

Recommendation (Serial No. 1, Para 1.11)

The Committee would suggest that a similar survey should be conducted about the employment of Scheduled Tribe candidates in selected areas where there is large concentration of Scheduled Tribe population.

Reply of Government

The D.G.E.&T., in consultation with the Department of Social Welfare, has already launched a survey to investigate into the reasons due to which a number of vacancies reserved for Scheduled Castes/Tribes in the Central Government establishments undertakings remain unfilled. The main objects of this survey are:—

- (a) To find out the percentage and type of posts that remain unfilled and the reasons for which these vacancies could not be filled;
- (b) To ascertain the characteristics of Scheduled Caste/Scheduled Tribes applicants appointed against reserved vacancies;
- (c) To ascertain the views of the employers about the Schedule Caste/Scheduled Tribe applicants submitted to them and the reasons for their not accepting these applicants; and
- (d) To suggest lines on which remedial action may be taken so that all the reserved posts are filled by Scheduled Caste/Tribe applicants.

In view of the wide scope and the objectives of the survey (covering all the employment exchanges in the country) which has already been launched, it may perhaps not be necessary to conduct another survey in respect of Scheduled Caste/Scheduled Tribe applicants

only as suggested by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M.No. EEI.20/3/70 dated 16th July 1970].

Recommendation (Serial No.2, Para 2.6)

From the statement given in para 2.5, the Committee note that although in the year 1968 the number of registrations effected in respect of Scheduled Castes and Scheduled Tribes was more than in the year 1966, the percentage of placements to registration was less in 1968 than in 1966. They also note that the percentage of placements both in respect of Scheduled Caste/Tribe applicants was slightly higher as compared to other categories of applicants during all the three years. However, the Committee would like the Government to investigate the reasons for the decline in the percentage of placements of Scheduled Castes and Scheduled Tribes as also other categories of job seekers during the year 1967-68 in relation to total registration and initiate necessary remedial measures.

Reply of Government

The lower rate of placements achieved by the Employment Exchanges in respect of Scheduled Castes and Scheduled Tribes as well as other categories of job-seekers during the year 1967-68 as compared to the two earlier years was mainly due to the decline in the number of vacancies notified to the Employment Exchanges resulting from decelerating employment growth during that particular year. The main factors responsible for the decline in employment were—(i) halting growth of the economy; and (ii) the after effects of two successive droughts in 1965-66 and 1966-67.

The position is likely to improve with the economic recovery which has already set in and as the process of development gains momentum in Fourth Five Year Plan. There has already been an improvement in the percentage of placement of Scheduled Tribe applicants during 1969 (please see statement at the Appendix VIII).

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M No. EEI 20/3/70 dated the 16th July, 1970].

Recommendation (Serial No. 5. Para 2.15)

The Committee would desire that the Employment Exchanges should ensure that every requisition received by them for recruitment specifically mentions the number of posts reserved for Scheduled Castes and Scheduled Tribes. If this fact is not mentioned in the requisition the Employment Exchanges should return the requisition to the authorities concerned asking them to resubmit the same duly indicating the number of posts reserved for Scheduled Castes and Scheduled Tribes.

Reply of Government

Since action on the above recommendation was to be taken by the Ministry of Home Affairs, that Ministry has been requested (on the 2nd May, 1970) to examine the recommendation for issue of necessary instructions to various Ministries/Departments in this regard.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M.No. EEI. 20/3/70 dated 16th July, 1970].

Comments of the Committee

The Committee may be informed of the instructions issued by the Ministry of Home Affairs in this regard. However, the Directorate General of Employment and Training should also issue suitable instructions to the State Governments*

Recommendation (Serial No. 8, Para 4.17)

The Committee note that Vocational Guidance officers in employment exchanges render guidance to groups of Scheduled Caste and Scheduled Tribe candidates visiting Employment Exchanges. The Committee suggest that the Scheduled Caste and Scheduled Tribe candidates approaching the employment exchanges for jobs should be encouraged to go in for training in those trades in which there is considerable demand for trained hands from employing agencies. The Committee further suggest that the Employment Exchanges should give adequate publicity about the vocational guidance given to Scheduled Caste and Scheduled Tribe

*At the stage of factual verification, the Ministry of Labour, Employment & Rehabilitation (Directorate General of Employment & Training) have stated :

“The Ministry of Home Affairs have since written to this Directorate General to say that they (i.e. the Ministry of Home Affairs) need not issue any further instructions to the Ministries Departments and that the Directorate General of Employment and Training might themselves issue suitable instructions to the Employment Exchanges. Action in this regard is being taken and the instructions to the Employment Exchanges will be issued shortly.”

candidates through newspapers and other publicity media so that more and more Scheduled Caste and Scheduled Tribe candidates can make use of the facilities that are available in the Employment Exchanges. Arrangements may also be made to display descriptive charts in the Employment Exchanges showing the guidance facilities that are available to Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

Instructions have already been issued to Vocational Guidance Units at Employment Exchanges to give guidance to all Scheduled Caste/Scheduled Tribe applicants and to advise them to take up suitable training courses consistent with the demands in the employment market. Further, Coaching-cum-Guidance Centres have been set up on a pilot basis at Jabalpur and Madras for rendering guidance and pre-employment orientation and coaching to Scheduled Caste and Scheduled Tribe candidates. Similar Centres are to be set up shortly at Kanpur and Delhi also.*

All the Employment Exchanges have also been instructed to take up publicity measures as recommended by the Committee.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M.No. EEI. 20/3/70 dated 16th July, 1970].

Comments of the Committee

The Ministry of Labour, Employment & Rehabilitation (Department of Labour and Employment) may indicate by the end of the year as to how these instructions regarding Vocational Guidance have been implemented.

Recommendation (Serial No. 12, Para 4.21)

The Committee are also unhappy that no separate survey has been made by the Department of Labour and Employment in regard to absorption of Scheduled Caste and Scheduled Tribe trainees passing out from Industrial Training Institutes. They suggest that the Department of Labour and Employment may conduct such a survey in respect of all the Industrial Training Institutes.

*At the stage of factual verification, the Ministry of Labour, Employment & Rehabilitation (Directorate General of Employment & Training) have intimated :

“The coaching-cum-Guidance Centres for Scheduled Caste/Scheduled Tribe candidates have since started functioning also at Delhi and Kanpur.”

Reply of Government

A scheme is under consideration for the conduct of a survey to ascertain the employment status of ex-trainees of Industrial Training Institutes (I.T.Is.) belonging to Scheduled Castes and Scheduled Tribes. The survey will cover ex-trainees of I.T.Is. who belong to Scheduled Castes and Scheduled Tribes and who passed out in the trade test held in July, 1968.

The total number of trainees belonging to Scheduled Castes was about 5,900 in the country as a whole and that of those belonging to Scheduled Tribes was about 1,300. In the case of Scheduled Castes, four States *viz.* Maharashtra, Punjab, Tamil Nadu and Uttar Pradesh accounted for about half of the trainees. While in the case of the Scheduled Tribes the three States of Bihar, Madhya Pradesh and Orissa accounted for nearly two thirds of the total number. In order to complete the survey as quickly as possible, it is proposed to confine the survey only to 54 selected Institutes in these States where a substantial number of Scheduled Caste and Scheduled Tribe trainees passed out in July, 1968. All those trainees who passed out from these Institutes, whose number is 2,500, will be covered on a complete enumeration basis.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M.No. EEI. 20/3/70 dated 16th July, 1970].

Comments of the Committee

The Committee would like to be informed of the findings of the survey in due course.

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION.

Recommendation (Serial No. 10, Para 4.19)

The Committee find that of the three schemes formulated by the Department of Labour and Employment, *viz.* (i) schemes for establishing Coaching-cum-Guidance Centres for Scheduled Castes/Tribes during 1969-70, (ii) survey of vacancies reserved for Scheduled Caste/Tribe applicants, and (iii) scheme for providing tutorial facilities to Scheduled Caste/Tribe trainees in industrial training, only the first two schemes have been sanctioned. They suggest that the third scheme, namely, the scheme for providing tutorial facilities to Scheduled Caste and Scheduled Tribe trainees in Industrial Training Institutes may also be implemented inasmuch as it would facilitate the Scheduled Caste/Scheduled Tribe trainees in assimilating theoretical instructions and improve their chances of success in examinations and also interviews with employers.

Reply of Government

The recommendation of the Committee had been referred to the Department of Social Welfare who are responsible for financing the various schemes for the welfare of Scheduled Castes and Scheduled Tribes and had sanctioned the earlier two schemes. They have, however, not agreed to the schemes for providing tutorial facilities to Scheduled Caste and Scheduled Tribe trainees in Industrial Training Institutes, on the ground that similar schemes were already in operation in various States in the State sector.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M.No. EEI. 20/3/70 dated 16th July, 1970].

Comments of the Committee

Please see Chapter 1

Recommendation (Serial No. 12, Para 4.22)

The Committee would urge that the recommendations made by the Yardi Working Group in regard to augmentation of training

facilities for Scheduled Castes and Scheduled Tribes should be implemented without any delay. The Committee in particular would like to emphasise that there should be reservation of seats for Scheduled Castes and Scheduled Tribes in all programmes for training of professional and technical workers, including apprentices in technical trades, and this may be done by amending, if necessary, the Apprentices Act, 1961.

Reply of Government

In regard to Craftsman Training Scheme, reservation of seats for the Scheduled Castes and Scheduled Tribes for the purpose of admission to I.T.Is|Centres in various States is in accordance with the proportion of their population in the respective State/Union Territory.

All Scheduled Caste and Scheduled Tribe trainees in the I. T. Is are entitled to receive a stipend of Rs. 45/-p.m.

According to the Apprentices Act, 1961, apprentices are recruited by employers. Employers have full discretion in the recruitment of apprentices subject to fulfilment of essential qualifications as laid down in the Act and the Rules therein.

The question whether the Apprentices Act might be amended by Government to provide for reservation of training places for Scheduled Castes and Scheduled Tribes on the basis of specific recommendation of the Yardi Committee has been under consideration of the D.G.E.T. The Committee's recommendation reads as follows:—

“There should be reservation of seats for Scheduled Castes in almost all programmes for training of professional and technical workers, such as nurses, patwaries, apprentices in technical trades, teachers.”

The various employing Ministries, State Governments, the Employers' Associations, the Ministry of Home Affairs, as well as the Ministry of Law have been consulted in the matter with a view to considering the issue in all its aspects administrative, legal and constitutional.

It has been noticed that the Public Sector|undertakings are generally following the principle of reservation of training places (as in services) for Scheduled Castes and Scheduled Tribes candidates, as obtaining in the Government Offices. Further, the Ministry of Home Affairs have already forwarded the recommendation of the Yardi Committee to all Ministries and Departments of the Government of

India, vide their O.M. No. 27|3|68-Ests (C), dated 14th February, 1968 (Appendix I), with a request to consider it for implementation.

The Ministry of Home Affairs have since confirmed that there is no suggestion regarding amendment to the Apprentices Act in the Recommendation of the Yardi Committee. The Ministry of Law have also advised against the amendment of the Apprentices Act, in this context. The reaction of the Employers' Organisation also has not been favourable to the proposal for amendment of the Act.

Ministry of Defence, etc. have, therefore, been requested vide this Ministry's letter No. 8(5)|67-AP dated 6th March, 1969 (Appendix II), to issue necessary instructions to all Public Sector and departmental undertakings under their administrative control to ensure adequate representation of Scheduled Caste|Scheduled Tribe candidates on the apprenticeship training programme under the Apprentices Act, 1961 in view of the position stated above.

The Department of Social Welfare has been requested to take necessary action on para 4.22 of the Report, in regard to the training of other professional and technical workers.

[Ministry of Labour, Employment and Rehabilitation (Directorate General of Employment and Training) O.M. No. EEI. 20|3|70 dated 16th July, 1970].

Comments of the Committee

Please see Chapter I.

D. BASUMATARI,
Chairman,

*Committee on the Welfare of
Scheduled Castes and Scheduled Tribes.*

NEW DELHI;
November 9, 1970

Kartika 18, 1892(S)

APPENDIX I

[Vide para 1.6 (Chapter I) of Report]

MINISTRY OF HOME AFFAIRS

EST (SET) SECTION

OFFICE MEMORANDUM

SUBJECT: *Recommendation No. 27 of the Working Group to study the progress of measures for land allotment to Scheduled Castes and their representation in Services—Reservation of seats for Scheduled Caste in training programmes.*

The Working Group set up under the Chairmanship of Shri M. R. Yardi, Additional Secretary, Ministry of Home Affairs, to study the progress of measures for land allotment to Scheduled Castes and their representation in services has *inter alia* made the following recommendation:—

Recommendation No. 27

“There should be reservation of seats for Scheduled Castes in almost all programmes for training of professional and technical workers such as nurses, patwaris, apprentices in technical trades, teachers etc.”

2. Ministry of Health and Family Planning etc. are requested to consider the above recommendation for implementation in the case of the training programmes of professional and technical workers if any, organised by the Ministry or any other authority under the control of that Ministry.

3. Action taken on the above-mentioned recommendation may kindly be intimated to the Department of Social Welfare.

Sd/-

*Under Secretary
to the Government of India.*

To

All Ministries and Departments etc.

APPENDIX II

[Vide para 1.6 (Chapter I) of Report]

No. 8(5) |67-AP.

GOVERNMENT OF INDIA

MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION

Department of Labour and Employment (D.G.E.T.)

Dated: 6th March, 1969.

15th Phalgun, 1890.

OFFICE MEMORANDUM

SUBJECT: *The Apprentices Act, 1961—Recruitment of apprentices by employers—Reservation of seats for Scheduled Caste and Scheduled Tribe candidates.*

The undersigned is directed to say that in recruiting apprentices in trades designated under the Apprentices Act, the employers have full discretion, subject to fulfilment of minimum essential conditions in respect of age, educational qualifications, etc., as laid down in the Act and the Rules framed thereunder. Questions have been asked in the Parliament whether the Apprentices Act might be amended by Government to provide for reservation of training places for Scheduled Castes and Scheduled Tribes on the basis of specific recommendation of the Yardi Committee, which reads as follows:—

“There should be reservation of seats for Scheduled Castes in almost all programmes for training of professional and technical workers, such as nurses, patwaries, apprentices in technical trades, teachers”.

2. The various employing Ministries, State Governments, the Employers' Associations, the Ministry of Home Affairs, as well as the Ministry of Law have been consulted in the matter with a view to considering the issue in all its aspects—administrative, legal and constitutional.

It has been noticed that the Public Sector Undertakings are generally following the principle of reservation of training places (as

in services) for Scheduled Castes and Scheduled Tribes candidates, as obtaining in the Government Offices. Further, the Ministry of Home Affairs have already forwarded the recommendation of the Yardi Committee to all Ministries and Departments of the Government of India, *vide* their O.M. No. 27/3/68-Ests(C), dated the 14th February, 1968, with a request to consider it for implementation.

4. Apprentices are recruited by employers from the open market or through the Employment Exchanges or from the passed-out boys of Industrial Training Institutes for Craftsmen. In so far as craftsmen training programme in the Industrial Training Institutes is concerned, there is already reservation of Scheduled Castes and Scheduled Tribes candidates, proportionate to the population of these communities in the States/Union Territories. Thus these Institutions belonging to the State or financially aided by the State already fulfil the Constitutional Obligations. Many employers have agreed to draw on the passed-out I.T.I. trainees for their apprenticeship programme.

5. The Ministry of Home Affairs have since confirmed that there is no suggestion regarding amendment to the Apprentices Act in the recommendation of the Yardi Committee. The Ministry of Law have also advised against the amendment of the Apprentices Act, in this context. The reaction of the Employers Organisations has not been favourable to the proposal for amendment of the Act.

6. Ministry of Defence, etc., are therefore requested to circulate this Office Memorandum to all Public Sector and departmental Undertakings under their administrative control and ensure adequate representation of Scheduled Castes/Scheduled Tribes candidates on the apprenticeship training programme under the Apprentices Act, 1961 in view of the position stated above.

7. Action taken in the matter may kindly be intimated to this Ministry and the Department of Social Welfare.

Sd/-

*Director of Apprenticeship Training Scheme for Director General
and Joint Secretary to the Government of India.*

To

All Ministries and Departments of the Government of India, including Bureau of Public Enterprises (Ministry of Finance), Planning Commission.

Copy for information to:—

1. Ministry of Home Affairs.

Copy also for information and necessary action to:—

1. All Regional Directors of Apprenticeship Training, Kanpur-6|Calcutta-20|Madras|Bombay-70.
2. All Principals of Central Training Institute for instructors.
3. All State Government Departments concerned with Training Schemes.
4. All State Apprenticeship Advisers.
5. EEI Section with reference to their O.M. No. EEI-1 (20) (1) | 68, dated 22nd January, 1969.
6. Parliament Assistant, D.G.E.T.
7. Copy to Guard file.

Sd|-

Section Officer,
for Director General and
Joint Secretary to the Government of India.

APPENDIX III

(Vide Chapters II and III of Report)

No. 27/6/70-Est (SCT)

GOVERNMENT OF INDIA

MINISTRY OF HOME AFFAIRS

NEW DELH.;-1, the 5th June, 1970
15th Jyaistha, 1892.

OFFICE MEMORANDUM

SUBJECT: *Notifying vacancies reserved for Scheduled Castes and Scheduled Tribes to Employment Exchanges—Recommendation No. 3 (para 2.13) in the Fifth Report of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes.*

The undersigned is directed to say that the Parliamentary Committee on Welfare of Scheduled Castes and Scheduled Tribes has made the following recommendation in its Fifth Report:—

Recommendation No. 3 (Para 2.13)

“The Committee are unhappy to observe that only about 41 per cent of vacancies out of total vacancies notified as reserved for Scheduled Castes and Scheduled Tribes during 1968 were actually filled. They are also unhappy that only 2.3 per cent vacancies were notified as reserved for Scheduled Castes and Scheduled Tribes during 1968. In view of the insignificant percentage of vacancies notified as reserved for Scheduled Castes and Scheduled Tribes, the Committee would like that the Ministries|Departments and other authorities should ensure that percentage of posts intended to be reserved for Scheduled Castes and Scheduled Tribes is duly taken into consideration while notifying the vacancies to Employment Exchanges”.

In this connection, a reference is invited to this Ministry's O.M. No. 14|12|67-Estt(D) dated the 10th April, 1968 (copy enclosed) in which the Ministries etc. were requested that while notifying vacancies to the Employment Exchanges, it should be clearly indicated in the requisition whether or not the vacancies are reserved

for Scheduled Castes|Scheduled Tribes|Ex-servicemen and that even if a vacancy is unreserved, this should be specifically stated in the requisition. The recommendation of the Parliamentary Committee mentioned above is brought to the notice of the Ministry of Finance etc. They are requested to ensure that the instructions issued in this Ministry's Office Memorandum No. 14|12|67-Est(D) dated 10-4-68 are observed by them and their attached and subordinate offices strictly.

Sd|-

Deputy Secretary to the Govt. of India.

To

All Ministries|Departments of the Government of India etc. etc.

All Union Territories; Adviser to the Governor of Assam; Zonal Councils; C and A.G.|U.P.S.C.

Commissioner for Scheduled Castes and Scheduled Tribes. All attached and subordinate offices of M.H.A.

Copy to DGET with reference to their O.M. No. EEI|20|7|70 dt. 2-5-1970.

APPENDIX IV

(Vide Chapter II of Report)

GOVERNMENT OF INDIA

MINISTRY OF HOME AFFAIRS

NEW DELHI-1, *the 16th April, 1970*
26th Chaitra, 1892.

OFFICE MEMORANDUM

SUBJECT: *Vacancies reserved for Scheduled Castes|Scheduled Tribes|Ex-Servicemen.*

The undersigned is directed to invite a reference to this Ministry's Office Memorandum No. 14|12|67—Estt (D) dated the 10th April, 1968, on the subject noted above, which lays down that the appointing authorities should intimate the results of selection of candidates sponsored by Employment Exchange, to the Exchange within a period of one month and if any of the vacancies reserved for Scheduled Castes|Scheduled Tribes|Ex-Servicemen is not filled by a candidate of the respective category sponsored by the Employment Exchange, specific reasons therefor should be communicated to the Employment Exchange.

It has been brought to the notice of this Ministry that in many cases the above instructions are not being adhered to by the employing Departments. The Ministry of Finance etc. are, therefore, requested to ensure that the instructions issued in this Ministry's Office Memorandum dated 10th April, 1968, are observed by them and their attached and subordinate offices strictly.

Sd|-

Under Secretary to the Government of India.

To

All Ministries of the Government of India etc. etc. (including all attached and Subordinate Offices under the Ministry of Home Affairs), Commissioner for SC|ST, Commissioner for Linguistic Minority Affairs and Zonal Councils, D.G.P.T., DGET (EEI Section).

All Union Territory Government|Administrations.

All regular section of the Ministry of Home Affairs.

APPENDIX V

(Vide Chapters II and III of Report)

No. 14|12|67-Estt(D)

GOVERNMENT OF INDIA

MINISTRY OF HOME AFFAIRS

NEW DELHI-1, *Dated the 10th April, 1968*
21st Chaitra, 1890 (Saka).

OFFICE MEMORANDUM

SUBJECT: *Vacancies reserved for Scheduled Castes, Scheduled Tribes and Ex-Servicemen.*

As Ministry of Finance etc. are aware, certain percentages of vacancies filled by direct recruitment have been reserved for Schedules Castes and Scheduled Tribes, *vide*, Ministry of Home Affairs Resolution No. 42|21|49-NGS dated the 13th September, 1950. Some percentages of vacancies in Class III and IV posts filled by direct recruitment have also been reserved for ex-servicemen, *vide* Ministry of Home Affairs Office Memorandum No. 14|26|64-Ests(D) dated 4th July, 1966. It has been brought to the notice of this Ministry that while notifying vacancies to Employment Exchange concerned, the fact that a particular vacancy is reserved for Scheduled Castes|Scheduled Tribes|Ex-Servicemen is sometimes not indicated in the requisition placed on the Employment Exchange, with the result that candidates who are eligible for the reserved vacancy are not sponsored by the Exchange. It is requested that while notifying vacancies to the *Employment Exchange*, it should be clearly indicated in the requisition whether or not the vacancies are reserved for Scheduled Castes|Scheduled Tribes|Ex-Servicemen. Even if a vacancy is unreserved, this should be specifically stated in the requisition. The above points may be brought to the notice of all the authorities concerned, who may also be instructed to intimate the results of submission made by the Employment Exchange to the Exchange *within a period of one month*. If any of the vacancies reserved for Scheduled Castes|Scheduled Tribes|Ex-Serviceman is not filled by a candidate of the respective category sponsored by the

Employment Exchange, *specific* reasons therefor should be communicated to the Exchange.

Sd|-

Under Secretary to the Government of India.

To

All Ministries|Departments of the Government of India etc. etc.

APPENDIX VI

(Vide Chapter II of Report)

Statement showing State-wise number of trainees on roll and number of Scheduled Castes and Scheduled Tribes Trainees, among them under Craftsmen Training Scheme as on 31-1-1970.

State/Union Territory	Total No. of Trainees on roll	No. of S/C included in Col. 2	Percentage	No. of S/T included in Col. 2	Percentage
1	2	3	4	5	6
1. Andhra Pradesh . . .	7,452	1,019	13.7	55	0.74
2. Assam	1,797	119	6.6	125	7.0
3. Bihar	9,197	470	5.0	505	5.5
4. Gujarat . . .	3,946	270	6.8	181	4.5
5. Haryana . . .	3,901	698	17.8	10	0.2
6. Jammu & Kashmir	702	43	6.1	2	0.3
7. Kerala . . .	5,170	559	10.8	2	..
8. Madhya Pradesh	5,001	705	14.1	806	16.1
9. Maharashtra	13,283	1,137	8.6	218	1.6
10. Mysore . . .	4,200	566	13.4	31	0.74
11. Orissa	1,987	267	13.4	189	9.55
12. Punjab . . .	7,518	1,452	19.3	31	0.4
13. Rajasthan	1,838	409	22.2	21	0.69
14. Tamil Nadu	11,238	2,933	26.0	11	0.1
15. Uttar Pradesh . . .	14,984	1,887	12.6	36	0.24
16. West Bengal	6,021	592	9.8	49	0.081
17. Chandigarh	527	40	7.6	16	3.0
18. Delhi	3,583	260	7.2		
19. Goa . . .	88	1	1.1
20. Himachal Pradesh . . .	1,063	196	18.4	53	5.0
21. Manipur . . .	264	1	0.38	51	19.3
22. Pondicherry	199	16	13.4
23. Tripura . . .	18	1	5.6
All India Total . . .	1,03,897	13,641	13.13	2,402	2.31

APPENDIX VII

(Vide Chapter III of Report)

No. 27/4/67 (II) Est (SCT)

GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS

NEW DELHI-1, the 24th September, 1968.

2nd Asvina, 1890.

OFFICE MEMORANDUM

SUBJECT: *Recommendation No. 18 of the Working Group to study the progress of measures for land allotment to Scheduled Castes and their representation in Services. Reservation in temporary appointments.*

The Working Group under the Chairmanship of Shri M. R. Yardi, Additional Secretary, Ministry of Home Affairs to study the progress of measures for land allotment to Scheduled Castes and their representation in services has *inter alia* made the following recommendation:—

Recommendation No. 18

“Rules of reservation should also be extended to purely temporary posts. This would give an opportunity to Scheduled Castes applicants appointed against short term vacancies to gain experience which will facilitate their absorption later in regular vacancies.”

2. According to the existing orders, reservations are made for Scheduled Castes and Scheduled Tribes in all temporary appointments except those which are to last for less than 3 months. The recommendation of the Working Group has been considered and it has been decided that the aforesaid reservation orders should in future apply to all temporary appointments which are to last for 45 days or more. Accordingly, with effect from the date of issue of this O.M., reservations for Scheduled Castes and Scheduled Tribes should be made in all temporary appointments except appointments which are to last for less than 45 days.

3. Ministry of Finance etc. are requested to bring these instructions to the notice of all authorities under them.

4. This issues with the concurrence of the Comptroller and Auditor General of India in so far as persons serving under him are concerned.

Sd|-

Under Secretary to the Govt. of India.

To

All Ministries|Department of the Government of India etc. All Union Territories|Zonal Councils|Union Public Service Commission, and Attached and Subordinate offices of the Ministry of Home Affairs.

APPENDIX VIII

(Vide Chapter III of Report)

Number of registrations and placements effected by the Employment Exchanges in respect of Scheduled Castes, Scheduled Tribe and all other categories of applicants during the years 1965-69 and the number of such applicants who remained on the live register at the end of these years

Years	Scheduled Castes			Scheduled Tribe			Other Categories				
	Regis- trations	Placements Percent- age of placement to regis- trations	No. of Live Re- gister at the end of the year	Registra- tions	Placements Percent- age of placements to regis- trations	No. of Live Re- gister at the end of the year	Registra- tion	Placements Percent- age of placements to regis- trations	No. of Live Re- gister at the end of the year		
1965	4,40,546	13.0	2,91,758	86,793	21,571	24.9	51,945	34,30,266	4,89,939	14.3	22,41,770
1966	4,31,704	13.1	2,95,814	80,133	15,812	19.7	55,941	33,59,325	4,35,039	13.0	22,70,705
1967	4,21,272	11.3	3,05,978	69,695	9,024	12.9	55,968	34,20,781	3,73,943	10.9	23,78,489
1968	4,43,365	11.4	3,46,409	76,068	10,769	14.2	61,050	35,20,083	3,62,781	10.3	25,04,183
1969	4,71,094	10.9	3,82,571	99,077	15,237	15.4	80,896	36,30,523	3,65,524	10.1	29,60,418

APPENDIX IX

(Vide Chapter III of Report)

No. EEI 20/7/70

GOVERNMENT OF INDIA

MINISTRY OF LABOUR, EMPLOYMENT & REHABILITATION

DEPARTMENT OF LABOUR AND EMPLOYMENT (D.G.E.T.)

NEW DELHI, the 12th October, 1970.

To

All State Governments and Union Territories (Departments dealing with Employment)

SUBJECT: *Committee (of the Fourth Lok Sabha) on the elfare of Scheduled Castes and Scheduled Tribes—Fifth Report—Employment of Scheduled Castes and Scheduled Tribes in Services—Recommendation No. 1.9.*

Sir,

I am directed to refer to the Report of the Committee cited above and to invite the attention of the State Government|Administration to the following recommendation of the Committee:

Para 1.9—"The Committee note that a comprehensive survey on employment of Scheduled Castes through Employment Exchanges in certain selected States|Union Territory was conducted by the Directorate General of Employment and Training. They also noted with regret that according to the survey conducted by the Working Group, the extent of utilisation of employment exchanges by job seeker belonging to Scheduled Caste was low as compared to other employment seekers. The vacancies notified as reserved for Scheduled Caste applicants by State Government establishments formed only a small fraction of the total number of vacancies notified to the exchanges during the year 1966. According to the survey, a majority of the State Government establishments do not generally indicate the specific number of vacancies reserved for Scheduled

Castes while sending requisition to the employment exchanges though they indicate the preference for them in some cases.”

In this connection, I am to invite your attention to paragraph 2 of this Directorate General's letter No. EEI. 20/7/70 dated the 17th September, 1970. As suggested therein, I am to request you to kindly issue instructions to the offices|establishments under your control that they should specifically indicate in their requirements to the Employment Exchanges as to whether the vacancies notified are reserved for Scheduled Castes|Scheduled Tribes|Ex-servicemen, etc. Copies of the instructions issued by the State Government|Administration in this regard may be endorsed to this Directorate General for purposes of record.

Yours faithfully,

Sd|-

for Director General and Joint Secretary.

APPENDIX K

(Vide Chapter III of Report)

GOVERNMENT OF INDIA

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

DEPARTMENT OF LABOUR AND EMPLOYMENT (D.G.E. & T.)

No. EE. I.20|7|70.

NEW DELHI, the 17th September, 1970.

To

All State Governments and Union Territories (Department dealing with Employment.)

SUBJECT: *Committee (of the Fourth Lok Sabha) on the Welfare of Scheduled Castes and Scheduled Tribes—Fifth Report—Employment of Scheduled Castes and Scheduled Tribes in Services—Recommendation No. 1.10.*

Sir,

I am directed to refer to the Report of the Committee cited above and to invite the attention of the State Government|Administration to the following recommendation of the Committee:

Para 1.10. "The Committee also take note of the analysis made by the Working Group in regard to the reasons for non-absorption of Scheduled Caste candidates against reserved vacancies. They hope that the Department of Labour and Employment would take necessary action to implement the recommendations made by the Working Group so as to facilitate the absorption of Scheduled Castes in Services in large numbers."

The Working Group referred to in the above recommendation comprised of the representatives of the Ministry of Home Affairs, Department of Social Welfare, Planning Commission and the Directorate General of Employment and Training and was formed to go into the question of the recruitment of Scheduled Caste personnel in Government services at the Centre and in the States. This Working Group submitted its Report in August, 1967 and the relevant recom-

mentation of this Group referred to in para 1.10 of the Committee's Report is reproduced below:

"The Employment Officers were of the view that the notification of vacancies under Employment Exchanges (Compulsory Notification of Vacancies) Act should specifically indicate the number of vacancies against which Scheduled Caste candidates are required. This would facilitate submission and absorption of larger number of Scheduled Caste applicants particularly in State Government vacancies by the Employment Exchanges. Apart from the amendment in the form of notification of vacancies as pointed out some sort of executive instructions in this regard on the part of the State Government may also be necessary."

2. In this connection, your attention is invited to Rule 4(1) of the Employment Exchanges (Compulsory Notification of vacancies) Rules, 1960, as amended by the Government of India, Department of Labour and Employment, Notification No. G.S.R. 548 dated the 16th March, 1968 (copy enclosed—Annexure). The Rule, as amended, provides that when notifying vacancies to the appropriate Employment Exchanges, the employer should specifically indicate in his requisition as to whether the vacancies notified are reserved for Scheduled Castes|Scheduled Tribes|Ex-servicemen, etc. The Government of India in the Ministry of Home Affairs have also issued necessary instructions in this regard.

I am now to request you to kindly issue similar instructions to the offices|establishments under your control. A copy of the instructions issued in this regard may be endorsed to this Directorate General for purposes of record.

Yours faithfully,

Sd|-

*Deputy Director of Employment Exchanges
for Director General|Joint Secretary.*

ANNEXURE

PUBLISHED IN PART—II, SECTION 3(i) OF THE GAZETTE OF INDIA, DATED 23-3-1968.

GOVERNMENT OF INDIA

MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION

DIRECTORATE GENERAL OF EMPLOYMENT AND TRAINING

Dated New Delhi, the 16th March, 1968.

Phalguna , 1889.

NOTIFICATION

G.S.R. 548. In exercise of the powers conferred by section 10 of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 (31 of 1959), the Central Government hereby makes the following rules further to amend the Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1969, the same having been previously published as required by sub-section (I) of the said section, namely:—

1. These rules may be called the Employment Exchanges (Compulsory Notification of Vacancies), Amendment Rules, 1968.

2. In sub-rule (1) of rule 3 of the Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1960 (hereinafter referred to as the said rules), for clause (a) the following clause shall be substituted, namely:—

“(a) Vacancies in posts of a technical and scientific nature carrying a basic pay of Rs. 210|- or more per month occurring in establishments in respect of which the Central Government is the appropriate Government under the Act, and”.

3. Rule 4 of the said rules shall be re-numbered as sub-rule (1) of that rule, and—

(a) in sub-rule (1) as so re-numbered, for item 9, the following item shall be substituted, namely:—

“9. Whether there is any obligation or arrangement for giving preference to any category of persons such as Scheduled Castes, Scheduled Tribes, Ex-Servicemen and Physically handicapped persons in filling up the

vacancies, and if so, the number of vacancies to be filled by such categories or persons."

(b) after sub-rule (1) as so re-numbered, the following sub-rule shall be inserted, namely:—

"(2). The vacancies shall be re-notified in writing to the appropriate Employment Exchange if there is any change in the particulars already furnished to the Employment Exchange under sub-rule (1)".

4. In rule 8 of the said rules, for the words "The Collector or the Deputy Commissioner, as the case may be of the District in which the establishment is located" the words "The Director of Employment of the State in which the establishment is located" shall be substituted.

Sd/-

Under Secretary.

APPENDIX XI

Analysis of the action taken by the Government on the recommendations contained in the Fifth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

I. Total Number of Recommendations	24
II. Recommendations/observations that have been accepted by Government (<i>Vide</i> recommendations at S. Nos. 3 (para 2·13), 4 (para 2·14), 6 (paras 3·7-3·8), 7 (para 3·9), 9 (para 4·18), 11 (para 4·20), 13 (para 4·23), 14 (para 5·5) 15 (para 5·6) 16 (para 5·7) and 17 (para 5·8).)	
Number	12
Percentage to total	57
III. Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies (<i>vide</i> recommendations at S. Nos. 1 (paras 1·9—1·11), 2 (para 2·6), 5 (para 2·15), 8 (para 4·17) and 12 (para 4·21).)	
Number	7
Percentage to total	33·5
IV. Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration <i>Vide</i> recommendations at S. Nos. 10 (para 4·19) and 12 (para 4·22)	
Number	2
Percentage to total	9·5



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