

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

FIRST REPORT

MINISTRY OF TOURISM AND CIVIL AVIATION

Action taken by Government on the recommendations contained in the Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) on the Ministry of Tourism and Civil Aviation—Reservations for Scheduled Castes and Scheduled Tribes in Air India.

(Presented on the 6th December, 1971)



25

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CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES	(iii)
COMPOSITION OF STUDY GROUP VI (ACTION TAKEN REPORTS)	(v)
INTRODUCTION	(vii)
CHAPTER I—Report	I
CHAPTER II—Recommendations/Observations which have been accepted by Government	6
CHAPTER III—Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies.	13
CHAPTER IV—Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration	15
 APPENDICES :	
I. Recruitment made during the period from 1-11-1970 to 30-9-1971, showing the number of Scheduled Castes and Scheduled Tribes among others.	20
II. Recruitment made during the period from 1-11-1970 to 30-9-1971 in Class I, II and III posts.	22
III. Statement showing the dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes from 1-1-1968 to 30-9-1971.	23
IV. Number of posts, categoriwise, which were notified to individual Employment Exchanges and the number of posts for which no candidate could be sponsored by the Employment Exchange during the last five years.	29
V. Analysis of the action taken by Government on the recommendations contained in the Ninth Report of the Committee.	37

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULEDE TRIBES
(1971—73)

Sardar Buta Singh—*Chairman.*

MEMBERS

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2. Shri B. K. Daschowdhury
3. Shri D. Deb
4. Shri Hukam Chand Kachwai
5. Kumari Kamla Kumari
6. Shri Arjun Shripat Kasture
7. Shri M. Kathamuthu
8. Shri Kinder Lal
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22. Shri Balram Das
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24. Shri Ganeshi Lal Chaudhary
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27. Shri Brahmananda Panda
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29. Shri Sukhdev Prasad
30. Shri Melhupra Vero

SECRETARIAT

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

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

STUDY GROUP VI

(Action Taken Reports)

Sardar Buta Singh—*Chairman*

2. Shri G. A. Appan *Convener*
3. Shri Kartik Oraon
4. Shri K. P. Subramania Menon
5. Shri B. K. Daschowdhury
6. Shri Arjun Shripat Kasture
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10. Kumari Kamla Kumari
11. Shri Ganeshi Lal Chaudhary
12. Shri B. T. Kemparaj
13. Shri Nihar Laskar

SECRETARIAT

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

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 First Report (Fifth Lok Sabha) on Action Taken by Government on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes contained in their Ninth Report (Fourth Lok Sabha) on the Ministry of Tourism and Civil Aviation—Reservations for Scheduled Castes and Scheduled Tribes in Air India.

2. On the 14th October, 1971, an "Action Taken" Study Group was appointed to scrutinise the replies received from Government in pursuance of the recommendations made by the Committee in their earlier Reports. The Study Group was constituted with the following Members:

Sardar Buta Singh—*Chairman*

2. Shri G. A. Appan *Convener*
3. Shri Kartik Oraon
4. Shri K. P. Subramania Menon
5. Shri B. K. Daschowdhury
6. Shri Arjun Shripat Kasture
7. Shri S. M. Siddayya
8. Shri Sukhdev Prasad
9. Shri Golap Barbora
10. Kumari Kamla Kumari
11. Shri Ganeshi Lal Chaudhary
12. Shri B. T. Kemparaj
13. Shri Nihar Laskar

3. The draft Report was considered and adopted by the Study Group at their sitting held on the 22nd November, 1971, and finally adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the 27th November, 1971.

4. The Report has been divided into the following Chapters:

I. Report

II. Recommendations/Observations which 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.

5. An analysis of the action taken by Government on the recommendations contained in the Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) is given in Appendix V. It would be observed therefrom that out of 21 recommendations made by the Committee in their Ninth Report, 13 recommendations, i.e. 61.9 per cent, have been accepted by Government; the Committee do not desire to pursue 2 recommendations, i.e. 9.5 per cent in view of Government replies and 6 recommendations, i.e. 28.5 per cent in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

NEW DELHI;
November 29, 1971;
Agrahayana 8, 1893 (S).

BUTA SINGH,
Chairman,
Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

CHAPTER I

REPORT

This Report of the Committee deals with action taken by Government on the recommendations contained in their Ninth Report (Fourth Lok Sabha) on the Ministry of Tourism and Civil Aviation—Reservations for Scheduled Castes and Scheduled Tribes in Air India.

1.2. In their Ninth Report (Para 2.7), the Committee had desired that a cell should be set up in the Bureau of Public Enterprises for maintaining a live roster of Scheduled Caste and Scheduled Tribe candidates for the various posts (region-wise). The maintenance of such a roster would widen the scope of recruitment and facilitate absorption of Scheduled Caste and Scheduled Tribe candidates in public sector undertakings.

In their reply dated the 6th May, 1971, the Ministry of Tourism and Civil Aviation have stated as follows:

“The public enterprises enjoy administrative autonomy, subject to compliance with policy directives issued by the Government of India. Under instructions issued by the Government, rosters for the appointment of members of Scheduled Castes and Scheduled Tribes to the services of each enterprise have to be maintained by each management. Where the management are unable to find suitable candidates for giving effect to the prescribed reservations, they may need assistance of some organisation to locate suitable candidates. The question is whether the Bureau of Public Enterprises is a suitable organisation to take up such a role.

The employment policy of the Government of India is the responsibility of the Department of Labour and Employment who maintain a network of employment exchanges all over India to give effect thereto. The Bureau may not be in a position to maintain lists of members of Scheduled Castes and Scheduled Tribes who can be recommended for being appointed to the numerous types of posts at all levels in public enterprises spread all over India.”

In view of the fact that the employment policy of the Government of India is the responsibility of the Directorate of Manpower (Ministry of Home Affairs) or Department of Labour and Employment who maintain a network of employment exchanges all over India, the Committee would like to suggest that the Department of Labour and Employment should maintain a national register of technically qualified Scheduled Caste/Tribe candidates so that there should not be any difficulty for the public undertakings to draw their manpower requirements from that register.

1.3. In para 3.6 of their said Report, the Committee had desired that Air India should make reservations in the temporary appointments of more than 45 days in accordance with the orders of the Government of India.

In their reply dated the 6th May, 1971, the Ministry of Tourism and Civil Aviation have stated:

“Air India make temporary appointments only in short term vacancies arising out of the grant of leave or for the performance of casual or emergent work. Where a waiting list of approved candidates is available, temporary vacancies are offered to candidates on the waiting list but it is their experience that candidates on the approved list are not normally available to take up such temporary appointments. Since the necessity for such temporary appointments arises at very short notice or even without notice, the purpose would be defeated if Air India were to delay such temporary appointments on account of the procedure involved in following the reservation orders. While Air India will certainly offer short term vacancies to candidates of Scheduled Castes/Tribes whenever available, it may not be practicable to observe the reservation orders in respect of temporary vacancies of less than 3 months.”

The Committee fail to understand why it should not be possible for Air India to maintain a list of Scheduled Caste/Tribe candidates from whom the appointments may be made for short term vacancies of more than 45 days' duration. In the event of any of the Scheduled Caste/Tribe candidates failing to report for duty within a reasonable period, the Air India may fill up the vacancies with other candidates. The Committee would like to reiterate their recommendation.

1.4. The Committee had recommended in para 5.4 of the same Report that Air India should indicate the number of posts reserved

for Scheduled Castes and Scheduled Tribes in the advertisements published in newspapers and notifications sent to the Employment Exchanges. It was also recommended that precise reasons for the rejection of the Scheduled Caste/Tribe candidates, who had been sponsored by the Employment Exchanges, should be communicated to them.

In their reply dated the 6th May, 1971, the Ministry of Tourism and Civil Aviation have stated:

“Air India mention in the advertisements that 15 per cent of the vacancies are reserved for Scheduled Castes and 7½ per cent for Scheduled Tribes in accordance with the quota reservations prescribed by the Government. It may not be practicable for Air India always to mention the actual number of vacancies in the various categories and the numbers specifically reserved for Scheduled Castes and Scheduled Tribes since at the time of advertisement the Corporation may not have a clear idea about the number of candidates to be selected to fill existing and anticipated vacancies.”

The Committee are unhappy that while all the public undertakings under the Department of Defence Production and other controlling Ministries have agreed to state the actual number of posts reserved for Scheduled Castes/Tribes in advertisements issued, the Air India have found it impracticable to do so. Unless the specific number of posts reserved in each category for Scheduled Castes/Tribes is mentioned in the advertisements, it would not be possible for Air India to attract meritorious Scheduled Caste/Tribe candidates to fill up the vacancies. The Committee hope that Government will implement this recommendation made by the Committee in their report. They would also like that whenever Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges are not selected by the Air India, the reasons for rejection of such candidates should be communicated to the Employment Exchanges.

1.5. In para 9.5 of their said Report, the Committee had desired that before deservng a particular post, the Employment Exchanges should be approached to get Scheduled Caste and Scheduled Tribe candidates.

In their reply dated the 6th May, 1971, the Ministry of Tourism and Civil Aviation have stated:

“Employment Exchanges are invariably consulted while making recruitment to posts, including posts reserved for

Scheduled Castes and Scheduled Tribes. In this view a second consultation at the time of dereservation is not considered necessary."

The Committee regret to observe that the Ministry have not accepted the suggestion of the Committee that there should be a second consultation with the Employment Exchanges before dereserving a particular post. Dereservation is a step which should be sparingly resorted to. Before dereserving a post, the appointing authority should ensure that all avenues of recruitment were fully explored and suitably Scheduled Caste/Tribe candidates were not forthcoming. The Committee would like to reiterate their recommendation.

1.6. In para 10.5 of their Report, the Committee had desired that complaints cells should be set up in all the Regional Offices of Air India to redress the complaints and grievances of Scheduled Caste and Scheduled Tribe employees.

In their reply dated the 6th May, 1971, the Ministry of Tourism and Civil Aviation have stated:

"Air India has a well defined grievance procedure for dealing with complaints."

The Committee would like to reiterate the recommendation and stress that complaints cells should be set up in all the Regional Offices of Air India to redress the complaints and grievances of Scheduled Caste and Scheduled Tribe employees.

1.7. In para 11.7 and 11.8 of their said Report, the Committee had desired that Air India should adopt Government of India orders in regard to reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion at least in such categories of posts which are of non-technical nature.

In their reply dated the 6th May, 1971, the Ministry of Tourism and Civil Aviation have stated:

"It has not been possible for Air India to accept the principle of reservation of vacancies for Scheduled Castes/Scheduled Tribes in regard to posts filled by promotion. While Air India is anxious that the Scheduled Caste/Scheduled Tribe candidates get their full share in the appointments made in Air India, reservation of vacancies for promotion is likely to lead to deterioration in the morale of the employees and create industrial relation problems."

The Committee fail to understand why the orders issued by the Government of India in regard to reservation in promotions should not be made applicable in the Air India at least for posts of non-technical nature. As a matter of fact, all the Defence public undertakings under the Department of Defence Production have provided for reservation in promotions according to the Government of India orders on the subject. The Committee would like to reiterate their recommendation.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial No. 1, Para No. 1.7)

The Committee are distressed to note that although the Air India Corporation came into existence in August, 1953, the reservations for Scheduled Castes and Scheduled Tribes in the Corporation were adopted as late as 1st January, 1966, and that too after protracted correspondence and discussions between the Ministry of Tourism and Civil Aviation and the Corporation. In view of the mandatory provisions of Article 335 of the Constitution which lay down that the claims of the members of the Scheduled Castes and Scheduled Tribes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments to services and posts, it should have been obligatory on the part of the Air India to provide reservations for Scheduled Castes and Scheduled Tribes from the very beginning. As matters stand, on account of the delayed implementation of the Home Ministry's reservation orders, the Air India have deprived the Scheduled Castes and Scheduled Tribes of their due and legitimate rights guaranteed by the Constitution. The Committee, however, are glad that Government are conscious of the shortcomings and "Air India has now appreciated the need to put the matter right." The Committee hope that the Corporation would, as assured by the representative of the Ministry of Tourism and Civil Aviation, rectify the position as quickly as possible so that the Scheduled Castes and Scheduled Tribes are enabled to play a significant role in Air India.

Reply of Government

The observations of the Committee have been noted for necessary action by Air India.

[Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Serial No. 2, Para No. 2.6)

The Committee note that the Air India are maintaining, and also furnishing to the Bureau of Public Enterprises, periodical returns

and statistics about the share of Scheduled Castes and Scheduled Tribes in their recruitment. The Committee would, however, like to emphasise that mere maintenance of statistics is not an end by itself. The object of maintaining these statistics is to know the deficiency and shortfalls in the recruitment of Scheduled Castes and Scheduled Tribes in the Services and to underline the need for taking urgent remedial measures to make good the shortfalls.

Reply of Government

The observations of the Committee have been noted by Air India. [Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Serial No. 5, Para No. 3.5)

The Committee note the present percentages of reservations provided for Scheduled Castes and Scheduled Tribes in Air India. They hope that with the enhancement of the percentages of reservations by the Government of India for Scheduled Castes from 12½ per cent to 15 per cent and for Scheduled Tribes from 5 per cent to 7½ per cent in posts filled by direct recruitment on an all India basis the Corporation would also raise upwards the percentages of reservations for Scheduled Castes and Scheduled Tribes accordingly. In this connection, the Committee would like to invite the attention of the Ministry to the following observations made by the Ministry of Finance (Bureau of Public Enterprises) in relation to the enhancement of the percentages of reservations for Scheduled Castes and Scheduled Tribes in the services of public undertakings (*vide* 7th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes—4th Lok Sabha—p. 1):

“If the existing percentages of reservation for Scheduled Castes and Scheduled Tribes in Government services are revised upwards, on the basis of the population figures of 1961 census or otherwise, there may not be much objection to adopting these percentages for the Public Enterprises also.”

Reply of Government

Air India are following the roster on the basis of the revised percentages in regard to direct recruitment.

[Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 7, Paras Nos. 4.8 and 4.9)

The Committee note that while the Ministry of Home Affairs have provided relaxations and concessions for Scheduled Castes and Scheduled Tribes in the matter of recruitment, the Air India does not extend such concessions to Scheduled Castes and Scheduled Tribes at the time of recruitment for posts under the Corporation. Under the Ministry of Home Affairs' order No. 8|10|66-Est(C), dated the 15th May, 1967, "The appointing authorities will have discretion to select, for vacancies reserved for Scheduled Castes and Scheduled Tribes candidates belonging to these communities who may be of a lower standard than candidates of other communities, so long as the Scheduled Castes and Scheduled Tribes candidates have the prescribed minimum educational, technical and other essential qualifications and the appointing authorities are satisfied that the lowering of standards will not unduly affect the maintenance of efficiency of administration." The Air India does not appear to have acted accordingly to these instructions laid down by the Ministry of Home Affairs in this behalf.

The Committee further note that although the Ministry of Home Affairs, vide their O.M. No. 16|1|65-Est(C), dated the 20th July, 1965, have laid down that the Scheduled Caste and Scheduled Tribe candidates should, wherever possible, be taken for interview in a separate bloc and preferably on a separate date so that they are not judged in comparison with general candidates, the Air India do not interview such candidates in separate blocs and on separate dates. The Committee feel that due to non-adoption of these orders, the Scheduled Castes and Scheduled Tribes candidates are at great disadvantage as compared to other candidates insofar as recruitment in Air India is concerned. Had the Air India implemented the orders of the Ministry of Home Affairs, it would have been possible for them to recruit suitable Scheduled Caste candidates for the post of Junior Cabin|Catering Assistant for which 48 Scheduled Caste candidates were interviewed and not, judged suitable. The Committee, therefore, recommend that the Ministry should take up with the Air India the question of adopting all the orders issued by the Government of India insofar as concessions for Scheduled Castes and Scheduled Tribes are concerned.

Reply of Government

Air India have relaxed standards and make special selections in the recruitment of Scheduled Castes/Scheduled Tribes wherever

possible in the categories of Clerks, Typists, Assistant Flight Pursers, Trainee Technicians and Graduate Engineers.

[Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Further Information supplied by Government

The actual intake in Air India of Scheduled Castes and Scheduled Tribes along with other candidates in the categories of Clerks, Typists, Assistant Flight Pursers, etc. for the period November 1, 1970 to September 30, 1971, is shown in Appendix I.

[Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated the 18th November, 1971].

Recommendation (Sl. No. 9, Para No. 5.5)

The Committee urge that the advertisements for recruitment to the various posts in Air India should be published in local newspapers (including daily/weekly newspapers which are exclusively devoted to the cause of Scheduled Castes and Scheduled Tribes) in addition to the leading national papers. The Air India should also notify the vacancies to different regions and to Scheduled Castes| Scheduled Tribes Organisations in these regions.

Reply of Government

The observations of the Committee have been noted.

[Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 10, Para No. 6.19)

The Committee note that there is no representation of Scheduled Castes and Scheduled Tribes in Class I service in Air India. In Class II service, their representation is negligible. In Class III service, except in the grade of Rs. 100—190 meant for Chowkidars, Watchmen, Peons, etc., the representation in other categories of posts is insignificant. The Committee cannot over-emphasise the need for taking immediate necessary steps to make up the shortfalls. The Committee hope that, as assured during evidence, Air India will hold special recruitments to clear the backlog. The Ministry of Tourism and Civil Aviation should also see that Air India scrupulously observes all the orders of the Government of India in regard to the concessions|relaxations provided for Scheduled Castes and Scheduled Tribes.

Reply of Government

The observations of the Committee have been noted. The Corporation have been addressed once again to make every effort to improve the intake of candidates of Scheduled Castes/Tribes.

[Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Further Information supplied by Government

The intake of Scheduled Castes/Scheduled Tribes and others in Class I, II and III services/posts respectively in Air India for the period November 1, 1970 to September 30, 1971 is shown in Appendix II.

[Ministry of Tourism and Civil Aviation O.M. No. 4-AC(4)/70, dated the 18th November, 1971].

Recommendation (Sl. No. 11, Para No. 6.20)

The Committee regret to note that not a single Scheduled Caste/Tribe candidate was selected for the post of Air Hostess during the years 1966 to 1968. The Committee feel that Scheduled Caste/Tribe candidates appearing for interview for the post of Air Hostess were not judged according to the relaxed standards. In the opinion of the Committee, when a candidate is called for interview, he or she must have been deemed to have possessed the minimum qualifications required for the post. Otherwise, such candidate would not have been called for interview. In the face of this, the Committee are unable to understand the reasons for rejection of Scheduled Caste/Tribe candidates for the post of Air Hostess at the interview stage, thus depriving them of their reserved quota. The Committee suggest that in future full reasons for the rejection of Scheduled Caste/Tribe candidates for the vacancies reserved for them should be recorded.

Reply of Government

Air India have assured Government that they would make every effort to recruit candidates in these categories, provided they satisfy the minimum standards laid down for them which are, in fact, lower than those applicable to other candidates. The reasons for the rejection of Scheduled Caste/Scheduled Tribe candidates will in future be recorded as suggested by the Committee.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 12, Para No. 6.21)

While the Committee agree that there are certain spheres of activity where one cannot accept any compromise in regard to maintenance of specific standards, there are many other spheres where relaxation of standards is possible. The Committee feel encouraged by the assurance given by the representative of Air India that a special effort will be made "to get people who are a little below standard, give them intensive training in a specific period of time and, if they come to the required standard, absorb them."

Reply of Government

The views of the Committee have been noted and necessary action is being taken accordingly.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 13, Para No. 7.4)

The Committee are glad to be informed that Air India is maintaining 40-Point roster and the appointments are being made accordingly. They hope that the Ministry of Tourism and Civil Aviation will take early action to set up a cell in the Ministry which will make periodical inspection of the roster maintained by Air India.

Reply of Government

A separate cell has started functioning in the Ministry with effect from 6th June, 1970.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 14, Para No. 8.5)

The Committee are happy to be informed that Air India has decided to select the best among the Scheduled Castes and Scheduled Tribes while making recruitment and give them special in-service training. This in fact was the recommendation of the Yardi Working Group which has been accepted by the Government of India.

Reply of Government

The observations of the Committee have been noted and action is already being taken on these lines.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 15, Para No. 8.6)

The Committee also suggest that Scheduled Caste and Scheduled Tribe employees should be encouraged to join Workers' Education Scheme.

Reply of Government

The observations of the Committee have been noted by Air India. [Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 18, Para No. 9.6)

The Committee recommend that the posts which have been deserved should be carried forward for three recruitment years instead of two recruitment years in terms of the Ministry of Home Affairs Office Memorandum No. 27/25/68-Est.(SCT), dated the 25th March, 1970.

Reply of Government

This is being followed in Air India.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 19, Para No. 10.4)

The Committee note that the Chief Personnel Officer in Air India has been appointed to work as a Liaison Officer to ensure that the Government of India orders about reservations are implemented by the appointing authorities. They are, however, doubtful if the Chief Personnel Officer with his other administrative duties will be able to spare time to attend to this work. The Committee hope that the Corporation would review the position after a period of time to see whether the Liaison Officer is able to work effectively and improve the representation of Scheduled Castes and Scheduled Tribes in Air India.

Reply of Government

The observations of the Committee have been noted by the Corporation.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

CHAPTER III

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

Recommendation (Sl. No. 4, Para No. 2.8)

The Committee also desire that the Bureau of Public Enterprises should watch the percentages of reservations prescribed for Scheduled Castes and Scheduled Tribes in Air India. The deficiencies, if any, found in the representation of Scheduled Castes and Scheduled Tribes in services of Air India should immediately be brought to the notice of the Ministry of Tourism and Civil Aviation and Air India so that effective remedial measures could be taken.

Reply of Government

Clear-cut instructions exists for the periodical receipt of statistical returns with dead-lines prescribed in each case and for their review and analysis, both in the administrative Ministry and in the Bureau of Public Enterprises, with a view to taking remedial action wherever called for.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Recommendation (Sl. No. 16, Para No. 9.4)

The Committee are distressed to find that the procedure for dereservation of reserved vacancies as per the Government of India orders has not been followed by Air India and posts have been dereserved year after year without prior approval of the Ministry of Home Affairs. The Committee stress that before dereservation of posts, prior approval of the Ministry of Home Affairs should be taken. They also desire that all the cases of dereservation should be reported to the Ministry of Tourism and Civil Aviation|Commissioner for Scheduled Castes and Scheduled Tribes with a note indicating the efforts made to get the suitable candidates for their information.

Reply of Government

The question of referring cases of dereservation to the Ministry of Home Affairs should arise only in the case of Government Departments. In the case of autonomous bodies like Air India, approval

of the Board of Directors|Managing Director is required. So far as Air India is concerned, the powers of recruitment are vested in the respective Departments and it has been laid down that the approval of the General Manager should be taken for dereservation of reserved vacancies.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Comments of the Committee

The Committee accept the reply of the Government but they would recommend that the Air India should specify the category of dereservation cases which must be referred to the Board of Directors for prior approval as also the cases that should be disposed of at the level of the Managing Director.

CHAPTER IV

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

Recommendation (Serial No. 3, Para No. 2.7)

The Committee agree with the views of the representative of Air India that it would be desirable to set up a Cell in the Bureau of Public Enterprises for maintaining a live roster of Scheduled Caste and Scheduled Tribe candidates for the various posts (region-wise). The Committee feel that the maintenance of such a roster would widen the scope of recruitment and facilitate absorption of Scheduled Caste and Scheduled Tribe candidates in public sector undertakings.

Reply of Government

The public enterprises enjoy administrative autonomy, subject to compliance with policy directives issued by the Government of India. Under instructions issued by the Government, rosters for the appointment of members of scheduled castes and scheduled tribes to the services of each enterprise have to be maintained by each management. Where the management are unable to find suitable candidates for giving effect to the prescribed reservations, they may need assistance of some organisation to locate suitable candidates. The question is whether the Bureau of Public Enterprises is a suitable organisation to take up such a role.

The employment policy of the Government of India is the responsibility of the Department of Labour and Employment who maintain a network of employment exchanges all over India to give effect thereto. The Bureau may not be in a position to maintain lists of members of scheduled castes and scheduled tribes who can be recommended for being appointed to the numerous types of posts at all levels in public enterprises spread all over India.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Comments of the Committee

Please see Chapter I (Para 1.2)

Recommendation (Serial No. 6. Para No. 3.6)

The Committee find that reservation does not apply to temporary appointments of less than 3 months duration. The Committee find no justification for not making reservations in the temporary appointments of more than 45 days in accordance with the orders of the Government of India. The Committee hope that this matter would be looked into by the Ministry.

Reply of Government

Air-India make temporary appointments only in short vacancies arising out of the grant of leave or for the performance of casual or emergent work. Where a waiting list of approved candidates is available, temporary vacancies are offered to candidates on the waiting list but it is their experience that candidates on the approved list are not normally available to take up such temporary appointments. Since the necessity for such temporary appointments arises at very short notice or even without notice, the purpose would be defeated if Air-India were to delay such temporary appointments on account of the procedure involved in following the reservation orders. While Air-India will certainly offer short term vacancies to candidates of Scheduled Castes/Tribes whenever available, it may not be practicable to observe the reservation orders in respect of temporary vacancies of less than 3 months.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Comments of the Committee

Please see Chapter I (Para 1.3)

Recommendation (Serial No. 8. Para 5.4)

The Committee are unhappy to find that the actual number of posts reserved for Scheduled Castes and Scheduled Tribes is not mentioned in the advertisements and instead only the percentage of reservations is stated. They recommend that in future the number of posts reserved for Scheduled Castes and Scheduled Tribes should be indicated in the advertisements published in newspapers and notifications sent to the Employment Exchanges. The Committee further recommend that precise reasons for the rejection of the Scheduled Caste/Tribe candidates, who have been sponsored by the Employment Exchanges should be communicated to them.

Reply of Government

Air-India mention in the advertisements that 15 per cent of the vacancies are reserved for Scheduled Castes and 7½ per cent for Scheduled Tribes in accordance with the quota reservations prescribed by the Government. It may not be practicable for Air-India always to mention the actual number of vacancies in the various categories and the numbers specifically reserved for Scheduled Castes and Scheduled Tribes since at the time of advertisement the Corporation may not have a clear idea about the number of candidates to be selected to fill existing and anticipated vacancies.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Comments of the Committee

Please see Chapter I (Para 1.4)

Recommendation (Serial No. 17, Para 9.5)

The Committee hope that before dereserving a particular post, the Employment Exchanges will be approached to get Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

Employment Exchanges are invariably consulted while making recruitment to posts, including posts reserved for Scheduled Castes and Scheduled Tribes. In this view a second consultation at the time of dereservation is not considered necessary.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Further Information supplied by Government

The exact extent of dereservation in Air-India in respect of the various posts during the years 1968 to 30th September 1971, along with the number of vacancies carried forward as on 30th September 1971, is shown in Appendix III. The reason why we are giving the figures from 1968 onwards is that Air-India accepted the principle of dereservation and carry forward of vacancies only with effect from the year 1968.

The number of posts, categorywise, which were notified to the individual Employment Exchanges and the number of posts for which no candidate could be sponsored by the Employment Exchanges during the last five years are shown in Appendix IV. In general,

it may be stated that apart from the Clerical and allied categories, it has been extremely difficult, at times impossible, to get any or more than a handful of applications from Scheduled Caste and Scheduled Tribe applicants and often even these are not fully qualified to apply for the jobs.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated the 18th November, 1971].

Comments of the Committee

Please see Chapter I (Para 1.5)

Recommendation (Serial No. 20, Para No. 10.5)

The Committee desire that complaints Cells should be set up in all the Regional Offices of Air India to redress the complaints and grievances of Scheduled Caste and Scheduled Tribe employees.

Reply of Government

Air-India has a well defined grievance procedure for dealing with complaints.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Comments of the Committee

Please see Chapter I (Para 1.6).

Recommendation (Serial No. 21, Paras Nos. 11.7 and 11.8)

The Committee are not convinced by the arguments advanced during the course of evidence by the representative of Air India regarding non-adoption of orders in regard to reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion. They do not see any reason why Government of India orders in regard to reservations for Scheduled Castes and Scheduled Tribes in posts filled by promotion should not be followed by Air India.

The Committee hope that as assured by the representative of the Ministry of Tourism and Civil Aviation, Air India would fall in line with the procedure that is being followed in other Government Departments, at least in such categories of posts which are of non-technical nature.

Reply of Government

It has not been possible for Air-India to accept the principle of reservation of vacancies for Scheduled Castes/Scheduled Tribes in regard to posts filled by promotion. While Air-India is anxious that the Scheduled Caste/Scheduled Tribe candidates get their full share in the appointments made in Air-India, reservation of vacancies for promotion is likely to lead to deterioration in the morale of the employees and create industrial relation problems.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(4)/70, dated 6th May, 1971].

Comments of the Committee

Please see Chapter I (Para 1.7)

BUTA SINGH,

Chairman,

NEW DELHI;

November 29, 1971.

Agrahayana 8, 1893 (S).

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

APPENDIX I

Recruitment made during the period from 1-11-1970 to 30-9-1971, showing the number of Scheduled Castes and Scheduled Tribes among others.

Sr. No.	Category	S/C	S/T	Others	Total
1	Training Manager			1	1
2	Sr. Medical Officer			1	1
3	Programme O.R. Analyst			2	2
4	Computer Operator			6	6
5	Technical Officer			12	12
6	Engineer II			2	2
7	Jr. Technical Officer			4	4
8	Asst. Station Superintendent			24	24
9	Air Hostess	3	1	81	85
10	Asst. Flight Purser	10	2	37	49
11	Programme Trainee			6	6
12	Engineer III			1	1
13	Works Inspector			2	2
14	Receptionist			10	10
15	Receptionist (Delhi)			1	1
16	Receptionist (Madras)			1	1
17	Draughtsman			1	1
18	Technical Assistant	1		1	2
19	Aircraft/Plant Technician	2		104	106
20	Painter		1	1	2
21	Welder	1		2	3
22	Carpenter			1	1
23	Mason			1	1
24	Tailor	3		1	4
25	Jr. Nurse	1			1
26	Stenographers			11	11
27	Stenographer (Delhi)			3	3
28	Stenographer (Calcutta)			1	1
29	Storekeeper	1		9	10
30	Storekeeper (Calcutta)			1	1
31	Traffic Assistant	7		58	65
32	Traffic Asst. (Delhi)	7	1	46	54
33	Traffic Asst. (Calcutta)	6		12	8
34	Typist—Typist Clerk	11		24	35
35	Typist-Clerks (Delhi)			1	1

Sr. No	Category	S/C	S/T	Others	Total
36	Typist-Clerk (Madras)	..	..	2	2
37	Clerk	11	1	26	38
38	Clerk (Delhi)	..	..	1	1
39	Comptist	..	..	1	1
40	Catering Asst. (Delhi.)	..	..	1	1
41	Telex Operator (Delhi)	2	..	2	4
42	Telex Operator	..	..	1	1
43	Telephone Operator	1	..	6	7
44	Progress Clerk	2	..	4	6
45	Overseer	..	..	2	2
46	Teleprinter Mechanic	..	..	1	1
47	Jr. Puncher	..	..	8	8
48	Compounder	..	..	1	1
49	Graduate Engineer Trainee	8	1	41	50
50	Trainee Technician	2	..	55	57
51	Driver	1	1	4	6
52	Despatch Rider	..	..	3	3
53	Cleaner/Loader/Peon/Handyman	31	5	28	64
54	Chowkidar	8	..	9	17
55	Chowkidar (Delhi)	2	..	3	5
56	Chowkidar (Madras)	..	..	1	1
57	Handyman (Madras)	..	..	3	3
		121	13	672	806

APPENDIX II

*Recruitment made during the period from 1-11-1970 to 30-9-1970 in
Class I, II & III posts.*

Group	S/C	S/T	Other	Total
Class I	8	1	99	108
Class II	71	6	522	599
Class III	42	6	51	99
Total :	121	13	672	806

APPENDIX III

Statement showing the dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes from 19-1-1968 to 30-9-1971

Class of Post	No. of reserved vacancies reserved i. e. against which non-Scheduled Castes were appointed.				No. of vacancies carried forward as on 30-9-1971				No. of vacancies reserved against which Scheduled Tribes were appointed	Upto 30th Sept. 1971	No. of vacancies carried forward as on 30-9-1971.	
	1968	1969	1970	Up to 30th Sept. 71	1968	1969	1970	Upto 30th Sept. 1971				
I	2	3	4	5	6	7	8	9	10	11	12	
Class I												
(1) All categories of staff of and above level of Assistant in Station Superintendent in Commercial Department	2	3	3	4	1968 1969 1970 1971	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .
(2) All categories of and above the level of Junior Accountant and Junior Officers in Accounts Department	1	—	2	—	1968 1969 1970 1971	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .
(3) All categories of staff and above the level of Junior Officer in Operations Department	2	—	1	—	1968 1969 1970 1971	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .	. . . .. . . .. . . .. . . .

I 2 3 4 5 6 7 8 9 10 11 I

(4) All categories of staff and above the level of Junior Officer and Aircraft Maintenance Engineer III of Engineering Department.

1968 . : . 1968 . : .
 1969 . : . 1969 . : .
 1970 . : . 1970 . : .
 1971 . : . 1971 . : .

12 1 1 1 5

(5) All categories of staff of and above the level of Assistant Superintendent in Stores Department.

(6) All categories of staff of and above the level of Junior Officer in the personnel Department

1968 . : . 1968 . : .
 1969 . : . 1969 . : .
 1970 . : . 1970 . : .
 1971 . : . 1971 . : .

(7) All categories of the above the level of Junior Officer in Head Office

1968 . : . 1968 . : .
 1969 . : . 1969 . : .
 1970 . : . 1970 . : .
 1971 . : . 1971 . : .

Class II & III

(8) Receptionist

1968 . : . 1968 . : .
 1969 . : . 1969 . : .
 1970 . : . 1970 . : .
 1971 . : . 1971 . : .

3 1 1 1 1

(9) Traffic Assistant	1968	1					1968	3
	1969	5					1969	2
	1970	4					1970	2
	1971	9	3	2	2	4	1971	—
	8-1-71	5	4	10				
(3) Teleprinter Operator and Telephone Operator	1968	—					1968	1
	1969	—					1969	—
	1970	—					1970	1
	1971	1	1	—	1	—	1971	—
		1	—	1	1	—		
(4) Drivers, Mechanics and Allied categories for Transport workshop and Telex Section etc.	1968	—					1968	—
	1969	—					1969	—
	1970	1					1970	1
	1971	1	1	1	1	1	1971	1
		—	—	1	1	1		
(5) Clerical & Allied categories for which recruitment is made directly by Engineering Deptt.	1968	—					1968	1
	1969	—					1969	1
	1970	—					1970	1
	1971	2	1	1	1	1	1971	1
		—	1	1	1	1		
(6) Aircraft Technicians and Allied categories	1968	—					1968	—
	1969	—					1969	1
	1970	19					1970	12
	1971	22	4	3	12	10	1971	10
	7	6	26	22	4	3		
(7) Stenographers for all Departments	1968	2					1968	1
	1969	2					1969	1
	1970	3					1970	1
	1971	1	1	1	1	1	1971	1
	2	2	3	1	1	1		

	1	2	3	4	5	6	7	8	9	10	11	12
(8) Clerks including Typists and Typist-Clerks of all Departments						1968 1969 1970 1971	— — — 8		4 5 3 4		1968 1969 1970 1971	1 5 3 4
(9) Storekeeper						1968 1969 1970 1971	— 1 — 1		1 — — —	1968 1969 1970 1971	1 — — 1	
(10) Assistant Flight Pursers						1968 1969 1970 1971	— — 8 6		2 — 5 2		1968 1969 1970 1971	— — 5 2
(11) Air Hostess						1968 1969 1970 1971	1 16 11		1 3 3 4		1968 1969 1970 1971	— — 2 4
(12) Junior-Senior Security Assistant, Junior Incharges & Allied categories recruited by Head Office						1968 1969 1970 1971	— 1 — 1		— — — 1		1968 1969 1970 1971	1 — — 1

(13) Chowkidar & other unskilled categories recruited by Head Office	1968	—		—	—	—	1968	—
	1969	—		—	—	—	1969	—
	1970	—		—	—	—	1970	—
	1971	1	—	—	—	1	1971	1
(14) All categories in the lowest grade and heads of unskilled categories	1968	—		—	—	—	1968	—
	1969	—		—	—	—	1969	—
	1970	—		—	—	—	1970	—
	1971	—	—	—	5	1	3	1
Outstations in India :								
Delhi :								
Group I : All clerical categories and Traffic Assistant (including drivers) of the station and off line offices	1968	—		—	—	—	1968	—
	1969	—		—	—	—	1969	1
	1970	—		—	—	—	1970	—
	1971	5	3	7	8	2	1	4
Group II : All unskilled categories of the station and the off line offices	1968	—		—	—	—	1968	2
	1969	—		—	—	—	1969	1
	1970	—		—	—	—	1970	—
	1971	—	—	—	—	2	1	—
Calcutta :								
Group I : All clerical categories, Traffic Assistant (including Drivers) of the station and off line offices	1968	—		—	—	—	1968	1
	1969	—		—	—	—	1969	1
	1970	—		—	—	—	1970	1
	1971	1	1	3	2	1	1	1

	1	2	3	4	5	6	7	8	9	10	11	12
Group II : All unskilled categories of the station and the off line offices .						1968 1969 1970 1971					1968 1969 1970	
Madra :												
Groups I : All clerical categories & Traffic Assistant (including Drivers) of the station and the off line offices .		2	1	2		1968 1969 1970 1971			2		1968 1969 1970 1971	1 2
Group II : All unskilled categories of the station & the off line offices .						1968 1969 1970 1971					1968 1969 1970 1971	1 1

APPENDIX IV

Number of posts, categorieswise, which were notified to individual Employment Exchanges and the number of posts for which no candidate could be sponsored by the Employment Exchanges during the last five years.

Sr. No.	Year	Category	No. of posts notified	No. of candidates sponsored	Remarks
1	2	3	4	5	6
Engineering Department					
1	1967	(1) Technical Assistant .	1		We have not received a single recommendation from any of the Employment Exchanges sponsoring Scheduled Castes and Scheduled Tribes candidates for Employment.
		(2) Plant Technician .	1		
2	1967	Trainee Technician .	25		
3	1967	Plant Technician .	1		
4	1967	Trainee Technician .	40		
5	1967	Jr. Technical Officer	2		
6	1967	Technical Assistant	1		
7	1967	Librarian .	1		
8	1967	Aircraft Technician	15		
9	1967	Aircraft Technician	15		
10	1967	(1) Progress Clerk	5		
		(2) Painter	2		
		(3) Tailor	2		
11	1967	Jr. Technical Officer	2		
12	1967	Trainee Technician .	25		
13	1967	Technical Officer .	1		
14	1968	A. M. E. (Trainee)	13		
15	1968	A. M. E. Grade III	10		
16	1968	(1) Jr. Technical Officer	1		
		(2) Works Inspector (Civil)	1		
		(3) Works Inspector (Electrical)	1		
		(4) Sub-Overseer .	1		
17	1968	A.M.E. (Trainee) .	10		
18	1968	Works Inspector .	3		
19	1968	Works Inspector .	2		
20	1968	(1) Technical Assistant	3		
		(2) Jr. Progress Clerk .	2		
21	1968	(1) Plant Technician .	3		
		(2) Painter .	1		
22	1968	Plant Technician .	4		
23	1969	Jr. Technical Officer .	3		
24	1969	Technical Officer .	1		
25	1969	Draughtsman .	2		
26	1969	A. M. E. Grade—III .	5		
27	1969	Jr. Technical Officer .	1		
28	1969	G. E. (Trainee) .	8		
29	1969	Sub-Overseer .	5		
30	1969	Painter .	2		

1	2	3	4	5	6
31	1969	(1) Plant Technician	2		
		(2) Painter	2		
32	1969	Plant Technician	1		
33	1969	Progress Clerk	2		
34	1969	Jr. Technical Officer	2		
35	1969	Works Inspector	4		
36	1969	Trainee Technician	20		
37	1970	A. M. E. Grade—III	6		
38	1970	Welder	1		
39	1970	(1) Jr. Technical Officer	1		
		(2) Painter	3		
40	1970	(1) Aircraft Technician	5		
		(2) Plant Technician	3		
		(3) Plumber	2		
41	1970	Technical Officer	2		
42	1970	(1) Works Inspector	1		
		(2) Sub-Overseer	3		
43	1970	(1) Grad. Engr.(Trainee)	20		
		(2) Trainee Technician	20		
		(3) Plant Technician	4		
44	1970	Technical Officer	2		
45	1970	(1) Carpenter	1		
		(2) Mason	1		
46	1970	(1) Jr. Technical Officer	1		
		(2) Engineer—III	1		
		(3) Technical Officer	2		
		(4) Engineer—II	1		
47	1970	Plant Technician	16		
48	1971	A.M.E. Grade—III	10		
49	1971	(1) Technical Officer	3		
		(2) Jr. Technical Officer	3		
50	1971	(1) Works Inspector	2		
		(2) Plant Technician	4		
		(3) Aircraft Technician	4		
		(4) Trainee Technician	4		
		(5) Sub-Overseer	4		
51	1971	Tailor	9		
52	1971	Technical Officer	1		
53	1971	Progress Clerk	6		
54	1971	Works Inspector	1		
55		(1) Technical Officer	3		
		(2) Plant Technician	6		
		(3) Welder	2		
		(4) Tailor	2		
		(5) Trainee Technician	10		
56	1971	Plant Technician	1		
57	1971	(1) Jr. Technical Officer	2		
		(2) Plant Technician	6		
		(3) Trainee Technician	10		
58	1971	Carpenter	12		
<i>Operations Department</i>					
1	1967	Sr. Teleprinter Operator	5		Non-availability certificate issued by Employment Exchanges.
2	1967	Teleprinter Mechanic	1		Do.
3	1967	Sr. Teleprinter Operator	3		Do.
4	1967	Sr. Teleprinter Operator	2		Do.

1	2	3	4	5	6
5	1968	Jr. Teleprinter Operator	1	2	
6	1968	Jr. Teleprinter Operator	2	4	
7	1968	Sr. Teleprinter Operator	2	2	
8	1969	Jr. Teleprinter Operator	2		No reply received from Employment Exchange.
9	1970	Jr. Teleprinter Operator	6		Do.
10	1970	Sr. Teleprinter Operator	2		Non-availability certificate issued by Employment Exchange.
11	1970	Sr. Teleprinter Operator	4	3	No candidate reported for interview.
12	1971	Teleprinter Mechanic .	1		Non-availability certificate issued by Employment Exchange.
13	1971	Teleprinter Operator	2	1	
14	1971	Asstt. Commn. Supdt.	1	4	
15	1971	Flight Operations Officer	6		No reply from E.E.

Personnel Department

1	1967	Dy. Supdt. Catering .	3		
2	1967	Stenographers .			In order to prepare wait list
3	1967	Jr. Clerk	4		
4	1967	Sweeper	1		
5	1967	Jr. Clerk (Accounts)	10		
6	1967	Asstt. Flight Pursers	36		
7	1967	Typist-Clerks	10		
8	1967	Drivers	10		plus in order to prepare waitlist
9	1967	Despatch Rider	1		plus in order to prepare waitlist
10	1967	Jr. Clerks			In order to prepare waitlist
11	1967	Technician (Part-time)	1		
12	1967	Chowkidars	9		plus in order to prepare waitlist
13	1967	Peon	1		plus in order to prepare waitlist ;
14	1967	Jr. Comptist	4		plus in order to prepare waitlist

1	2	3	4	5	6
15	1967	Sr. Traffic Asst.	.	25	plus w/I
16	1967	Jr. Simulator Instruc-	.		
		tors	.	2	
17	1967	Air Hostesses	.	68	plus w/I
18	1967	Stenographers	.	5	plus w/I
19	1968	Sr. Security Asstt.	.	5	plus w/I
20	1968	Jr. Technical Officers	.	4	
21	1968	Stenographers	.	4	plus w/I
22	1968	Asst. Accounts Officer	.	5	plus w/I
23	1968	Typist-Clerks	.	8	plus w/I
24	1968	Gardner	.	1	plus w/I
25	1968	Sweeper	.	1	plus w/I
26	1968	Pilots	.	Few	
27	1968	Drivers	.	5	plus w/I
28	1968	Security Supdts.	.	3	plus w/I
29	1968	Flt. Operations Officers	.	Few	
30	1968	Stenographers	.	7	plus w/I
31	1968	Handyman	.	3	plus w/I
32	1968	Typist-Clerk	.	1	plus w/I
33	1968	Jr. Clerk	.	1	plus w/I
34	1968	Typist-Clerk	.	w/I	
35	1968	Jr. Canteen Assts.	.	2	plus w/I
36	1968	Jr. Clerk (Accounts)	.	5	plus w/I
37	1968	Jr. Officer In-charge	.		
		sports	.	1	
38	1968	Jr. Comptists	.	2	plus w/I
39	1968	Jr. Storekeepers	.	2	plus w/I
40	1968	Transport Asst.	.	1	plus w/I
41	1968	Peons	.	2	plus w/I
42	1968	Jr. Compounder	.	1	plus w/I
43	1968	Jr. Clerks	.	3	plus w/I
44	1968	Jr. Storekeeper	.		
		(Medical Clinic)	.	1	plus w/I
45	1968	Jr. Comptists	.	2	plus w/I
46	1968	Sr. Telephone Operator	.	3	plus w/I
47	1968	Despatch Riders	.	2	plus w/I
48	1968	Jr. Clerks (Accounts)	.	5	plus w/I
49	1968	Sr. Clerks (Canteen)	.	2	plus w/I
50	1968	Chowkidars	.	9	plus w/I
51	1968	Stenographers	.	6	plus w/I
52	1968	Plant Technician	.		
		(Spray Painter)	.	1	plus w/I
53	1968	Teleprinter Operator	.	2	plus w/I
54	1969	Jr. Canteen Assts.	.	2	plus w/I
55	1969	Sr. Dy. Superintendent	.	1	
56	1969	Dy. Superintendent	.	1	
57	1969	Drivers	.	3	plus w/I
58	1969	Cleaners (Machine	.		
		Operators, Cutter/	.		
		Binder)	.	3	plus w/I
59	1969	Jr. Compounder	.	1	plus w/I
60	1969	Jr. Time-Keeper	.	w/I	
61	1969	Jr Security Asst.	.	3	plus w/I
62	1969	Sr. Security Asst.	.		
63	1969	Nurse	.	1	plus w/I
64	1969	Jr. Clerk	.	w/I	
65	1969	Sr. Acconts Officer	.	2	plus w/I
66	1969	Asst. Accounts Officer	.	5	plus w/I
67	1969	Jr. Time-Keeper	.	1	plus w/I
68	1969	Sr. Traffic Asst.	.	w/I	

1	2	3	4	5	6
69	1969	Principal Officer	Medical		1
70	1969	Jr. Puncher			13
71	1969	Stenographer			8
72	1969	Jr. Clerks (Accounts)			10
73	1969	Catering Supdt. (Canteen Services)			1
74	1969	Pilot		Few	
75	1969	Jr. Simulator Instructor			1
76	1969	Asst. Flight Purser			19
77	1969	Asstt. Personnel Officer			1
78	1969	Asst. Station Supdt.			1
79	1969	Sr. Traffic Asst.			20
80	1969	Stenographer		w/I	
81	1969	Typist-Clerk		w/I	
82	1969	Flight Operations Officers		Few	
83	1969	Driver			3
84	1969	Dresser			1
85	1969	Plant Technican (Auto)			2
86	1969	Loader/Cleaner/Handyman		w/I	
87	1969	Assistant Cook			1
88	1970	Jr. Clerk (Accounts)			5
89	1970	Asst. Flight Pursers			40
90	1970	Chief Planing Manager			1
91	1970	Jr. Time-Keeper			1
92	1970	Asst. Flight Purser		w/I	
93	1970	Sr. Traffic Assts.		20 plus w/I	
94	1970	Stenographers		w/I	
95	1970	Sr. Security Officer			1
96	1970	Nurse			1
97	1970	Asst. Personnel Officer			1
98	1970	Jr. Clerk Accounts			7
99	1970	Typist		w/I	
100	1970	Clerk		w/I	
101	1970	Storekeepers		w/I	
102	1970	Pilots		Few	
103	1970	Chowkidars			4
104	1970	Punch Operator			10
105	1970	Asst. Flight Pursers		w/I	
106	1970	Stenographers		w/I	
107	1971	Chowkidars			8
108	1971	Typist/Clerks		w/I	
109	1971	Compounder			1
110	1971	Programmers/Operators Research Analysts			5
111	1971	Comptist		w/I	
112	1971	Receptionist		8 plus w/I	
113	1971	Jr. Artist			2
114	1971	Clerk Accounts		8 plus w/I	
115	1971	Compounder		1 plus w/I	
116	1971	Dresser		1 plus w/I	
117	1971	Asst. Flight Pursers		w/I	
118	1971	Clerks (Stores Clearing section)			3
119	1971	Typist/Clerks		w/I	

1	2	3	4	5	6
<i>Head Office</i>					
1	1969	Medical Officer .		2	These vacancies were notified to the Employment Exchange and 23 candidates were sponsored by them but none was from Scheduled Caste Scheduled Tribe.
2	1970	Principal Medical Officer		1	The vacancy was notified to the Employment Exchange and only one candidate was sponsored who was not a Scheduled Caste ^s , Scheduled Tribes. █
3	1971	Medical Officer		1	The vacancy was notified to the Employment Exchange and only one candidate was sponsored.
<i>Madras</i>					
1	1967	Traffic Asst.		10	All vacancies were notified to Employment Exchange.
2	1967	Casheir . . .		1	
3	1967	Driver . . .		1	
4	1967	Loader . . .		9	
5	1967	Cabin Cleaner . . .		3	
6	1968	Typist-Clerk . . .		1	
7	1968	Traffic Asst. . . .		8	
8	1968	Telex Operator . . .		1	
9	1968	Stenographers . . .		2	
10	1969	Telex Operator . . .		1	
11	1970	Traffic Asst. . . .		Few	
12	1970	Chowkidar		1	
13	1970	Handyman		4	
14	1970	Typist-Clerk		2	
15	1970	Receptionist		1	
16	1970	Cashier		1	
17	1971	Telephone Operator		1	
18	1971	Typist-Clerk		1	

ADDENDUM TO APPENDIX IV

Sr. No.	Year	Category	No. of posts notified	No. of candidates sponsored	Remarks
1	2	3	4	5	6
Calcutta					
1	1967	Sr. Traffic Assistant		4	
2	1967	Sr. Telephone Operator		1	
3	1967	Cashier		1	
4	1967	Receptionist		2	
5	1967	Typist		1	
6	1967	Peon		1	
7	1967	Driver		1	
8	1968	Sr. Telephone Operator		1	
9	1968	Sr. Traffic Assistant		6	
10	1968	Driver		1	
11	1968	Steno		1	
12	1969	Receptionist		1	
13	1969	Steno		1	
14	1969	Eng. Cleaners		2	
15	1969	Plant Technician		2	
16	1969	Painter		1	
17	1970	Jr. Telex Operator		1	
18	1970	Chowkidar		1	
19	1970	Clerk		3	
20	1970	Steno		2	
21	1970	Sr. Traffic Assistant		9	
22	1970	Typist		1	
23	1971	Steno		3	
24	1971	Receptionist		1	
25	1971	Storekeeper		1	
26	1971	Cabin Cleaners		2	
27	1971	Sweepers		4	
Delhi					
1	1968	Typist		1	
2	1968	Jr. Storekeeper-cum-Typist		1	
3	1968	Jr. Cabin/Catering Asst.		1	
4	1968	Transport Assistant		2	
5	1968	Jr. Teleprinter Operator		3	
6	1968	Filing Clerk		1	
7	1968	Drivers		3	
8	1968	Peons		2	
9	1968	Chowkidar		1	
10	1969	Jr. Accounts Clerk	4 permanent 2 temporary		
11	1969	Lady Receptionist		1	
12	1970	Stenographer		4	
13	1971	Traffic Assistants		29	
14	1971	Typist/Clerk		5	
15	1971	Peon		1	
16	1971	Handyman		1	

	2	3	4	5	6
17	1971	Loader		1	
18	1971	Lady Receptionist		1	
19	1971	Traffic Assistants . .		35	
20	1971	Teleprinter Operators .		4	
21	1971	Drivers		5	
22	1971	Telephone Operators		3	
23	1971	Typist/Clerk		5	
24	1971	Cleaners		12	
25	1971	Chowkidars		5	
26	1971	Stenographer		1	
27	1971	Loaders		16	
				permanent	
				16	
				temporary	

Commercial Department

1	1967	Jr. Artist		1	5	
2	1968	Sr. Supdt.		15	32	
3	1968	Asst. Stn. Supdt. . .		25	59	
4	1968	Asst. Stn. Supdt. . .		10		Non-availability certificate issued by Employment Exchange.
5	1969	Sr. Officer- Cus. Ser- vices		1		No response
6	1970	Asst. Manager-Int. Re- lations		1	18	
7	1970	Sr. Admin. Position . .		4	1	
8	1970	Traffic Assistant . . .		25		No response
9	1970	Jr. Artist		1	1	
10	1970	Jr. Artist		1	4	
11	1971	Asst. Stn. Supdt. . . .		10	7	
12	1971	Jr. Artist		2	3	
13	1967	Receptionist		3	16	They were not of acceptable quality as adjudged by our Selection Panel.
14	1968	Receptionist	To prepare wait list		41	
15	1969	Receptionist	"		9	

APPENDIX V

(Vide Introduction)

Analysis of the action taken by the Government on the recommendations contained in the Ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha)

I	Total number of recommendations	21
II	Recommendations which have been accepted by Government (<i>vide</i> recommendations at Sl. Nos. 1, 2, 5, 7, 9, 10, 11, 12, 13, 14, 15, 18 and 19)	
	Number	13
	Percentage to total	61.9
III	Recommendations which the Committee do not desire to pursue in view of the Government's replies (<i>vide</i> recommendations at Sl. Nos. 4 and 16)	
	Number	2
	Percentage to total	9.5
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 Sl. Nos. 3, 6, 8, 17, 20 and 21)	
	Number	6
	Percentage to total	28.6