

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

(FIFTH LOK SABHA)

EIGHTH REPORT

MINISTRY OF COMMUNICATIONS

(POSTS AND TELEGRAPHS DEPARTMENT)

**Reservations for, and Employment of, Scheduled
Castes and Scheduled Tribes in the Posts and Tele-
graphs Department.**

(Presented on the 31st May, 1972)



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

Sardar Buta Singh—*Chairman*

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SECRETARIAT

Shri B. K. Mukherjee—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary.*

*Ceased to be member of the Committee on his retirement from Rajya Sabha with effect from 2nd April, 1972 and re-elected on 24th May, 1972.

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 Eighth Report on the Ministry of Communications (Posts and Telegraphs Department)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Posts and Telegraphs Department.

2. The Committee took the evidence of the representatives of the Ministry of Communications (P & T Board) on the 18th and 19th January, 1972. The Committee wish to express their thanks to the Secretary, Ministry of Communications and Chairman, P&T Board, Members of the P&T Board and other Officers of the Posts and Telegraphs Department for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 26th May, 1972.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix IV).

NEW DELHI;
May 29, 1972.

Jyaistha 8, 1894 (S).

BUTA SINGH,

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

ORGANISATION

The Posts and Telegraphs Department comes under the administrative control of the Government of India in the Ministry of Communications. The Secretary of the Ministry of Communications is holding charge of the office of the Director-General, Posts and Telegraphs, and is also the Chairman of the P & T Board. The P & T Board and the Director General of Posts and Telegraphs, between them, exercise all the powers of the Ministry of Communications in administrative matters. The P & T Board is responsible for the development, maintenance and expansion of Postal, Telegraphs, Telephone and Wireless Communications throughout the country. In addition to the work relating to the wireless Licenses, it discharges certain agency functions in respect of the Post Office Savings Bank, National Saving Certificates, Postal Life Insurance Policies and collection of Customs duty on Postal articles on behalf of other departments of the Government of India. For administrative convenience, the activities of the Posts and Telegraphs Department have been divided into a number of territorial and functional units. The major units are the Posts and Telegraphs Circles|Telephone Districts and other Administrative Offices. Under them are the Divisional and sub-Divisional Offices. So far as the reservations for Scheduled Castes and Scheduled Tribes are concerned, the general orders issued by the Government of India, from time to time, are circulated to all Heads of Posts and Telegraphs Circles, and Administrative Offices, including the Telephone Districts, who in turn circulate the same to all the Divisional and Sub-Divisional authorities. Generally, the orders issued by the Cabinet Secretariat (Department of Personnel), in this regard, from time to time, are followed and no deviation therefrom is made.

1.2. It has been further stated that there is no separate set-up to ensure reservations for Scheduled Castes and Scheduled Tribes and their employment in the Department, except that there is a small Cell in the Posts and Telegraphs Directorate under the Director (Staff) and a Liaison Officer in each Circle|Administrative Office to watch the implementation of the Government orders regarding reservations for Scheduled Castes and Scheduled Tribes and maintenance of rosters. This special Cell is charged with the duty to take all action that may be necessary to collect the statistics that are to be furnished to the Cabinet Secretariat (Department of Personnel),

and the Commissioner for Scheduled Castes and Scheduled Tribes, from time to time, and to circulate orders and instructions relating to the reservation orders, to the subordinate authorities. This Cell also examines any specific cases of discrimination against the Scheduled Caste and Scheduled Tribe employees that may be brought to its notice. The activities of this Cell are included in the Annual Reports of the Posts and Telegraphs Department as per the Government of India orders. The Inspecting Officers, during their inspection of the subordinate offices, also inspect whether the reservation and other orders pertaining to these communities are being implemented and proper rosters maintained by all the appointing authorities. These Inspecting Officers point out defects or short-falls, if any, noticed by them during their inspections, in respect of these matters. The implementation of the Government orders regarding reservations for Scheduled Castes and Scheduled Tribes and their employment is the responsibility of all the appointing authorities who have to follow the general instructions of the Government applicable to all the Departments of the Government of India.

1.3. During the course of evidence, the Committee enquired about the responsibility of the Ministry of Communications *vis-a-vis* the Directorate General of Posts and Telegraphs in regard to the reservations for Scheduled Castes and Scheduled Tribes and the implementation of the safeguards and concessions provided for them. The Secretary, Ministry of Communications has stated that the P & T Board functions as a Ministry and it is fully responsible for the implementation of the safeguards and concessions for Scheduled Castes and Scheduled Tribes in the Posts and Telegraphs Department, including the P & T Directorate and its subordinate offices.

1.4. Since the P. & T. Board is fully responsible for the implementation of the reservation and other orders pertaining to the Scheduled Castes and Scheduled Tribes, issued by the Government of India, in the Posts and Telegraphs Department, the Committee would only urge the Board to take effective steps to ensure the full implementation of these orders, both in letter and spirit, by the P. & T. Directorate and all its subordinate offices and authorities.

II

RECRUITMENT PROCEDURE

The Committee have been informed that in the matter of reservations for Scheduled Castes and Scheduled Tribes, the Posts and Telegraphs Department is following the general instructions issued by the Cabinet Secretariat (Department of Personnel), from time to time. The position is as under:

(i) Direct recruitment on All India basis	Scheduled Castes	Scheduled Tribes
(a) By open competition	15%	7½%
(b) Otherwise than by (a) above	16-¾%	5%
(ii) Direct recruitment to Class III and Class IV posts which normally attract candidates from a locality, area or region.	Different percentage have been fixed for different States, depending on the percentage of Scheduled Castes and Scheduled Tribes in the population. A statement showing the percentages of Scheduled Castes and Scheduled Tribes in respect of each State is given in Appendix I.	

2.2. Regarding the procedure for recruitment of personnel for all categories of posts, it has been stated that the Posts and Telegraphs Department is a very vast Department where there are a large number of grades/services. The bulk of the recruitment in the Department is made in the cadre of Clerks/Sorters, Telephone Operators, Telegraphists and Engineering Supervisors. The direct recruitment quotas of vacancies in these grades are filled up on the basis of marks in the Matriculation or other qualifying examinations. The departmental quotas of vacancies are filled on the basis of a competitive examination limited to the departmental candidates. The minimum educational qualifications required for the post of a Lower Division Clerk in direct recruitment quota of vacancies is a pass in the Matriculation or its equivalent examination. For promotees from lower grade, there is no minimum educational qualification. The direct recruitment to the cadre of Lower Division Clerks is made through a competitive examination. The vacancies in the departmental quota for promotion of lower grade staff are also filled through a competitive examination. The recruitment to the cadre of Upper Division Clerks in the Circle Offices of the Department is made on the basis of

(1) 20 per cent by promotion of Lower Division Clerks on the basis

of seniority-cum-fitness, (2) 30 per cent by promotion of Lower Division Clerks through a merit rating test, and (3) 50 per cent by promotion of subordinate office clerks through a merit rating test. There is also an organisation called the Savings Bank Control Organisation where Lower Division Clerks, Upper Division Clerks and Selection Grade Upper Division Clerks are employed. Recruitment to the Lower Division Clerk grade in this Organisation is 100 per cent by direct recruitment through a competitive test. The vacancies in the Upper Division Clerk grade are filled up by (1) 50 per cent by direct recruitment through a test, and (2) 50 per cent by promotion of Lower Division Clerks through a test. The vacancies in the grade of Senior Grade Upper Division Clerks are filled up on the basis of seniority. The recruitment to the grade of Stenographers is made through a test in shorthand at the speed of 100 words per minute. The posts of Selection Grade Stenographers are filled up through a qualifying test in shorthand and on the basis of seniority.

2.3. The Posts and Telegraphs Department has also intimated that the recruitment to a majority of the grades in the Department is made partly by direct recruitment and partly by promotion—either through an examination or on the basis of seniority. Some of the important grades where there is direct recruitment also, are mentioned below:

- (1) Clerks/Sorters in Post Offices.
- (2) Clerks in Telegraph Offices/Engineering Divisions.
- (3) Telephone Operators.
- (4) Telegraphists.
- (5) LDCs in Circle Offices.
- (6) LDCs in Savings Bank Control Organisation (100 per cent direct recruitment).
- (7) UDCs in Savings Bank Control Organisation.
- (8) Stenographers.
- (9) Engineering Supervisors.
- (10) Mechanics.

2.4. Explaining the recruitment procedure, the representative of the Ministry of Communications has stated, during evidence, that age concession of five years is given to Scheduled Castes and Scheduled Tribes. There is no relaxation for Scheduled Castes and Scheduled Tribes in the qualifications required. But the tabulation of marks is done separately for Scheduled Caste and Scheduled Tribe

candidates. In reply to a question, the representative of the Ministry has explained that a Scheduled Caste candidate has his right in the general list, strictly according to the marks. But where he does not come under the general list—if the last man in the general list gets 50 per cent marks and the Scheduled Caste/Tribe candidate gets 48 per cent marks—he is considered for the reserved vacancy. On being asked whether the Scheduled Caste and Scheduled Tribe candidates are interviewed separately, the representative of the Ministry has stated that there is no system of holding interviews.

2.5. In reply to a question, it has been stated that departmental action is taken against employees who produce false certificates of being Scheduled Castes or Scheduled Tribes. Cases are also reported to the Police. The representative of the Ministry has agreed to consider the suggestion that in such cases, the authorities should suspend the concerned employee forthwith and then hold departmental enquiry against him.

2.6. In reply to another question whether the reasons for the rejection of the Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges are communicated to the latter, the Posts and Telegraphs Department, in a note, has stated:

“In respect of time scale clerical and allied posts, which form the bulk of the recruitment to class III posts, candidates are not required to be sponsored by Employment Exchanges. Applications are received direct and also through Employment Exchanges. Selection is made on the basis of marks. The question of non-selection of Scheduled Caste and Scheduled Tribe candidates, if one is available, does not arise. In respect of posts for which candidates are required to be sponsored by the Employment Exchange and a test is held before selection, lower qualifying standard has been prescribed for Scheduled Castes and Scheduled Tribes. If a candidate is not selected he very well knows that he has either not qualified in the examination or has not come within the merit list drawn up to the extent of vacancies reserved for them.”

2.7. The Posts and Telegraphs Department has also stated in the note that the Department is not in favour of communicating the reasons for rejection of the Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges. If they communicate such reasons in respect of Scheduled Caste and Scheduled Tribe candidates, they have to do it for other candidates also and it would involve lot of work.

Advertisement

2.8. With regard to the advertisements for recruitment, the representative of the Ministry of Communications has stated that vacancies are reserved for Scheduled Caste and Scheduled Tribe candidates and in the advertisements for recruitment issued, the approximate numbers of vacancies reserved for Scheduled Castes and Scheduled Tribes are mentioned. He has added that for clerical posts, the recruitment advertisement is published in the local English and Hindi newspapers. Copies of advertisement are also sent to the concerned Employment Exchanges, Associations of Scheduled Castes and Scheduled Tribes in the concerned Circles.

2.9. During evidence the Committee pointed out that the West Bengal P. & T. Circle had mentioned in an advertisement that in the last recruitment, the last candidates belonging to the unreserved, Scheduled Caste and Scheduled Tribe communities secured 66.8 per cent, 65 per cent and 52.7 per cent marks, respectively, and enquired the reasons for indicating such percentages in the recruitment advertisement. The Secretary, Ministry of Communications, has stated in reply that it is only to keep the candidates informed of the position so that they may consider it will before applying. When pointed out that such a course might discourage many Scheduled Caste and Scheduled Tribe candidates from applying, the witness has stated that in the case of Scheduled Caste and Scheduled Tribe candidates, hereafter, they would not indicate such percentages of marks obtained by the last candidates of these communities selected in the previous examination.

2.10. The Committee note the procedure of recruitment being followed by the Posts and Telegraphs Department.

2.11. The Committee suggest that if adequate number of Scheduled Caste and Scheduled Tribe candidates are not available in any particular area, copies of recruitment advertisements should also be sent to the Employment Exchanges situated in other areas. The Committee would also desire that in order to attract the maximum number of Scheduled Caste and Scheduled Tribe candidates, the percentages of marks obtained by the last Scheduled Caste and Scheduled Tribe candidates selected in the previous examination should not be mentioned in the recruitment advertisement.

2.12. The Committee do not see any valid reason why the Posts and Telegraphs Department should not communicate the reasons for

the rejection of Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges. In their view, communication of the precise reasons of rejection of the Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges would enable the Employment Exchanges to know the type of candidates required by the Posts and Telegraphs Department and would also facilitate the Employment Exchanges to sponsor the right type of candidates belonging to these communities. This will also enable the Employment Exchanges to plan and reorient their schemes for training, particularly for Scheduled Caste and Scheduled Tribe candidates.

2.13. The Committee feel that there is no reason why the Posts and Telegraphs Department should feel compelled to communicate to the Employment Exchanges the reasons for rejection of the general candidates also if they do so in the case of the rejected Scheduled Caste and Scheduled Tribe candidates because there is no dearth of suitable general candidates for the unreserved vacancies. The Committee would also suggest that the Employment Exchanges should be asked to send another list of Scheduled Caste and Scheduled Tribe candidates, if the Scheduled Caste and Scheduled Tribe candidates are not found suitable in a particular list.

2.14. With regard to the employees who secure employment by producing a false certificate of being a Scheduled Caste or a Scheduled Tribe, the Committee would like to emphasise that as soon as such a case comes to the knowledge of the Posts and Telegraphs Department, the concerned employee should be suspended from service forthwith and then a departmental enquiry and/or criminal prosecution launched against him.

In-service Training

2.15. In reply to a question whether, as per orders of the Ministry of Home Affairs issued in September, 1968, the best among the available candidates belonging to the Scheduled Castes and Scheduled Tribes are appointed to non-technical and quasi-technical class III and Class IV posts and given in-service training to make them proficient in their work, the Posts and Telegraphs Department has, in a note, stated:

“The relevant orders of the Department of Personnel have been circulated to all the subordinate authorities for compliance. In this connection, it may be stated that the bulk of the recruitment is in the time scale clerical cadre (Class III). Recruitment to the time scale clerical cadre is made on the basis of marks and whatever be the marks

obtained by a candidate, Scheduled Castes|Scheduled Tribes candidates would be selected upto the number of vacancies reserved for them so long as they have the basic qualification. In respect of Class IV posts, there is no difficulty because in the P. & T. Department, the posts reserved are generally fully utilised. For the Lower Division Clerk cadre a lower qualifying standard is prescribed with a view to absorbing Scheduled Caste and Scheduled Tribe candidates to the maximum extent possible. Training, wherever prescribed, is given before appointment."

2.16. In the course of evidence, the Committee asked whether the Scheduled Caste and Scheduled Tribe employees were given any in-service training to compete in the tests held for technical and quasi-technical posts. The representative of the Ministry has replied in the negative. In reply to a question, the Secretary of the Ministry has stated that some of the Engineering Supervisors were recruited direct and some through a departmental selection. For direct recruitment, no technical background by way of previous experience is required so long as they have the requisite educational qualification. The direct recruits are given training for two years. The departmental candidates, who belong to lower categories of technical staff, are required to pass the test. The representative of the Ministry has promised to identify the areas where any special in-service training may be useful for Scheduled Caste and Scheduled Tribe employees.

2.17. The Committee note that the orders of the Government of India regarding selection of the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes for appointment to non-technical and quasi-technical Class III and Class IV posts and imparting of in-service training to make them proficient in their work have been circulated to all subordinate authorities for compliance. The Committee hope that the Posts and Telegraphs Department would ensure that these orders are also actually carried out in right earnest by all the P & T Circles etc. The Committee would also like the Posts and Telegraphs Department to identify the areas where any special in-service training would be useful for the Scheduled Caste and Scheduled Tribe employees and to formulate schemes for such in-service training of the employees belonging to these communities.

III

CONCESSIONS|RELAXATIONS

The Committee have been informed that the Ministry of Home Affairs *Vide* their O.M. No. 1|1|70-Est (SCT) dated the 25th July, 1970, have issued further instructions regarding relaxation of standards for Scheduled Caste and Scheduled Tribe candidates. These instructions read as follows:

“According to the instructions in this Ministry’s Office Memorandum No. 8|10|66-Est(C) dated the 15th May, 1967 read with Office Memorandum No. 16|17|67-Est(C) dated the 8th February, 1968, if Scheduled Caste|Tribe candidates obtained, according to their normal position in the examination for direct recruitment, less vacancies than the number reserved for them, the selecting authorities have discretion, in order to make up the deficiency, to select candidates belonging to these communities who may have obtained a low place in the examination provided that such authorities are satisfied that the minimum standard necessary for maintenance of efficiency of administration has been reached in their cases. Similarly, in direct recruitment otherwise than by examination, if Scheduled Caste|Tribe candidates obtain, on the basis of the general standard, less vacancies than the number reserved for them, the selecting authorities can, in order to make up the deficiency, select Scheduled Caste|Tribe candidates who may be of a lower standard than candidates of other communities, provided such candidates satisfy the minimum standard necessary for maintenance of efficiency of administration. The extent of relaxation of standard, while judging the suitability of Scheduled Caste|Tribe candidates, both in direct recruitment by examination and otherwise than by examination, is thus at present decided by the selecting authority in the case of each category of post or posts. It has now been decided that in the case of direct recruitment whether by examination or otherwise, if sufficient number of Scheduled Caste|Tribe candidates

are not available on the basis of the general standard to fill all the vacancies reserved for them, candidates belonging to these communities may be selected to fill up the remaining vacancies reserved for them provided they are not found unfit for such post or posts. Thus, to the extent the number of vacancies reserved for Scheduled Castes and Scheduled Tribes cannot be filled on the basis of the general standard, candidates belonging to these communities will, as at present, be taken by relaxed standard to make up the deficiency in the reserved quota, subject to the fitness of these candidates for appointment to the post| posts in question.

3.2. Asked to give a note on the delay of one year in the implementation of the above orders, the Posts and Telegraphs Department has furnished the following:

“The question of lowering the qualifying marks was considered on receipt of Home Ministry’s orders. Since this Department had already fixed the qualifying marks at low standards, it was not considered to further lower the marks. The matter was also brought to the notice of Department of Personnel which insisted that the matter be reconsidered and the qualifying marks lowered. The position was reviewed and ultimately it was decided to lower the marks. The approval of Ministry had also to be obtained and hence there was some delay in finalisation of the matter. The Ministry of Home Affairs issued orders for relaxation of standards in direct recruitment in July, 1970. For relaxation of standards in departmental competitive examinations for promotion and in departmental confirmation examination orders were issued by them only in December, 1970. Our orders were issued in July, 1971.”

3.3. Asked whether relaxations were given in favour of departmental employees and they were promoted to the post of Engineering Supervisors, the Secretary, Ministry of Communications, has stated that departmental Engineering Graduates are allowed to appear in the qualifying test and if they qualify, they are appointed as Engineering Supervisors. The departmental candidates are given relaxation in educational qualification.

3.4. The Committee enquired whether the Scheduled Caste and Scheduled Tribe employees were given one grading higher than the one mentioned in their confidential reports, the Secretary, Ministry of Communications has replied in the affirmative.

3.5. The Committee regret to note that the Posts and Telegraphs Department took nearly one year to decide on the implementation of the orders of the Government of India regarding relaxation of standards for Scheduled Caste and Scheduled Tribe candidates at the time of recruitment. They desire that the Posts and Telegraphs Department should take prompt action in carrying out the reservation orders of Government of India so that the interests of Scheduled Castes and Scheduled Tribes do not suffer.

IV

STAFF STRENGTH AND SHORTFALLS

The Posts and Telegraph Department has furnished a statement (Appendix II) showing break-up unit-wise of the total number of employees and the number of Scheduled Castes and Scheduled Tribes among them as on 1st January, 1971 in the Posts and Telegraphs Department. As per that statement, the total number of employees on all-India basis in Class I to Class IV posts and the number of Scheduled Castes and Scheduled Tribes among them are as follows:

Classification of Posts/Services	Total No. of employees	No. of SCs	No. of STs
Class I	921	10	2
Class II	2,120	35	5
Class III	2,67,855	34,051	7,060
Class IV	71,623	14,212	2,989

4.2. The posts and Telegraphs Department has also furnished a statement (Appendix III) showing the employment position at the Headquarters of the Posts and Telegraphs Directorate.

4.3. In regard to the intake of the Scheduled Castes and Scheduled Tribes in the Posts and Telegraphs Department, the Secretary, Ministry of Communications and Chairman of the P & T Board, has stated:

“As things stand, there are certain rules and procedures laid down for the intake of Scheduled Castes and Scheduled Tribes people in the P & T Department. We have been adhering to these rules very rigidly. But we feel that in spite of the provision made, the intake is still not upto the mark. We have not been able to fill all the vacancies. One of the most important reasons for this is that we are not able to get sufficient number of candidates.”

4.4. The Special Secretary, Ministry of Communications and the Member of P & T Board, has added:

“By and large, we find difficulties mostly in the technical grades, that is in the higher grades of the services. So far

as the lower grades of services are concerned, our main difficulty is regarding the Scheduled Tribes. For the Scheduled Castes, by and large we have been able to get a fairly representative number. Our recruitment in the lower grades is on a divisional or a local basis. Each unit applies the orders to the appointments made in that Unit but in actual practice, Scheduled Castes and more particularly Scheduled Tribes are available only in certain areas. For example, in Bihar, Scheduled Tribe candidates are mostly available only in Chota Nagpur area but we have got to make lots of recruitment in the Units in Central Bihar and North Bihar and they have got to get the quota of Scheduled Tribe candidates. It is very difficult to expect a candidate from Chota Nagpur to come and accept an appointment say in Saran or Muzaffarpur. We try our best to get suitable candidates but we carry forward the vacancies year after year for three years. We have been thinking over the problem and now what we are doing is that we apply this quota of reservation on a Circle basis according to the percentage of the population of Scheduled Tribes and Scheduled Castes. We have worked out the percentages. But I do not know whether that will be the right method."

4.5. The Committee referred to the consolidated statement showing the number of employees and the number of Scheduled Castes/Tribes as on 1st January, 1971, furnished by the Posts and Telegraphs Department, and enquired the reasons for the shortfalls in all the categories of posts. The Special Secretary, Ministry of Communications, has state:

"So far as the Class I posts are concerned, the recruitment is done through the Union Public Service Commission and we have taken up the matter with them in this regard. So far as the Class II posts are concerned, this is mostly a promotion cadre, people are promoted from the lower ranks. Of course, at the stage of promotion, certain consideration can be shown to the Scheduled Castes and Scheduled Tribes. In fact, the Committee may be interested to know that in the last selection in Class II cadre on the postal side the first three posts were taken by the Scheduled Caste candidates. In the case of Engineering Services in Class II in 1970 when we made selection, out of 200 candidates, 39 posts were given to the Scheduled Caste/Tribe candidates. In the promotion cadre, it is difficult to give the required quota to the Scheduled Caste/Tribe candidates."

4.6. In a written note submitted to the Committee, the Posts and Telegraphs Department has stated:

"The Department has taken all action that is necessary for appointing Scheduled Castes and Scheduled Tribes in accordance with the instructions from the Department of Personnel. In spite of these steps, when sufficient number of Scheduled Caste and Scheduled Tribe candidates are not forthcoming, the only presumption possible is that candidates of these communities are not available for appointment in cadres where shortages persist."

4.7. The Committee enquired whether, in view of the meagre representation of the Scheduled Castes/Tribes in Class I and Class II posts, direct recruitment through Union Public Service Commission to Class I and Class II posts could be made for Scheduled Castes/Tribes instead of through the channel of promotion. The Special Secretary, Ministry of Communications, replied:

"So far as direct recruitment to Class II is concerned, it will impinge on the promotion prospects of the officials below. In fact, we had introduced direct recruitment in Class II on the telegraph traffic side some years back. There was considerable agitation from staff unions saying that their prospects of promotion are taken away. In deciding whether there should be direct recruitment or not, we have probably to keep in mind the charge of the level at which it should be made. Class I is for manning higher posts; whether it is desirable to have a different practice for Class II where the difference in responsibility is not so much is a moot question. Personally, I feel if we do that, there will be a lot of disgruntlement in the Service because they will feel frustrated that they do not get many chances of promotion."

4.8 In reply to a question, the representative of the Ministry has added:

"As far as telegraph traffic is concerned, there was only one recruitment which took place, according to my information, in 1954. Three persons were recruited from the Scheduled Castes and all of them have left because they found that their prospects in the department were probably not attractive. That is my thinking. From this year, the Union Public Service Commission was going to recruit fifty per

cent of the vacancies which are likely to arise in 1974. But the whole question is now going before the Pay Commission and we are not sure whether we should continue with the recruitment to Class II because of the opposition from the service unions. It really stands in the way of their promotional prospects, particularly in telegraph traffic the number of vacancies is so small that if we take 50 per cent from outside, the promotional prospects of Class II are affected."

4.9. Clarifying further, the Secretary, Ministry of Communications, has stated:

"The constitution of the Telegraph Traffic Service, Class II, is rather peculiar. It is a very small service. In Class I Telegraph Traffic Service, there are 34 posts of which 32 are in the age group of 50 to 55 and in Class II Telegraph Traffic Service there are 128 posts of which 101 are in the age group of 50 to 55. If we start recruiting 50 per cent of people for vacancies in Class II directly, in the course of the next seven or eight years most of these very young officers will move into Class I and thereby completely block out the promotion prospects for the service as a whole. So, we are going to take up with Ministry of Home Affairs and Union Public Service Commission the question of modifying the rules and reducing the percentage from 50 to 25.

As for intake of Scheduled Castes and Scheduled Tribes in Telegraph Traffic Class III, there is normal reservation because it is entirely departmental recruitment from telegraphists, clerks."

4.10. In reply to a question whether the Posts and Telegraphs Department has identified the various posts, including those of technical and quasi-technical nature, for which there is a dearth of suitable Scheduled Caste and Scheduled Tribe candidates; and if so, whether the Department has taken up the matter with the Employment Exchanges or the Industrial Training Institutes so that suitable candidates could be found for employment, the Posts and Telegraphs Department has furnished the following written note:

"The Department has not made a systematic effort in this direction. It is, however, observed that there is shortage in respect of T.E.S. Class I posts and posts of Engineering Supervisors.

So far as posts in T.E.S. Class I are concerned, the recruitment is made through the Union Public Service Commission. The Union Public Service Commission has been addressed in the matter to make good the shortage. The shortage has also been brought to the notice of Department of Personnel. As regards Engineering Supervisors, recruitment is made on the basis of marks in the B.Sc. Examination with Science subjects and on the basis of degree, diploma in Engineering etc. Scheduled Castes and Scheduled Tribe candidates are always selected upto the number reserved for them so long as they have the basic educational qualification. The question of approaching the Employment Exchanges or the Industrial Training Institutes does not arise. Advertisements are issued and copies are given to Employment Exchange to sponsor candidates in the usual course."

Special Recruitment

4.11. The Posts and Telegraphs Department has furnished the following note indicating the action taken by them to augment the intake of Scheduled Castes and Scheduled Tribes:

"Special recruitment for Scheduled Castes and Scheduled Tribes in class III and class IV cadres has already been ordered by this Department. The Circles have been asked to intimate result of the special recruitment and the extent to which the shortfall has been made good. Further steps, if any, required will be taken in the light of the result of the special recruitment. In respect of shortfall in Class I, the Union Public Service Commission and the Department of Personnel have been addressed."

4.12. The Committee are distressed to find that the representation of the Scheduled Castes and Scheduled Tribes in Class I and Class II posts in the Posts and Telegraphs Department is negligible. There is also a considerable shortfall in the representation of these communities in Class III posts. It is all the more surprising that in spite of the Government of India reservation orders for Scheduled Castes and Scheduled Tribes stated to have been implemented by the Posts and Telegraphs Department, the shortfalls in the representation of these communities in the Posts and Telegraphs Department continues. The Committee would urge the Ministry to take immediate and effective steps to augment the representation of Scheduled Castes and Scheduled Tribes in the services of the Posts and Telegraphs Department according to the quotas reserved for them.

4.13. The Committee are surprised to find that in spite of the poor representation of the Scheduled Castes and Scheduled Tribes in Class II posts, the Posts and Telegraphs Department intends to curtail the percentage of direct recruitment in Class II Telegraph Traffic Service from 50 per cent to 25 per cent which will deprive the Scheduled Caste and Scheduled Tribe candidates the benefit of reservations to that extent. The Committee recommend that the question of reduction of the percentage in the direct recruitment in Class II Telegraph Traffic Service should be deferred till adequate number of Scheduled Castes and Scheduled Tribes are appointed to these posts.

4.14. The Committee would like to be apprised of the result of the special recruitment for Scheduled Castes and Scheduled Tribes made in Class III and Class IV posts by the P. & T. Circles. They desire that similar special recruitments may be made for Scheduled Castes and Scheduled Tribes in Class I and Class II posts also.

V

PROMOTIONS

The Committee have been informed that provision for reservations in posts filled by promotion in the Posts and Telegraphs Department is as follows:

- (a) There is a reservation of 15 per cent and 7½ per cent of vacancies for the Scheduled Castes and Scheduled Tribes, respectively, in promotions made through limited departmental competitive examination in Classes II, III and IV in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent.
- (b) There is reservation of 15 per cent and 7½ per cent of vacancies for Scheduled Castes and Scheduled Tribes, respectively, in promotions made by selection in Class III and Class IV posts in grades or services in which the element of direct recruitment does not exceed 50 per cent.

5.2. In a written note submitted to the Committee, the Posts and Telegraphs Department has stated that reservation is made in the following categories of posts filled by promotion:

1. Clerks/Sorters in all arms.
2. L.D.Cs. in Circle offices.
3. U.D.Cs. in Circle office and in Savings Bank Control Organisation.
4. Stenographers.
5. Postmen, V.P.M. and Mail Guards.
6. Inspector of Post Offices/I.R.M.
7. T.T.S. Class III.
8. L.S.G. Monitors.
9. Mechanics, Cable Jointers.
10. Ferro Printer, Draftsmen Grade III.
11. Office Superintendent in Superintending Engineer's Office.
12. Works Assistant in Civil Wing.
13. Technical Assistant in Telecom. Factory.

5.3. The Committee enquired whether a postman, after passing Matriculation examination, was not promoted to the Clerk's grade unless and until he had completed three years of service as a postman. The Special Secretary, Ministry of Communications, has stated that previously the time-limit was three years but it has now been increased to six years. In reply to a question, it has been stated that originally there was an incentive scheme. A person who joined at a lower level, on passing Matriculation examination, was appointed as a Clerk. But that led to a lot of difficulties and enough number of people would not stay in that lower cadre at all. Elucidating further, the representative of the Ministry has stated that only those who pass the Matriculation examination with high marks could directly get selected as Clerks. But after entering at a lower level, an employee was not required to qualify with higher percentage of marks. He has agreed to consider whether any relaxation could be given to the Scheduled Caste and Scheduled Tribe employees in this respect.

5.4. The Committee pointed out that in the West Bengal Circle, the number of Scheduled Caste and Scheduled Tribe employees promoted even in the Clerical grade was very small. The representative of the Ministry of Communications has stated:

“The difficulty is in promotions. If in the lower cadre, there is an adequate number of Scheduled Castes and Scheduled Tribes, definitely, their cases can be considered. This is a relic of the past when there were no proper orders to ensure a fair percentage, and we just cannot help it. But we have done one thing. Previously in the matter of selections, the field of selection in the P. & T. was only three times the number of vacancies. Actually, with a view to helping the Scheduled Caste and Scheduled Tribe candidates, we have raised the field to five times the number of candidates, so that within the range, we can consider more Scheduled Caste and Scheduled Tribe candidates.”

5.5. During evidence, the Committee desired that the Posts and Telegraphs Department should furnish a statement showing the total number of employees promoted and the number and percentage of Scheduled Castes and Scheduled Tribes among them during each of the last three years in respect of various categories of posts.

5.6. The requisite information is still awaited.

5.7. The Committee note that a postman, after passing Matriculation examination, is not appointed as a clerk unless and until he completes six years of service as a postman, irrespective of the caste or tribe to which he belongs. The Committee recommend that this condition of a minimum of six years of service as a postman for matriculated postman for promotion to the grade of the clerk should be reduced to three years of service as a postman in the case of Scheduled Caste and Scheduled Tribe employees.

VI

SUPERSESIONS

When asked about supersession of Scheduled Caste/Tribe employees, the Secretary of the Ministry stated that in 1969, 18 Scheduled Caste/Tribe employees and, in 1970, 21 Scheduled Caste/Tribe employees were superseded because of their unsatisfactory confidential reports. In reply to another question, it has been stated that in dealing with cases of supersession, relevant Government orders were followed. On being asked whether, after supersession, the Scheduled Caste/Tribe employees were considered again for promotion after some time or they were superseded for all time, the representative of the Ministry has replied that on earning a good confidential report they were again considered for promotion.

6.2. Explaining the effect of confidential reports, the representative of the P. & T. Board has stated that there are two aspects of it. One is the writing in the confidential report and the other is the question of selection by the Departmental Promotion Committee. If the Reporting Officer makes an adverse entry and the Countersigning or Reviewing Officer agrees with it, then that is communicated to the employee concerned. The aggrieved employee could represent against the adverse entry made in his confidential report by making a representation within 45 days of the receipt of communication conveying to him the adverse entry. Then the officer who is competent to deal with that representation could expunge the adverse entry, if he feels that there is no justification for the adverse entry. Otherwise, the entry remained. It has also been stated that supersession is made as a result of the decision taken by the Departmental Promotion Committee. The recommendations made by the Departmental Promotion Committee are duly noted by the next higher authority. If an employee is superseded, then, within a month, the facts are communicated to the P. & T. Directorate and the case is submitted to the Minister for his information.

6.3. The Committee are unhappy to note that a large number of Scheduled Caste/Tribe employees were superseded in 1969 and 1970. The Committee feel that, in view of the poor representation of the Scheduled Castes and Scheduled Tribes in the Posts and Telegraphs Department, employees of these communities should be superseded with circumspection and on compelling grounds only.

VII

CONFIRMATIONS

With regard to the procedure followed in confirmation of employees in the P. & T. Department, the Special Secretary Ministry of Communications, has stated that they follow the prescribed Government of India procedure. The period of probation depends upon the cadre. After the probation, when there is a clear vacancy, subject to passing some tests, the officer is confirmed. Normally, it takes about two to four years for a person to get confirmed.

7.2. In reply to a question, it has been stated that, in the clerical cadre, all employees, including the Scheduled Castes/Tribes are given six chances, within a period of four years, to pass the confirmatory tests. Those who fail to pass the examination, are reverted to lower grade. He has added that in Sambalpur three or four Scheduled Caste employees could not pass the examination even in six chances, so they were given one more special chance to pass the confirmatory examination.

7.3. In reply to another question the representative of the Ministry has stated that in confirmatory examinations, Scheduled Castes/Tribes are given relaxation in qualifying marks.

7.4. The Committee enquired about the justification for reverting an employee who did not pass the confirmatory test. The representative of the Ministry had stated:

“We have to see his practical work, we took him initially only on academic knowledge. He should be fit enough and competent to do postal work.”

7.5. In reply to a question, the representative of the Ministry has stated that the number of cases of such reversions is less than one per cent.

7.6. The Committee pointed out that the West Bengal Circle informed a Study Group of the Committee at Calcutta that information about the number of employees confirmed in the various categories of posts was not normally collected and enquired whether it

was not the duty of the Liaison Officer to maintain such information. The Special Secretary, Ministry of Communications, has stated:

“This comes under review at the time of inspection. We have got a system in the P. & T. Department under which inspection takes place once a year. One other thing looked into at that time, besides this confirmation aspect is about the Scheduled Castes and Scheduled Tribes. We will, however, direct our Liaison Officer to get these returns. At present it is not done.”

7.7. The Committee note that in the clerical cadre, all employees including Scheduled Castes/Tribes, are given six chances, within a period of four years, to pass the confirmatory tests. They also note that employees who fail to pass the confirmatory tests are reverted to a lower grade. The Committee feel that reversion of an employee to a lower post after he has put in a number of years of service in the higher post merely for his failure to pass a confirmatory test is a very drastic step which causes unnecessary and avoidable hardship to the concerned employee. The Department may delay the confirmation of such an employee or postpone his increment instead of taking the extreme step of reverting him to a lower post. The Committee desire that the Posts and Telegraphs Department should re-examine this matter and modify their rules and avoid such reversions. The Committee recommend that in order to enable the Scheduled Castes/Tribe employees to pass the confirmatory tests, in-service training should be given to them. The Scheduled Caste and Scheduled Tribe employees should also be given greater number of chances to pass the confirmatory tests.

VIII

LIAISON OFFICER AND COMPLAINTS CELL

The Posts and Telegraphs Department has stated in a note that the Liaison Officers have been appointed in the Directorate, as also in the Offices of Heads of Circles etc. Their functions are those which have been prescribed by the Cabinet Secretariat (Department of Personnel). The Liaison Officers have to ensure that all Government orders regarding reservations etc. for Scheduled Castes and Scheduled Tribes are fully and properly implemented. It is also their duty to ensure that rosters are maintained and kept up-to-date in accordance with the Government instructions on the subject and that the prescribed annual returns are sent to the concerned authorities in time.

8.2. The Committee have also been informed that no Complaints Cell has been set up in the Posts and Telegraphs Department/P. & T. Circles/Telephone Districts and other administrative offices to attend to the complaints and grievances exclusively of the Scheduled Caste and Scheduled Tribe employees but there are various staff sections dealing with each cadre generally. Those Sections look into the complaints, if any, relating to non-observance of the reservation orders for Scheduled Castes and Scheduled Tribes and also attend to any representations from employees/candidates of these communities. Those Sections also attend to the correspondence with the Commissioner for Scheduled Castes and Scheduled Tribes in regard to the subjects pertaining to these communities, who every now and then forwards representations from affected persons and desires to have self contained notes on the facts of the cases etc. Therefore, the Department feels, that a separate cell to deal exclusively with the cases of Scheduled Castes and Scheduled Tribes is not necessary. The concerned Staff Sections have been instructed particularly to attend promptly to all the representations received from the Scheduled Castes and Scheduled Tribes about their grievances.

8.3. The Secretary, Ministry of Communications, has also stated, in evidence, that there is no separate Complaints Cell to attend to the complaints and grievances of the Scheduled Caste/Tribe employees exclusively. All aggrieved employees can approach the ap-

appropriate Staff Sections which deal with the complaints. In reply to a question, it has been stated that the Liaison Officers would be instructed to pay special attention to the grievances of the Scheduled Castes and Scheduled Tribe employees.

8.4. The Committee note that the Liaison Officers have been appointed in the Posts and Telegraphs Directorate and in the Offices of Heads of P. & T. Circles to ensure the implementation of the Government of India orders regarding reservations for, and other concessions admissible to the Scheduled Castes and Scheduled Tribes. The Committee also note that there is no separate Complaints Cell in the P. & T. Department or in its Circles and other Offices to look into the grievances and complaints of the Scheduled Caste and Scheduled Tribe employees exclusively. The Committee would, however, like to suggest that at least in P. & T. Directorate itself and in the Head Offices of the P. & T. Circles there ought to be a separate self-contained cell—the staff strength of each such Cell may depend upon the load of work—to expeditiously look into the grievances of the Scheduled Caste/Tribe employees/candidates.

IX

DE-RESERVATION

On being asked to state the procedure followed in de-reservation of posts, the Secretary of the Ministry has stated, during evidence, that the vacancies are dereserved only when suitable candidates are not available. Before dereservation of a post, approval of the Department of Personnel is taken. He has added that the Commissioner for Scheduled Castes and Scheduled Tribes is also informed.

9.2. In reply to a question, the Special Secretary of the Ministry has stated that reserved vacancies are carried forward for three recruitment years. The Committee enquired whether, before dereservation of a post, the Employment Exchanges were approached a second time. The Secretary of the Ministry has replied in the affirmative.

9.3. The Committee asked the representative of the Posts and Telegraphs Department to furnish the number of posts dereserved in each of the categories of posts during each of the last three years. The requisite information has not been made available to the Committee.

9.4. The Committee consider it imperative that the P. & T. Department should maintain centrally information about the dereservation of posts in various P. & T. Circles. The Liaison Officer of the Department should be made responsible for the timely collection of statistics concerning the Scheduled Caste and Scheduled Tribe employees, in such matters as recruitments, promotions, dereservation, transfer, etc. Unless this is done there cannot be any comprehensive assessment about the representation of Scheduled Caste/Tribe employees in the P. & T. Department.

X

MAINTENANCE OF ROSTERS

The Committee have been informed that rosters for ensuring due representation of Scheduled Castes and Scheduled Tribes in the P. & T. Department are being maintained by all the appointing authorities in accordance with the instructions issued by the Cabinet Secretariat (Department of Personnel) from time to time. To give effect to the increased percentages of reservations for Scheduled Castes and Scheduled Tribes in posts and services in the P. & T. Department, the revised 100 point rosters are maintained, where recruitment is made on local or regional basis. The Liaison Officers appointed in each Circle/Office have to ensure that rosters are maintained properly and in accordance with the instructions on the subject. The inspecting officers also look into this at the time of inspection of the offices.

10.2. The Committee note that the rosters are being maintained by the Posts & Telegraphs Department as per Government of India orders. They feel that the proper maintenance of rosters would keep the authorities informed of the representation of Scheduled Castes and Scheduled Tribes at the various points in different posts and the shortfalls if any, can be detected immediately. The Committee desire that these rosters should be checked periodically by the concerned authorities and certificates of checks made recorded thereon.

XI

SELECTION|PROMOTION COMMITTEES

With regard to the inclusion of a representative of the Scheduled Castes|Scheduled Tribes in the various Selection|Promotion Committees set up by the Posts and Telegraphs Department|P & T. Circles etc., the Posts and Telegraphs Department has furnished the following information:

“The orders of Department of Personnel dated 2nd September, 1970, have been circulated to all Heads of Circles and Administrative Offices to have the recommendations made therein in view to the extent possible. It may be stated in this connection that in this Department the Selection Committees and Departmental Promotion Committees are constituted by including officers by designation. There is, therefore, little scope for nominating a Scheduled Caste or Scheduled Tribe member in the Committee in most cases, but the recommendations would be kept in view for implementation, wherever possible.”

11.2. The Posts and Telegraphs Department has also furnished a note on the composition and functions of the Departmental Promotion Committees. It is stated therein:

“Departmental Promotion Committees have been constituted in the Department in respect of promotion|confirmation of employees. The composition of these Committees is according to the administrative needs of the Department depending upon the services|arms of the Department for which a particular Committee is constituted. The Committee generally consists of three officers of a particular Circle|Offices and the Committees are formed with designations of the officers. The Committees consider the cases of promotion|confirmation in respect of the grades|services for which they are constituted and give their proceedings to the authorities concerned for further consideration and action.”

11.3. When the question of representation of Scheduled Castes and Scheduled Tribes in the Selection|Promotion Committees set up by the Posts and Telegraphs Department|P & T Circles etc. was raised during evidence before the Committees, the Secretary, Ministry of Communications has stated that that is done, wherever possible. But the Departmental Promotion Committees are constituted by Officers who are designated officers. It depends on who is the officer occupying that particular post. Explaining further, the Member of the P & T Board has said:

“Our Departmental Promotion Committees are constituted by designations. When we say that the Departmental Promotion Committee will comprise of the Director of Telegraphs, then whoever is the Director of Telegraphs, naturally he will have to be on the Board. There will be no option to us. We do not go by individual names of the officers but we go by designations. To that extent, it is not possible for us to implement the instructions of the Ministry of Home Affairs, which also says to the extent possible Scheduled Castes and Scheduled Tribes officers should be represented on the Departmental Promotion Committees.”

11.4. The Committee enquired whether the Posts and Telegraphs Department could set up their own independent Selection Boards as the Railways had their own Railway Service Commissions and give representation to Scheduled Castes and Scheduled Tribes in such Selection Boards. The Secretary of the Ministry of Communications replied that they do not have separate Selection Boards as in the Railways but the question of setting up of such a Recruitment Board is currently under examination. He has promised to keep the suggestion of including one Member from Scheduled Castes|Tribes in the Selection Board in view.

11.5. The Committee note that in the Posts & Telegraphs Department, the Selection Committees and Departmental Promotion Committees are constituted by including Officers by designation. They regret to note the views of the Posts and Telegraphs Department that there is little scope for nomination of a Scheduled Caste or Scheduled Tribe officer on those Committees. The Committee do not see any reason why the Posts and Telegraphs Department should not implement the orders of the Government of India on the subject. The Committee desire that in order to give confidence to Scheduled Castes and Scheduled Tribes, in addition to the Officers who are

included by designation, one Scheduled Caste/Scheduled Tribe Officer should as far as possible also be associated with the Selection Committees and Departmental Promotion Committees. The Committee hope that when the P & T Department constitutes its own independent Recruitment/Selection Boards on the lines of the Railway Service Commission, a definite provision for inclusion of at least one Scheduled Caste/Tribe member in those Recruitment/Selection Boards would be made.

XII

EXTRA DEPARTMENTAL AGENTS

The Posts and Telegraphs Department has furnished the following note on the employment of Extra-Departmental Agents:

“The Extra-Departmental Agents are not regular employees and are employed on the basis of contract to provide postal facilities in rural areas. School Masters, Station Masters, land lords and retired servants of Government who have independent sources of income are employed as E.D.As. and paid monthly consolidated allowance for postal work.

Whenever it is proposed to appoint an E.D.A. due publicity is required to be given by displaying a notice giving particulars of appointment to be made and allowances and other conditions attached to it at the concerned Post Office, Police Station, Panchayat Offices and other public places considered suitable. The vacancies are also required to be notified to the Employment Exchanges, whenever possible. The selection is made on merit and according to the prescribed Rules and procedure. The main conditions to be satisfied are that the candidate must have independent source of income and should hold immovable property in respect of appointment as E.D. Branch Postmaster. He must also have thorough knowledge of the conditions for efficient handling of the postal business. The minimum age of Extra-Departmental Agent for outdoor work is 18 and for others 21 years and the maximum age upto which he is retained is 65 years. Near relations of postal employees are not employed as E.D.As.

The Extra Departmental Agents are not whole time employees and are required to have an independent source of livelihood. The allowance they get is in the nature of a subsidiary income and not a source of their livelihood. They are not civil servants and they get consolidated allowances on the basis of postal traffic handled by them.

E.D.As. who have put in one year's continuous service as E.D.A. are permitted to apply for a clerical grade as outside candidate provided their age does not exceed 40 years. E.D.

As. having 3 year's continuous service can appear for test for recruitment to class IV and postman cadre if they are less than 40 years of age. For these cadre they are given preference over others.

As E.D.A. is not a holder of Civil post and is not a regular employee of the Department, he is not entitled to constitutional benefits such as protection under Article 311(2) of the Constitution or reservation under Article 335 of the Constitution for Scheduled Castes and Scheduled Tribes. However, with a view to giving due consideration to the claims of Scheduled Castes|Scheduled Tribes in the employment of E.D.As., executive instructions have been issued that other things being equal, preference should be given as far as possible to the Scheduled Castes candidates who happen to apply for any Extra Departmental Agents Posts."

12.2. The Committee would urge the Government to examine the feasibility of extending the reservations and other concessions to Scheduled Castes and Scheduled Tribes in the matter of appointment as Extra Departmental Agents also.

BUTA SINGH,
Chairman,

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

NEW DELHI;

May 29, 1972

Jyaishta 8, 1894 (Saka).

APPENDIX I

(Vide para 2·1 of Report)

Sl. No.	Name of State	Percentage of reservation	
		Scheduled Castes	Scheduled Tribes
1.	Andhra Pradesh	14	5
2.	Assam	6	18
3.	Bihar	14	9
4.	Gujarat	7	14
5.	Kerala	9	5
6.	J. & K.	8	5
7.	Madhya Pradesh	13	21
8.	Maharashtra	6	6
9.	Mysore	13	5
10.	Orissa	16	24
11.	Punjab	23	5
12.	Haryana	30	5
13.	Rajasthan	17	12
14.	Tamil Nadu	18	21
15.	Uttar Pradesh	21	5
16.	West Bengal	20	6
17.	Nagaland		45
18.	LMA and D Islands		45
19.	NEFA		45
20.	Andaman & Nicobar	..	22
21.	Manipur	2	32
22.	Tripura	..	..
23.	Dadra & Nagar Haveli	2	43
24.	Pondicherry	16	5
25.	Chandigarh	12	5
26.	Himachal Pradesh	12	5
27.	Delhi	23	5
28.	Goa, Daman & Diu	4	5

APPENDIX II

(Vide para. 4.1 of Report)

Statement showing the break up unit-wise of the total number of employees and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1-1-71.

Name of the Circle	Class I			Class II			Class III			Class IV		
	No. of employees	SC	ST	No. of employees	SC	ST	No. of employees	SC	ST	No. of employees	SC	ST
I	2	3	4	5	6	7	8	9	10	11	12	13
DMT Kanpur				8			628	42	3	74	2	..
GMT Bombay	45			137	1	1	7095	634	28	1247	515	48
Mysoore Circle	17			57			12512	1599	269	2601	486	69
DMT Poona	3			12			438	66	20	93	26	5
DDPLI Calcutta	1			1			86	7		21	2	..
DMT Bangalore	5			20			1637	276	21	157	38	4
Trg. Centre, Shaharanpur.	2			1			35	3		45	26	:
Andhra Circle	23			86	1		17088	2319	620	3634	656	155
CAO Telecomm. Stores, Cal.	1			10			364	55	9	84	17	5
CAO TCO Calcutta	1			2			330	33	4	67	11	..
Trg. Centre, Mysore	1			1			19	1		14	3	1
GMT Madras				19	2		3325	531	26	846	251	18

T & D Circle, Jabalpur	.	.	39	1	..	110	5	1447	116	22	231	31	7
TTC Jabalpur	.	.	5	..	..	41		139	15	6	90	28	9
DMT Bangalore	.	.	5	..	..	20		1637	276	21	157	38	4
DMT Hyderabad	.	.	6	1		24	..	1775	288	24	179	37	9
Rajasthan Circle	.	.	13			66	1	10293	1065	385	2183	350	110
Trg. Centre Baroda	.	.	2			1		19	..	..	17	8	3
Gujarat Circle	.	.	5			10		9678	1185	648	3064	619	282
Assam Circle	.	.	31			55		8253	785	700	2510	402	385
GMT Calcutta	.	.	33			120		6712	637	35	2803	515	56
Kerala Circle	.	.	18			78		13257	1470	352	2257	367	101
Delhi Circle	.	.	11	1		18	..	6009	772	35	2301	502	50
Tamil Nadu Circle	.	.	52	..		91	..	22625	4261	274	5905	1332	202
Maharashtra Circle	.	.	40	1		141	3	31132	4067	1085	9509	1927	537
S.E. Civil Circle	.	.	9			17	..	2151	28	7	77	32	5
No. II Bombay	.	.	4			26	1	796	163	18	147	67	14
DMT Ahmedabad	.	.	2			1		20	1	29	14	14	1
Trg. Centre, Darbhanga	.	.	47			128	2	8212	829	20	2213	536	22
GMT New Delhi	.	.	20	2	—	79	1	13940	1359	694	3081	613	189
M.P. Circle	.	.	21	..	..	78	1	14541	1490	686	4091	594	239

I	2	3	4	5	6	7	8	9	10	11	12	13
CCTS Calcutta	11	..	..	20	..	..	686	93	11	312	82	17
West Bengal Circle	28	..	..	81	..	..	22421	2880	547	6885	1439	289
Telecom. Factories, Calcutta.	53	1	1	64	1	1	971	104	33	446	139	24
J & K Circle	8	1	..	19	3	..	1917	75	..	543	46	..
Punjab Circle	31	..	..	82	2	..	18819	2817	42	4971	1099	8
U.P. Circle	12	..	..	22	..	..	19265	2634	4	6836	911	..
Orissa Circle	10	..	..	42	1	..	6375	897	398	1317	308	95
SE IV New Delhi.	6	..	..	20	..	..	266	35	2	99	23	8
SE III, Calcutta	10	..	..	24	..	..	279	33	13	176	60	11
SE I, New Delhi.	9	..	..	16	1	..	128	16	3	21	5	..
P & T Directorate	257	2	1	249	9	2	535	98	4	270	65	7

APPENDIX III

(vide para. 4.2 of Report)

*Employment position at the Headquarters of the P & T Directorate
as on 1-1-1972*

Grade	Category of posts	Total No. of employees	No. of employees			Remarks
			SC	ST		
I	2	3	4	5	6	
GAZETTED						
I. ADG(CSS)—Under Secy.	Class I	9	..	..	..	Reservation not applicable.
Section Officers (CSS)	Class II	60	6	1		
Selection Grade of C.S.S.S.	—Do—	5	..			Reservation not applicable.
Senior Personal Assistant(CSSS)	—Do—	3	..			—Do—
NON-GAZETTED						
Assistant(CSS)	Class II	162	17			
Personal Assistant(CSSS)	Do.	102	4	1		
Grade III of CSSS (Stenographers)	Class III	32	1	..		
U.D.C. (Grade I CSSS)	Do.	144	23	2		Reservation not applicable.
L.D.C. (Grade II CSSS)	Do.	262	37	1		

NOTE : The Ministry of Communications—the cadre authority—maintain the roster Centrally for C.S.S.S. Staff.

	1	2	3	4	5	6
Class II & III (Non-C.S.S.)						
II. Sr. Admn. Grade		Class I	21			Reservation orders are not applicable and they are not recruited with Directorate as unit.
Junior Admn. Grade		—Do—	40			
Other officers		—Do—	122	4		
—Do—		Class II	107	..		
Sr. and Jr. Accts.		Class III	65			
III.						
S.G. Clerks		Class III	5			Reservation not applicable.
A.M.A. Clerks		Class III	19	..	..	Do.
S.M.A. Clerks		Class III	10			Do.
Chief Draftsman		Class III	2	..		Do.
Sr. Draftsman		Class III	4	I		Do.
Jr. Draftsman		Class III	28	10		
Tracers		Class III	1	..		
Sr. Mechanic		Class III	14	..	..
Jr. Mechanic		Class III	14	4	..	
French Translator		Class III	3	..	..	Reservation not applicable.
Artist-cum-Caligraphist		Class III	1			Do.
Statistical Assistant		Class III	4			

Computers	Class III	4	2	..
Caretaker	Class III	1	..	.. Reservation not applicable.
Librarian	Class III	3		
Proof Readers	Class III	4	..	
Copy holders	Class III	1		
Hindi Translators	Class III	11	..	.. Reservation not applicable.
Sub Editors	Class III	2	..	
Investigators	Class III	2	..	.. Reservation not applicable.
Tech. Assistt. (Non-Gazetted)	Class II	6	..	Do.
Research Asstt. Hindi (Non-Gazetted)	Class II	2	..	
Sr. Hindi Translator	Class III	2	..	Do.
Hindi Assistant	Class III	2	I	Do.
Staff Car Driver	Class III	4	I	
Other Class III Cadres	Class III	9	I	Do.

N.B. (1) Percentage not shown as in several cadres reservation order is not applicable.

(2) The information does not include a number of non-Gazetted Grades whose recruitments are made by Administration Section viz. E.S.P., I.P.O., A.S.R.M. Telegraph Master etc.

	I	2	3	4	5	6
IV. Class IV :						
Selection Grade Daftry, Daftry, Jamadar, Junior Gest. Operator.		55	3	3	..	Reservation not applicable.
Poons/Farash, Mali, Mazdoor etc.		166	34 (20.5%)	7 (4.1%)		
Sweepers.		22	22 (100%)			
Scavengers		Nil				

APPENDIX IV

(Vide Para 4 of Introduction)

Summary of Conclusions|Recommendations contained in the Report

Sl. No.	Reference to para No. in the Report	Summary of Conclusions/ Recommendations
1	2	3
1	1.4	Since the P&T Board is fully responsible for the implementation of the reservation and other orders pertaining to the Scheduled Castes and Scheduled Tribes, issued by the Government of India, in the Posts and Telegraphs Department, the Committee would only urge the Board to take effective steps to ensure the full implementation of those orders, both in letter and spirit by the P&T Directorate and all its subordinate offices and authorities.
2	2.10	The Committee note the procedure of recruitment being followed by the Posts and Telegraphs Department.
	2.11	The Committee suggest that if adequate number of Scheduled Caste and Scheduled Tribe candidates are not available in any particular area, copies of recruitment advertisements should also be sent to the Employment Exchanges situated in other areas. The Committee would also desire that in order to attract the maximum number of Scheduled Caste and Scheduled Tribe candidates, the percentages of marks obtained by the last Scheduled Caste and Scheduled Tribe candidates selected in the previous examination should not be mentioned in the recruitment advertisement.

1	2	3
2	2.12	<p>The Committee do not see any valid reason why the Posts and Telegraphs Department should not communicate the reasons for the rejection of Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges. In their view, communication of the precise reasons of rejection of the Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges would enable the Employment Exchanges to know the type of candidates required by the Posts and Telegraphs Department and would also facilitate the Employment Exchanges to sponsor the right type of candidates belonging to these communities. This will also enable the Employment Exchanges to plan and reorient their schemes for training, particularly for Scheduled Caste and Scheduled Tribe candidates.</p>
	2.13	<p>The Committee feel that there is no reason why the Posts and Telegraphs Department should feel compelled to communicate to the Employment Exchanges the reasons for rejection of the general candidates also if they do so in the case of the rejected Scheduled Caste and Scheduled Tribe candidates because there is no dearth of suitable general candidates for the unreserved vacancies. The Committee would also suggest that the Employment Exchanges should be asked to send another list of Scheduled Caste and Scheduled Tribe candidates, if the Scheduled Caste and Scheduled Tribe candidates are not found suitable in a particular list.</p>
4	2.14	<p>With regard to the employees who secure employment by producing a false certificate of being a Scheduled Caste or a Scheduled Tribe, the Committee would like to emphasise that as soon as such a case comes to the knowledge of the Posts and Telegraphs Department, the concerned employee should be suspended from service forthwith and then a departmental enquiry and/or criminal prosecution launched against him.</p>

1	2	3
5	2.17	<p>The Committee note that the orders of the Government of India regarding selection of the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes for appointment to non-technical and quasi-technical Class III and Class IV posts and imparting of in-service training to make them proficient in their work have been circulated to all subordinate authorities for compliance. The Committee hope that the Posts and Telegraphs Department would ensure that these orders are also actually carried out in right earnest by all the P. & T. Circles, etc. The Committee would also like the Posts and Telegraphs Department to identify the areas where any special in-service training would be useful for the Scheduled Caste and Scheduled Tribe employees and to formulate schemes for such in-service training of the employees belonging to these communities.</p>
6	3.5	<p>The Committee regret to note that the Posts and Telegraphs Department took nearly one year to decide on the implementation of the orders of the Government of India regarding relaxation of standards for Scheduled Caste and Scheduled Tribe candidates at the time of recruitment. They desire that the Posts and Telegraphs Department should take prompt action in carrying out the reservation orders of Government of India so that the interests of Scheduled Castes and Scheduled Tribes do not suffer.</p>
7	4.12	<p>The Committee are distressed to find that the representation of the Scheduled Castes and Scheduled Tribes in Class I and Class II posts in the Posts and Telegraphs Department is negligible. There is also a considerable shortfall in the representation of these communities in Class III posts. It is all the more surprising that in spite of the Government of India reservation orders for Scheduled Castes and Scheduled Tribes stated to have been implemented by the Posts and Telegraphs Department, the shortfalls in the representation of these communities in the Posts</p>

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and Telegraphs Department continues. The Committee would urge the Ministry to take immediate and effective steps to augment the representation of Scheduled Castes and Scheduled Tribes in the services of the Posts and Telegraphs Department according to the quotas reserved for them.

8 4.13 The Committee are surprised to find that in spite of the poor representation of the Scheduled Castes and Scheduled Tribes in Class II posts, the Posts and Telegraphs Department intends to curtail the percentage of direct recruitment in Class II Telegraph Traffic Service from 50 per cent to 25 per cent which will deprive the Scheduled Castes and Scheduled Tribes candidates the benefit of reservations to that extent. The Committee recommend that the question of reduction of the percentage in the direct recruitment in Class II Telegraph Traffic Service should be deferred till adequate number of Scheduled Castes and Scheduled Tribes are appointed to these posts.

9 4.14 The Committee would like to be apprised of the result of the special recruitment for Scheduled Castes and Scheduled Tribes made in Class III and Class IV posts by the P & T Circles. They desire that similar special recruitments may be made for Scheduled Castes and Scheduled Tribes in Class I and Class II posts also.

10 5.6 The statement showing the total number of employees promoted and the number and percentage of Scheduled Castes and Scheduled Tribes among them during each of the last three years in respect of various categories of posts is awaited.

11 5.7 The Committee note that a postman, after passing Matriculation examination, is not appointed as clerk unless and until he completes

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		<p>five years of service as a postman, irrespective of the caste or tribe to which he belongs. The Committee recommend that this condition of a minimum of five years of service as a postman for matriculated postman for promotion to the grade of the clerk should be reduced to three years of service as a postman in the case of Scheduled Caste and Scheduled Tribe employees.</p>
12	6.3	<p>The Committee are unhappy to note that a large number of Scheduled Caste/Tribe employees were superseded in 1969 and 1970. The Committee feel that, in view of the poor representation of the Scheduled Castes and Scheduled Tribes in the Posts and Telegraphs Department, employees of these communities should be superseded with circumspection and on compelling rounds only.</p>
13	7.7	<p>The Committee note that in the clerical cadre, all employees including Scheduled Castes/Tribes are given six chances, with a period of four years to pass confirmatory tests. They also note that employees who fail to pass the confirmatory tests are reverted to a lower grade. The Committee feel that reversion of an employee to a lower post after he has put in a number of years of service in the higher post merely for his failure to pass a confirmatory test is a very drastic step which causes unnecessary and avoidable hardship to the concerned employee. The Department may delay the confirmation of such an employee or postpone his increment instead of taking the extreme step of reverting him to a lower post. The Committee desire that the Posts and Telegraphs Department should re-examine this matter and modify their rules and avoid such reversions. The Committee recommend that in order to enable the Scheduled Caste/Tribe employees to pass the confirmatory tests, in-service training should be given to them. The Scheduled Caste and Scheduled Tribe employees should</p>

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also be given greater number of chances to pass the confirmatory tests.

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8.4

The Committee note that the Liaison Officers have been appointed in the Posts and Telegraphs Directorate and in the Offices of Heads of P & T Circles to ensure the implementation of the Government of India orders regarding reservations for, and other concessions admissible to, the Scheduled Castes and Scheduled Tribes. The Committee also note that there is no separate Complaints Cell in the P & T Department or in its Circles and other Offices to look into the grievances and complaints of the Scheduled Caste and Scheduled tribe employees exclusively. The Committee would, however, like to suggest that at least in the P & T Directorate itself and in the Heads Offices of the P & T Circles, there ought to be a separate self contained cell—the staff strength of each such Cell may depend upon the load of work—to expeditiously look into the grievances of the Scheduled Caste/Tribe employees/candidates.

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9.4

The Committee consider it imperative that the P & T Department should maintain centrally information about the dere-servation of posts in various P & T Circles. The Liaison Officers of Department should be made responsible for the timely collection of statistics concerning the Scheduled Caste and Scheduled Tribe employees, in such matter as recruitments, promotions, de-reservations transfer, etc. Unless this is done there cannot be any comprehensive assessment about the representation of Scheduled Caste/Tribe employees in the P&T Department.

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10.2

The Committee note that the rosters are being maintained by the Posts & Telegraphs Department as per Government of India orders. They feel that the proper maintenance of rosters would keep the authorities informed of their representation of Scheduled Castes and Scheduled Tribes

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at the various points in different posts and the shortfalls, if any, can be detected immediately. The Committee, desire that these rosters should be checked periodically by the concerned authorities and certificates of checks made recorded thereon.

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11.5

The Committee note that in the Posts & Telegraphs Department, the Selection Committees and Department Promotion Committee are constituted by including Officers by designation. They regret to note the views of the Posts and Telegraphs Department that there is little scope for nomination of a Scheduled Caste or Scheduled Tribe officer on those Committees. The Committee do not see any reason why the Posts and Telegraphs Department should not implement the orders of the Government of India on the subject. The Committee desire that in order to give confidence to Scheduled Caste and Scheduled Tribes, in addition to the officers who are included by designation, one Scheduled Caste/Tribe officer would as far as possible also be associated with the Selection Committees and Departmental Promotion Committees. The Committee hope that when the Posts and Telegraphs Department constitutes its own independent Recruitment/Selection Boards on the lines of the Railway Service Commission, a definite provision for inclusion of atleast one Scheduled Caste/Tribe member in these Recruitment/Selection Boards would be made.

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12.2

The Committee would urge the Government to examine the feasibility of extending the reservations and other concessions to Scheduled Castes and Scheduled Tribes in the matter of appointment as Extra Departmental Agents also.