

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

SIXTEENTH REPORT

**MINISTRY OF DEFENCE
(DEPARTMENT OF DEFENCE PRODUCTION)**

Action taken by Government on the recommendations contained in the Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Ministry of Defence (Department of Defence Production)—Reservations for Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertakings

(Presented on 2-5-1973)



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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1971—73)

Sardar Buta Singh—*Chairman*

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- *4. Shri Anant Prasad Dhusia
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Shri J. R. Kapur—*Under Secretary.*

*Elected w.e.f. 16th March, 1973 *vice* Shri Sukhdev Prasad ceased to be member of the Committee on his appointment as Deputy Minister.

†Elected w.e.f. 1st June, 1972 *vice* Shri Golap Barbora resigned. signed.

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

Study Group VI

(Action Taken Reports)

Sardar Buta Singh—*Chairman*

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SECRETARIAT

Shri B. K. Mukherjee—*Deputy Secretary*

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 Sixteenth Report on Action Taken by Government on the recommendations contained in their Seventh Report (Fifth Lok Sabha) on the Ministry of Defence (Department of Defence Production)—Reservations for Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertakings.

2. The draft Report was considered and adopted by the Study Group VI on Action Taken Reports of the Committee at their sitting held on the 30th March, 1973, and finally adopted by the Committee on the 18th April, 1973.

3. The Report has been divided into following chapters:

I—Report.

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

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

IV—Recommendations|Observations in respect of which replies of Government have not been accepted by the Committee.

V—Recommendation|Observation in respect of which Government have furnished interim reply.

4. An analysis of the action taken by Government on the recommendations contained in the Seventh Report of the Committee is given in Appendix XI. It would be observed therefrom that out of 23 recommendations made in the Report, 19 recommendations, i.e. 82 per cent, have been accepted by Government; the Committee do not desire to pursue three recommendations, i.e. 13 per cent; and final reply is awaited in respect of one recommendation, i.e. 5 per cent.

NEW DELHI;
April 24, 1973.

Vaisakha 4, 1895 (S).

BUTA SINGH,
Chairman,

Committee on the Welfare of Scheduled Caste and Scheduled Tribes.

CHAPTER I

REPORT

This Report of the Committee deals with action taken by Government on the recommendations contained in the Seventh Report (Fifth Lok Sabha) on the Ministry of Defence (Department of Defence Production)—Reservations for Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertakings. The Committee are glad to note that the Ministry of Defence (Department of Defence Production) have accepted most of the recommendations of the Committee. There are however a few recommendations included in Chapter III of the Report wherein the Committee have made further observations which, they hope, would be taken due note of by the Department of Defence Production.

1.2. In para 2.71 of the Report, the Committee suggested that precise reasons for the rejection of Scheduled Caste|Tribe candidates sponsored by the Employment Exchanges by the Defence Public Sector Undertakings should be recorded and communicated to the Employment Exchanges.

1.3. In reply the Department of Defence Production have stated that it would not be administratively feasible for the public undertakings to enter into correspondence with the sponsoring authorities in regard to the suitability or otherwise of the candidates. Hence, it would not be practicable for the undertakings to communicate the reasons for the rejection of the Scheduled Caste|Tribe candidates to the employment exchanges. However, in deference to the Committee's recommendation the Defence Public Sector Undertakings have been instructed to record the precise reasons for rejecting the Scheduled Caste|Tribe candidates sponsored by the Employment Exchanges or whether they apply direct in response to advertisements and to communicate these to the Department of Defence Production.

1.4. The Committee have considered the reply of the Department of Defence Production. They desire that the Defence Public Sector Undertakings should send to the Director General of Employment and Training, besides the Department of Defence Production, a summary of the reasons for the rejection of Scheduled Caste/Tribe candidates.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial No. 1, Para 1.9)

While the Committee would discuss in succeeding paragraphs the various matters discussed with the representatives of the Department of Defence Production, they would like to record here their appreciation of the promptness with which the Department accepted most of the suggestions made during the evidence of its representatives and issued the directives incorporating those suggestions to the Defence Public Sector Undertakings. The Committee hope that the representation of Scheduled Castes and Scheduled Tribes in the services of the Defence Public Sector Undertakings will now considerably improve if the instructions contained in those directives are implemented in toto by the Defence Public Sector Undertakings.

Reply of Government

Government have taken note of the views expressed by the Committee and a close watch is being kept on the observance by the Defence Public Sector Undertakings of the Directives issued by the Government from time to time in regard to reservations for the Scheduled Castes and Scheduled Tribes.

[Ministry of Defence Office Memorandum No. F. 12(4)/71/D(PS)
dated 24-8-1972]

Recommendation (Serial No. 2, Para 1.10)

The Committee would like the Department of Defence Production to examine the annual returns received by it from the Public Sector Undertakings under it specifically in the light of the directives issued to them regarding the Scheduled Castes and Scheduled Tribes and to point out to the concerned undertakings the shortcomings, if any, noticed therein, with a view to rectify them.

Reply of Government

The recommendation has been taken note of. The annual returns received from the Defence Public Sector Undertakings are

being examined by the Department of Defence Production in the light of the directives issued. Suitable instructions will be issued to the Undertakings wherever necessary to ensure proper implementation of the provisions laid down in the directives.

[Ministry of Defence Office Memorandum No. 12 (4) |71|D (PS)
dated 28-4-1972]

Recommendation (Serial No. 3, Para 1.16)

The Committee have no doubt that close liaison and coordination between the Bureau of Public Undertakings, Department of Defence Production and Defence Public Sector Undertakings will go a long way in improving the representation of the Scheduled Castes and Scheduled Tribes in the services of the Defence Undertakings. While the Committee agree with the Director-General of Bureau of Public Enterprises that the role of the Bureau of Public Enterprises is purely an advisory one and that the Bureau cannot interfere in the day-to-day working of the Undertakings, the Committee would like to stress that the returns from the Public Undertakings should be carefully examined by the Bureau on receipt, keeping in view the percentages of reservations and other measures prescribed for the Scheduled Castes and Scheduled Tribes. The deficiencies, if any, found in the representation of the Scheduled Castes and Scheduled Tribes in the services of the Defence Undertakings should immediately be pointed out to the Department of Defence Production so that necessary corrective measures are taken expeditiously. The Bureau should also, with the collaboration of the Department of Defence Production, keep a close watch to ensure that these deficiencies are made up as speedily as possible.

Reply of Government

The recommendation of the Committee has been brought to the notice of the Bureau of Public Enterprises and the Defence Public Sector Undertakings have also been advised to keep in close touch with the Bureau so that remedial action is initiated at the earliest whenever any deficiencies are noticed.

[Ministry of Defence Office Memorandum No. 12 (4) |71|D (PS)
dated 28-4-1972]

Recommendation (Serial No. 4, Para 2.3)

The Committee are unhappy to learn that even the existing seats reserved for Scheduled Castes and Scheduled Tribes in the Marine

Engineering Colleges, Indian Institutes of Technology etc. are not being filled up by the Scheduled Caste and Scheduled Tribe students. The Committee feel that unless more and more Scheduled Caste/Tribe students take up the requisite technical courses, their representation in the services of Defence Public Sector Undertakings is not likely to improve. The Committee would, therefore, stress the desirability of conducting a survey to find out the reasons for the inadequate intake of Scheduled Caste/Tribe students in technical courses in these technical institutions. The Committee suggest that close liaison and coordination between the Defence Public Sector Undertakings and the various technical institutions should be established so that adequate number of Scheduled Caste and Scheduled Tribe students could be given necessary education and training according to the requirements of the Defence Public Sector Undertakings.

Reply of Government

The Committee's recommendation as regards the conducting of survey to find out the reasons for inadequate intake of Scheduled Castes and Scheduled Tribes in technical courses, has been brought to the notice of the Ministry of Education and Social Welfare and the Ministry of Shipping and Transport for taking necessary action. As regards close coordination between Defence Public Sector Undertakings and the technical institutions, the Undertakings have been advised to project their recruitment requirements annually to the Placement Officers in the I.I.Ts. etc., in order to assist in improving the recruitment from amongst Scheduled Castes/Tribes to technical posts in these Undertakings against the reserved vacancies, as far as possible. A copy of the Ministry of Defence O.M. No. 12(4)/71/D(PS)P.C.4, dated 22nd July, 1972, to the Ministry of Education and Social Welfare/Shipping and Transport and letter No. F. 12(4)/71/D(PS)P.C. 5, dated 22nd July, 1972, to the Defence Public Sector Undertakings is enclosed for reference (Appendices I & II).

[Ministry of Defence Office Memorandum No. 12(4)/71/D(PS)
dated 28-4-1972]

Recommendation (Serial No. 5, Para 2.4)

The Committee also suggest that for purpose of recruitment, the Defence Public Sector Undertakings should notify their requirements to the Placement Officers in the various Institutes of Technology so that students passing out from the Institutes could offer themselves for employment in those Undertakings.

Reply of Government

The recommendation of the Committee is accepted. Government have already issued suitable instructions to the Defence Public Sector Undertakings in this regard, *vide* enclosed copy of Ministry of Defence letter No. F. 12(4)/71/D(PS)/PC. 5, dated 22nd July 1972. (Appendix II)

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 28-4-1972]

Recommendation (Serial No. 6, Para 2.26)

The Committee note that the Department of Defence Production has already issued a comprehensive supplementary directive to the Defence Public Sector Undertakings, incorporating therein some of the suggestions made by the Committee for improving the recruitment procedure followed by the Defence Public Sector Undertakings to augment the intake of Scheduled Castes and Scheduled Tribes in their services. The Committee need hardly stress that the procedure envisaged in the said directive should be scrupulously observed by the Defence Public Sector Undertakings. The Committee suggest that the Department of Defence Production should keep a continuous watch on the Defence Public Sector Undertakings so as to see that the reservation orders and other measures laid down for the benefit of the Scheduled Castes and Scheduled Tribes are properly and fully implemented.

Reply of Government

The recommendation has been taken note of and a continuous watch will be kept by the Department of Defence Production over the performance of the undertakings in regard to the observance of the directives issued to them. The annual returns submitted by the undertakings are being subjected to close scrutiny and suitable instructions wherever necessary will be issued to the undertakings to ensure proper implementations of the directives.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 28-4-1972]

Recommendation (Serial No. 8, Para 2.30)

The Committee hope that a Scheduled Caste/Tribe officer would invariably be included in Selection/Promotion Boards set up by the Defence Public Sector Undertakings as laid down in the directive referred to in para 2.29 of the Report so that interests of the

Scheduled Castes and Scheduled Tribes candidates are adequately safeguarded.

Reply of Government

As noted by the Committee, a directive to this effect has already been issued to the Defence Public Sector Undertakings *vide* Ministry of Defence letter No. F. 2(15)/71/D(HAL-II)/D(PS) dated 28th October 1971, and the undertakings are required to implement the directive.

[Ministry of Defence Office Memorandum No. 12(4)/71/D(PS)
dated 28-4-1972]

Recommendation (Serical No. 9, Para 2.43)

The Committee are unhappy to note that the number of Scheduled Castes and Scheduled Tribes recruited as Graduate Engineers by all the Defence Public Sector Undertakings so far is negligible. The Committee are all the more unhappy that only one Scheduled Caste candidate was selected as Graduate Engineer by the Hindustan Aeronautics Ltd., out of 43 Scheduled Caste candidates, possessing first class degrees called for examination/interview. The position in the Bharat Electronics Ltd. is no better. Out of 11 Scheduled Caste candidates who passed the written test held by the BEL, only seven candidates were selected. The Committee feel that a large number of Scheduled Castes could have been recruited as Graduate Engineers by lowering the standards of recruitment a little. The Committee would like the Department of Defence Production to examine in detail the procedure being followed by the Defence Public Sector Undertakings for the recruitment of Graduate Engineers with a view to suggest the extent to which the standards for recruitment could be relaxed for the Scheduled Castes/Tribes. The Committee would also like to impress upon the Department of Defence Production the desirability of devising adequate checks to ensure rigid application of the relaxed standards by the Defence Public Sector Undertakings in the recruitment of Scheduled Castes and Scheduled Tribes as Graduate Engineers.

Reply of Government

Government have reiterated to the Defence Public Undertakings *vide* enclosed copy of the Ministry of Defence letter No. F. 12(4)/71/D(PS)/PC-9, dated 31st July, 1972 (Appendix III), the need for due compliance with the provisions of the Supplementary Directive issued to these Undertakings under the Ministry of Defence letter No. F. 2(15)/71/D(HAL-II)/D(PS) dated 28th October, 1971 wherein

specific attention had been drawn to the need for applying relaxed standard of selection in the case of Scheduled Caste/Scheduled Tribe candidates.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 24-8-1972]

Recommendation (Serial No. 10, Para 2.58)

The Committee note the procedure being followed by the Defence Public Sector Undertakings for the recruitment of trade apprentices. The Committee appreciate the fact that Scheduled Castes/Tribes would be taken as trade apprentices upto 45 per cent of the vacancies by the Garden Reach Workshops Ltd. with effect from current year, and similarly Scheduled Castes/Tribes to the extent of 20 per cent would be taken as trade apprentices by Goa Shipyard Ltd. The Committee hope that the other Defence Public Sector Undertakings will also similarly increase the intake of Scheduled Castes and Scheduled Tribes in the vacancies of trade apprentices till such time their shortfall is made up.

Reply of Government

Government have taken note of the recommendation and suitable instructions have been issued to the Defence Public Sector Undertakings vide enclosed copy of the Ministry of Defence Letter No. F. 12(4)|71|D(PS)|PC. 10|11, dated 28th July, 1972 (Appendix IV).

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 24-8-1972]

Recommendation (Serial No. 11, Para 2.59)

The Committee note that the Defence Public Sector Undertakings have to take in trade apprentices as recommended to them by the Director General of Employment and Training and the Defence Public Sector Undertakings have no say in the matter. The Committee need hardly emphasise that the Defence Public Sector Undertakings should immediately point out to the Director General of Employment and Training, if the number of Scheduled Castes/Tribes in the list forwarded to them by the Director General of Employment and Training is not commensurate with the reservations in favour of Scheduled Castes/Tribes. The Committee would also like to impress upon the Director General of Employment and Training strictly to adhere to the reservations in favour of the Scheduled Castes/Tribes while selecting candidates for the vacancies of trade apprentices.

Reply of Government

Government have taken note of the recommendation and suitable instructions have been issued to the Defence Public Sector Undertakings, vide enclosed copy of the Ministry of Defence letter No. F. 12(4)/71/D(PS). 10/11, dated 28th July, 1972 (Appendix IV).

[Ministry of Defence Office Memorandum No. F. 12(4)/71/D(PS)
dated 24-8-1972]

Recommendation (Serial No. 12, Para 2.60)

The Committee suggest that avenues should be explored for absorbing the trade apprentices trained by an undertaking, if they have completed their training successfully. The cases of the Scheduled Caste/Tribe trade apprentices, who are trained by the Undertaking should merit special consideration.

Reply of Government

The recommendation of the Committee has been accepted by Government and suitable instructions have been issued to the Defence Public Sector Undertakings vide enclosed copy of the Ministry of Defence letter No. F. 12(4)/71/D(PS)PC. 12 dated 15/7/72 (Appendix V).

[Ministry of Defence Office Memorandum No. 12(4)/71/D(PS)
dated 24-8-72].

Recommendation (Serial No. 13, Para 2.64)

The Committee note that there are no reservations in favour of Scheduled Castes and Scheduled Tribes in recruitment of casual labour. They appreciate that the Goa Shipyard Ltd. has formulated a scheme whereby the Scheduled Caste and Scheduled Tribe candidates are given preference in recruitment in casual labour. The Committee recommend that the other Defence Public Sector Undertakings should also have similar schemes so that more and more Scheduled Castes and Scheduled Tribes may be recruited even in casual labour. The Committee would also like to emphasise that reservations should be strictly adhered to while appointing the casual labour against permanent vacancies by the Defence Public Sector Undertakings.

Reply of Government

Government have taken note of the recommendation and suitable instructions have been issued to the Defence Public Sector Undertakings vide enclosed copy of Ministry of Defence letter

No. 12(4) | 71 | D (PS) - PC - 13 dated 13-9-1972 (Chapter VIII) Appendix VI).

[Ministry of Defence (Deptt. of Defence, Production O.M. No. 12(4) | 71 | D (PS) dated 14-9-1972]

Recommendation (Serial No. 14, Para 2.70)

The Committee are distressed to find the insignificant representation of the Scheduled Castes and Scheduled Tribes in the Defence Public Sector Undertakings in almost all the categories of posts. They also regret to note that even after the issue of the presidential directive to the Defence Public Sector Undertakings, the Defence Public Sector Undertakings did not pay sufficient attention towards the recruitment of Scheduled Castes and Scheduled Tribes as per reservations prescribed for them. In the circumstances, the Committee need hardly emphasise that unless orders | instructions on the subject are followed in letter and spirit by the Defence Public Sector Undertakings, the position is not going to improve. The Committee, however, would watch with interest the efforts being made by the Department of Defence Production to augment the intake of Scheduled Castes and Scheduled Tribes in the services of the Defence Public Sector Undertakings.

Reply of Government

The Department of Defence Production is keeping a watch in regard to the observance of the directives issued to the Defence Public Sector Undertakings and every effort is being made to improve the intake of Scheduled Castes and Scheduled Tribe candidates in the Defence Public Sector Undertakings.

[Ministry of Defence Office Memorandum No. 12(4) | 71 | D (PS) dated 24-8-72].

Recommendation (Serial No. 16, Para 2.74)

The Committee feel that the Roster is mechanism to watch adequate intake of Scheduled Castes and Scheduled Tribes in the services of Defence Public Sector Undertakings and that it would cease to have any significance whatsoever if it is not maintained properly. Further, unless all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled and their appointments are in fact made according to the points mentioned in the Roster, the position regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Defence Public Sector Undertakings is not expected to improve. The Committee note that revised orders have been issued by the Department of Defence Production in October, 1971 for the proper maintenance of

Rosters in their periodical checking by higher officers. The Committee hope that these Rosters will now be maintained in accordance with the extent orders and checked regularly.

Reply of Government

The recommendation of the Committee is taken note of. The Liaison Officers in the Defence Public Sector Undertakings have been made specifically responsible to ensure proper maintenance of the Rosters as also the implementation of Government directives in regard to the reservations for Scheduled Castes|Tribes. In this connection para 5 of the directive bearing No. F. 2(15)/71|D(HAL-II)|D(PS) dated 28th October 1971 (copy enclosed (Appendix VII) may please be referred to.

[Ministry of Defence Office Memorandum No. F. 12(4)/71/D(PS) dated 24-8-1972]

Recommendation (Serial No. 17, Para 2.86)

The Committee feel that unless a special in-service training programme, especially for those Scheduled Caste|Scheduled Tribes candidates, who have been recruited by lowering the standard, is initiated by the Defence Public Sector Undertakings, it may be very difficult to bring such employees at par with others and make them suitable for higher posts. The Committee note in this connection that all the Defence Public Sector Undertakings except the Bharat Earth Movers Ltd., Garden Reach Workshops Ltd. and the Bharat Dynamics Ltd. have some sort of training programmes. The Committee also note that the Department of Defence Production has already issued a directive to the Defence Public Sector Undertakings to arrange special training classes for the Scheduled Caste and Scheduled Tribe candidates. The Committee hope that with the initiation of training programme in the Defence Public Sector Undertakings the Scheduled Caste|Tribe candidates will be able to come up to the requisite standard.

Reply of Government

As noted by the Committee, the directive issued to the Defence Public Sector Undertakings under the Ministry of Defence letter No. F. 2(15)/71|D(HAL-II)|D(PS) dated 28th October 1971 already requires these undertakings to arrange special pre-entry training, where necessary, for the Scheduled Castes|Tribes candidates selected for recruitment on the basis of relaxed standard of suitability and experience, in order to equip these candidates with the requisite skills or experience required for the satisfactory performance of their jobs. In addition, it has also been enjoined on the Defence

Public Sector Undertakings that, where feasible, special training classes may also be arranged for the training of candidates from the Scheduled Castes|Scheduled Tribes in technical trades or disciplines for which the employment exchange or the Industrial Training Institutes are not in a position to sponsor the requisite number of qualified candidates from these communities, with a view to the eventual absorption of the candidates given such special training in the reserved vacancies. Government will be watching the implementation of these instructions by the Defence Public Sector Undertakings.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 24-8-1972]

Recommendation (Serial No. 18, Para 2.90)

The Committee are unhappy to note that large number of posts have been de-reserved, especially in the Bharat Electronics Ltd., The Committee feel that the procedure being followed by the Defence Public Sector Undertakings for de-reservation of posts needs close scrutiny to ensure that de-reservation of posts is avoided as far as possible. The Committee suggest that before a particular post is de-reserved, the matter should again be referred to the Employment Exchange in order to explore the possibility of getting Scheduled Caste/Tribe candidates. They also suggest that precise reasons for de-reservation of posts should be also intimated to the Commissioner for Scheduled Castes and Scheduled Tribes for his information. The statistics regarding posts de-reserved during a year should also be included in the Annual Report of the Department of Defence Production|Defence Public Sector Undertakings.

Reply of Government

Even at present, a provision for re-advertisement, when the reserved vacancies cannot be filled up by SC and ST candidates, exists in the Government directive issued to the Defence P.U.s. In this connection, paragraphs 4(b) and 4(c) of the Government directive contained in the Ministry of Defence letter No. F.17(204)/69/D(PS) dated 17-2-1971 refers. This is considered adequate. The suggestions of the Committee that the reasons for de-reservations of the posts reserved for Scheduled Castes/Tribes in the Defence PSUs., should be intimated to the Commissioner for Scheduled Castes and Scheduled Tribes for his information and that the details of the posts de-reserved should also be included in the Annual Reports of the Undertakings, is accepted. Suitable instructions to this effect have been issued to the Defence Public Sector Undertakings vide the enclosed copy of Ministry of Defence letter No. F.12(4)|71|D(PS)|

PC, 18 dated 5-8-1972 (Appendix VIII). As regards the suggestion for inclusion of statistics in regard to de-reservation in the Annual Report of the Ministry of Defence, it is considered that it should be sufficient if the requisite data is included in the Annual Reports of the undertakings which are also placed before the Parliament every year. Moreover, as the Annual Report of the Ministry covers not only the Defence Public Sector Undertakings but other organisations as well, no useful purpose would be served by including the statistics in regard to de-reservation of the reserved posts in the Defence Public Sector Undertakings alone in the Ministry's annual Report. The Ministry would, however, be receiving information through the Annual Returns and will be watching the position.

[Ministry of Defence O.M. No. 12(4)|71|D|(PS), dated 24-8-72].

Recommendation (Serial No. 19, Para 2.94)

The Committee note that Liaison Officers have been nominated in all the Defence Public Sector Undertakings for the effective implementation of the orders and instructions issued by the Ministry of Home Affairs/Department of Defence Production pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The Committee suggest that the charter of duties for the Liaison Officers, as laid by the Ministry of Home Affairs, should be adopted by the Department of Defence Production and made applicable to the Liaison Officers appointed by the various Defence Public Sector Undertakings.

Reply of Government

The directive issued to the Defence Public Sector Undertakings under the Ministry of Defence letter No. F.17(204)|69|D(PS) dated 27th January, 1970 (vide extract of Para 15 thereof enclosed herewith) (Appendix IX) already incorporates the essential requirements in respect of the charter of duties of the Liaison Officers as prescribed by the Ministry of Home Affairs, keeping in view the autonomous status and set up of the Public Sector Undertakings.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 28-4-1972]

Recommendation (Serial No. 20, Para 2.95)

The Committee note the procedure being followed by the Mazagon Dock Ltd., for redressal of grievances of employees. They,

however, feel that there is need for a separate Cell to attend to the complaints and grievances of Scheduled Castes/Tribes employees.

Reply of Government

The recommendation of the Committee that there should be a separate Cell to attend to the complaints and grievances of Scheduled Castes/Tribes employees has been substantially implemented by Government while issuing the directive to the Defence Public Sector Undertakings under the Ministry of Defence letter No. F. 17(204)|69|D(PS) dated 27th January 1970 wherein it has been laid down that a Cell consisting of suitable number of Assistants under the control of the Liaison Officer should be constituted to ensure prompt disposal of grievances and representations of Scheduled Castes and Scheduled Tribes employees.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 24-8-1972]

Recommendation (Serial No. 22, Para 3.7)

The Committee note the procedure being followed in the Defence Public Sector Undertakings for filling up posts by promotion. In view of the fact that there are very few Scheduled Castes and Scheduled Tribes in the higher posts in the Defence Public Sector Undertakings, the Committee feel that greater promotion opportunities should be provided to them.

Reply of Government

The Government directives issued to the Defence Public Sector Undertakings already make due provision as regards the application of relaxed standards of selection as also reservations in the matter of promotion on the lines in force in Government services. This, it is hoped, would provide greater opportunities than before to the Scheduled Castes|Scheduled Tribes employees in the Defence Public Sector Undertakings.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 28-4-1972]

CHAPTER III

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

Recommendation (Serial No. 7, Para 2.27)

The Committee feel that close coordination and liaison between the Defence Public Sector Undertakings and the Employment Exchanges is imperative for augmenting the representation of Scheduled Castes and Scheduled Tribes in the services of the Defence Public Sector Undertakings. The Committee suggest that precise reasons for the rejection of Scheduled Castes/Tribes candidates, who have been sponsored by the Employment Exchanges, should be recorded and communicated to the Employment Exchanges. The Employment Exchange should also be asked to furnish a fresh list of Scheduled Castes and Scheduled Tribe candidates if suitable Scheduled Caste|Tribe candidates are not available in the list furnished by them earlier.

Reply of Government

The Public Sector Undertakings under the Department of Defence Production have been advised, vide enclosed copy of Defence Ministry's letter No. F.12(4)|71|D(PS)|PC.7 dated 16-8-1972 (Appendix X) to maintain close liaison and coordination with the Employment Exchanges in order to improve the representation of Scheduled Castes and Scheduled Tribes in the services of Public Sector Undertakings.

As regards the Committee's recommendation that precise reasons for the rejection of the Scheduled Caste and Scheduled Tribe candidates who are sponsored by the Employment Exchanges, should be recorded and communicated to the Employment Exchanges, Government are of the view that it would not be an administratively feasible arrangement for the public undertakings to enter into correspondence with the sponsoring authorities in regard to the suitability or otherwise of the candidates. Hence, it would not be practicable for the undertakings to communicate the reasons for the rejection of the Scheduled Caste/Scheduled Tribe candidates to the employment exchanges. However, in defence to the Committee's recommendation, the Defence Public Sector Undertakings have been instructed vide enclosed copy of the Ministry of Defence

Letter No. F. 12(4)|71|D(PS)|PC|7 dated 16-8-1972, to record the precise reasons for rejecting the Scheduled Caste/Scheduled Tribe candidates, who are sponsored by the Employment Exchanges or whether they apply direct in response to advertisements and to communicate these to the Department of Defence Production. It may also be added that the Government directives already issued to Defence Public Undertakings on the subject of representation of the Scheduled Caste/Scheduled Tribes provide adequate safeguards in favour of such candidates by way of relaxation of standards of selection, review of cases of rejection at higher levels, and re-advertisement of the reserved vacancies for Scheduled Castes and Scheduled Tribes for which suitable candidates of these communities are not forthcoming in the first instance. A copy of the advertisement is also to be simultaneously forwarded to the recognised representative associations of Scheduled Castes/Scheduled Tribes, besides other authorities including the Secretariat of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. Further, de-reservation of the reserved vacancies in Class I and Class II posts in the Defence Public Sector Undertakings can be done only with the approval of the Board of Directors while de-reservation in the case of Class III and Class IV posts require the approval of the Managing Director. These safeguards should, it is considered be adequate to meet the objective which the Committee's recommendation has in view.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 24-8-1972]

Comments of the Committee

The Committee desire that a summary of the reasons for the rejection of Scheduled Caste/Tribe candidates should be sent to the Director-General of Employment and Training besides the Department of Defence Production.

Recommendation (Serial No. 15, Para 2.71)

The Committee suggest that the Department of Defence Production may consider the feasibility of conducting a survey about the employment of Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertakings to find out what further steps are necessary to improve their representation in the services of the Defence Public Sector Undertakings.

Reply of Government

The Department of Defence Production is already receiving annual returns from the Defence Public Sector Undertakings giving the position as regards the intake of Scheduled Caste and Scheduled Tribe candidates in these Undertakings. A separate 'survey' would, therefore, not bring forth any further useful information. It is felt that proper implementation of the Government directives would help to gradually improve the situation in the Defence Public Sector Undertakings and that the situation therefore needs to be watched over a reasonable period before any other action is considered.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 24-8-1972]

Recommendation (Serial No. 23, Para 3.13)

The Committee are unhappy to find that there have been a large number of cases of supersession of Scheduled Caste and Scheduled Tribes in the Hindustan Aeronautics Ltd. The Committee need hardly stress that supersession of Scheduled Castes or Scheduled Tribe employees should be avoided. In any case, full details about the supersession should be reported to the Department of Defence Production in accordance with the orders of the Department of Personnel on the subject. They would also like that all such cases should simultaneously be reported to the Commissioner for Scheduled Castes and Scheduled Tribes for his information.

The Committee also suggest that the figures of supersession may also be included in the Annual Reports of the Department of Defence Production/Defence Public Sector Undertakings.

Reply of Government

Government have already provided for sufficient safeguards by way of relaxed standards of selection/reservations as well as reviews of cases of supersession of the Scheduled Caste/Scheduled Tribe employees of the Defence Public Sector Undertakings by prescribing that cases of rejection of Scheduled Caste and Scheduled Tribe candidates in these undertakings should be reviewed at the next higher level. In this connection, the directive to the Defence Public Sector Undertakings contained in the Ministry of Defence letter No. F.2(15)|71|D(HAL-II)|D(PS) dated 28th October 1971—para 2(xi) refers. It is also already provided in para 10 of the directive contained in the Ministry of Defence No. F.17(204)|69|D(PS) dated 27-1-1970 that cases involving supersession of Scheduled Caste/Tribe officers in Class I and Class II posts will require the prior approval of the Board of Directors while such cases in res—

pect of Class III and Class IV posts will have to be reported to the Board within one month. As the Board of Directors are the final authority in the matter of appointments in the Public Sector Undertakings, reporting of the cases of supersession of Scheduled Caste/Tribe employees of those Undertakings to the Department of Defence Production is not considered necessary. As regards the Committee's recommendation that the details of supersession of Scheduled Caste employees (with reasons) should be reported to the Commissionr for Scheduled Castes/Tribes and that the statistics in this regard should be included in the Annual Reports of the undertakings of the Department of Defence Production, attention is invited to the reply to recommendation No. 18 (Paragraph 2.90).

[Ministry of Defence Office Memorandum No. 12(4)/71/D(PS)
dated 28-4-1972]

CHAPTER IV

**RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH
REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED
BY THE COMMITTEE**

—NIL—

CHAPTER V

RECOMMENDATION/OBSERVATION IN RESPECT OF WHICH GOVERNMENT HAVE FURNISHED INTERIM REPLY

Recommendation (Serial No. 21, Para 2.98)

The Committee are glad to note that the Department of Defence Production has issued a directive to the Defence Public Sector Undertakings to provide reservation of 5 per cent in the houses of types I and II in favour of Scheduled Castes and Scheduled Tribes. The Committee suggest that the feasibility of extending similar reservations to other types of houses may also be considered by the Department of Defence Production.

Reply of Government

The necessity of extending the reservation to types of houses other than types I and II is being examined by the Department of Defence Production.

[Ministry of Defence Office Memorandum No. 12(4)|71|D(PS)
dated 24-8-1972]

NEW DELHI;
April 24, 1973.

Vaisakha 4, 1895 (S).

BUTA SINGH,
Chairman,

Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

APPENDIX I

(Vide S. No. 4—Chapter II)

No. 12(4)|71|D(PS)PC. 4.

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE.

New Delhi, the 22nd July, 1972

OFFICE MEMORANDUM

SUBJECT:—7th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (5th Lok Sabha) on the Ministry of Defence (Department of Defence Production) —Reservations for SCs and STs in Defence Public Sector Undertakings—Recommendation No. 4 paragraph 2.3:

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (5th Lok Sabha) in their 7th Report have observed that they are unhappy to learn that even the existing seats reserved for Scheduled Castes|Tribes candidates in the Marine Engineering College, I.I.T. etc. are not being filled by Scheduled Castes and Scheduled Tribes students. The Committee have felt that unless more and more students take up the requisite technical course, their reservation in the service of Defence Public Sector Undertakings is not likely to improve. The Committee have stressed the desirability of conducting a survey to find out the reasons for inadequate intake of Scheduled Castes and Scheduled Tribes in technical courses. This recommendation is brought to the notice of the Ministry of Education and Social Welfare|Ministry of Shipping and Transport for necessary action.

2. It is requested that the Department of Defence Production may also kindly be informed of the action taken on the results thereof, particularly, the steps taken or proposed to be taken to improve the intake of students|trainees from amongst the Scheduled Castes|Tribes into the Engineering colleges and the I.I.T. etc.

Sd|- K. SREEDHAR RAO,

Under Secretary to the Govt. of India.

To

1. The Ministry of Education and Social Welfare.
2. Ministry of Shipping and Transport.

APPENDIX II

(*Vide* S. Nos. 4 and 5—Chapter II)

No. 12(4) |71|D(PS)PCS

GOVERNMENT OF INDIA

MINISTRY OF DEFENCE

New Delhi, the 22 July, 1972

To

The Chairman,

HAL, Bangalore.

The Chairman-cum-M.D.,

BEL, Bangalore.

MDL, Bombay.

GSL, Goa.

The Managing Director

BEML, Bangalore.

GRW Calcutta.

PTL Secunderabad.

BDL Hyderabad.

SUBJECT : *7th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (5th Lok Sabha) on the Ministry of Defence (Department of Defence Production)—Reservation for Scheduled Castes and Scheduled Tribes in Defence PSUs—Recommendation No. 5 para 2.4.*

Sir,

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (5th Lok Sabha) in their 7th Report have felt that for purpose of recruitment the Defence Public Sector Undertakings should notify the requirements to the placement officers in various Institutes of Technology so that students passing out from the Institutes could offer themselves for employment in Defence Undertakings. Government of India consider that this is a very good

suggestion and should help in improving the recruitment of Scheduled Castes/Tribes candidates particularly to the engineering cadres of your undertaking. You are therefore, requested to take necessary action to reflect your requirements annually to the placement officers in the various Institutes of Technology and take full advantage of their services in order to see to it that the reservations in regard to Scheduled Castes/Tribes are complied with as far as possible. This will not, of course do away with the necessity of endorsing copies of the requisitions advertisements for reserved posts for Scheduled Castes/Tribes to the other various authorities/organizations listed in the special directive contained in this Ministry's letter No. F.2(15)/71/D (HAL-II), dt. 28th October, 1971.

Yours faithfully,

K. S. RAO,

Under Secretary to the Government of India.

APPENDIX III

(Vide S. No. 9—Chapter II)

N. F.12(4) | 71 | D | PC.9

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

New Delhi, the 31st July, 1972.

To

- (i) The Chairman,
H.A.L., Bangalore.
- (ii) The Chairman-cum-Managing Director,
BEL, Bangalore.
MDL, Bombay.
GSL, Goa.
- (iii) The Managing Director,
BEML, Bangalore.
GRW, Calcutta.
PTL, Secunderabad.
BDL, Hyderabad.

SUBJECT : *Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (5th Lok Sabha) on the Ministry of Defence (Department of Defence Production) Reservations for Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertakings—Recommendation No. 9, para 2.43.*

Sir,

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes in their Seventh Report (Fifth Lok Sabha) *vide* Recommendation No. 9, para 2.43, have commented upon the unsatisfactory position regarding recruitment of Scheduled Caste and Scheduled Tribe candidates in the category of Graduate Engineers in the Defence Public Sector Undertakings. It has particularly been brought out that in the case of HAL out of 43 Scheduled

Caste candidates possessing first class Degrees called for examination|interview for the selection of Graduate Engineers, only one candidate was selected and, similarly, in the case of BEL, out of 11 Scheduled Caste candidates who passed the written test held by BEL, only 7 were selected. The Committee have felt that had the standards been suitably relaxed, a larger number of Scheduled Caste|Tribe candidates could have been recruited. This would also have helped to fill the quota reserved for Scheduled Caste and Scheduled Tribe candidates.

2. In the supplementary directive issued to the Defence Public Sector Undertakings *vide* the Ministry of Defence letter No. F.2(15)|71|D(HAL-II)|D|PS, dated 28th October, 1971, specific attention has been drawn to the need for applying relaxed standards of selection in the case of Scheduled Caste|Scheduled Tribe candidates in the preliminary screening as well as in the final selection. Government would like to reiterate the need for due compliance of the above mentioned Government directive in regard to recruitment of Scheduled Caste and Scheduled Tribe candidates to all categories of posts (including Graduate Engineers). It is also suggested that the question of specific relaxation of standards of selection to be adopted for the Scheduled Caste|Scheduled Tribe candidates in respect of the various categories of the posts may be examined expeditiously and decided with the approval of the Chief Executive or the Board of Directors of the undertaking, as may be appropriate. The matter may also be reviewed every year in order to decide whether any further relaxations are necessary and could be introduced keeping in view, of course, the need for maintaining the efficiency of the unit.

3. The Department of Defence Production would appreciate an immediate conformation that specific action as indicated above has been initiated. Secondly, in order to enable the Department to examine and suggest specific relaxations which could be appropriately allowed to Scheduled Caste|Scheduled Tribe candidates particularly in the matter of recruitment of Graduate Engineers, it is requested that the procedure currently being followed in regard to the selection and recruitment of Graduate Engineers, as also the qualifications|standards prescribed or insisted upon in the case of Scheduled Caste|Tribe candidates for this purpose in your Undertaking may please be intimated to this Department urgently.

Yours faithfully,

Sd|- MOHINDAR SINGH,

Deputy Secretary to the Government of India.

APPENDIX IV

(Vide S. No. 10 & 11—Chapter II)

No. F. 12(4) | 71 | D(PS) | PC.10 | 11

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

New Delhi, the 28th July, 1972

To

- (i) The Chairman, HAL, Bangalore.
- (ii) The Chairman and Managing Director, BEL | MDL | GSL.
- (iii) The Managing Director, GRW | BEML | PTL | BDL.

SUBJECT: *Reservations for Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertakings—Applicability to Trade Apprentices.*

Sir,

I am directed to invite attention to the Government Directives issued to the Defence Public Sector Undertakings on the subject of reservations for the Scheduled Castes and Scheduled Tribes, under the references mentioned below :

- (i) Ministry of Defence letter No. F.17(204) | 69 | D(PS), dt., 27th January, 1970.
- (ii) Ministry of Defence No. F.17(204) | 69 | D(PS), dated 17th February, 1971.
- (iii) Ministry of Defence No. F.2(15) | 71 | D(HAL-II) | D(PS), dated 28th October, 1971.

2. In the recommendations No. 10 (para 2.58) and No. 11 (para 2.59) of the Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) pertaining to the Ministry of Defence, Department of Defence Production, the Committee have emphasized the need for increased intake of Scheduled Castes and Scheduled Tribes in the vacancies of Trade Apprentices and particularly in regard to the need to inform the

Directorate-General of Employment and Training regarding reservations in favour of Scheduled Castes|Scheduled Tribes while selecting candidates for the vacancies of trade apprentices. It is presumed that your undertaking is already implementing the reservations in favour of Scheduled Castes and Scheduled Tribes when recruiting apprentices, in accordance with the provisions of Government Directives referred to in para 1 above. If not, I am to request that steps may please be taken to implement the reservations in favour of the Scheduled Castes and Scheduled Tribes when recruiting trade apprentices also, in accordance with the provisions of the above-mentioned Government Directives subject, however, to compliance with the requirements of the Apprentices Act in regard to the intake of specific numbers of apprentices in the designated trades. As recommended by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the need to adhere to the reservations in favour of Scheduled Castes and Scheduled Tribes while sponsoring candidates for selection of Apprentices may also be duly emphasized to the Directorate of Employment and Training or the other sponsoring authorities. For this purpose, whenever a requisition for the recruitment of apprentices is sent to such authorities, the number of seats reserved for the Scheduled Castes and Scheduled Tribes may also be specifically indicated.

Yours faithfully,

Sd|-

K. SREEDHAR RAO,

Under Secretary to the Govt. of India.

APPENDIX V

(Vide S. No. 12—Chapter II)

No. F.12(4)|71|D(PS)|PC.12

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

New Delhi, the 15th July, 1972

To

- (i) The Chairman, HAL, Bangalore.
- (ii) The Chairman-cum-Managing Director, BEL|MDL|GSL
- (iii) The Managing Director, BEML|GRW|PTL|BDL.

SUBJECT : *Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Ministry of Defence (Department of Defence Production)—Reservation for SCs and STs in Defence PSUs—Recommendation No. 12, para 2.60.*

Sir,

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes in their 7th Report (Fifth Lok Sabha) *vide* recommendation No. 12, para 2.60 have emphasized the need for absorbing the Trade Apprentices who have completed the training successfully in the Undertakings in which they underwent training. The Committee have also felt that Scheduled Caste|Tribe trade apprentices who are trained by the Undertaking should merit special consideration. The recommendation is brought to your notice for implementing the suggestions of the Committee in the report quoted above.

Yours faithfully,

Sd|-

(K. S. RAO),

Under Secretary to the Govt. of India.

APPENDIX VI

(Vide Serial No. 13—Chapter II)

No. 12 (4) |71|D (PS) |PC-13

GOVERNMENT OF INDIA

MINISTRY OF DEFENCE

New Delhi, the 13th September, 1972.

To

- (i) The Chairman, HAL, Bangalore (8 copies).
- (ii) The Chairman-cum-Managing Director, MDL, Bombay, BEL, Bangalore.
- (iii) The Managing Director, BEML, Bangalore, GRW Calcutta, PTL, Secunderabad, BDL, Hyderabad.

SUBJECT : *Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (5th Lok Sabha) on the Ministry of Defence (Department of Defence Production)—Reservations for Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertakings—Recommendation No. 13, (para 2.64).*

Sir,

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes in their Seventh Report (Fifth Lok Sabha) *vide* Recommendation No. 13 have observed that there are no reservations in favour of Scheduled Castes and Scheduled Tribes in the recruitment of casual labour by Defence Public Sector Undertakings. In this connection, the Committee have pointed out that the Goa Shipyard Ltd., has formulated a scheme whereby the Scheduled Castes and Scheduled Tribes candidates are given preference in recruitment of casual labour and have recommended that the other Defence Public Sector Undertakings should also have similar schemes so that more and more Scheduled Castes and Scheduled Tribes may be recruited even in casual labour against permanent vacancies by the Defence Public Sector Undertakings. The observations|recommendation of the Committee may please be noted for compliance.

2. A copy of the 'Scheme' formulated by Goa Shipyard Limited, relating to recruitment of Scheduled Castes and Scheduled Tribes in casual labour, referred to in the recommendation cited above, is enclosed (See Enclosure). In the light of the recommendation made by the Committee, it is requested that the 'Scheme' in question may please be considered for adoption in so far as your Undertaking is concerned. A report in regard to the action taken may also please be furnished to this Ministry as early as possible.

Yours faithfully,

Sd|- RAJ KUMAR,

Under Secretary to the Government of India.

Copy also to

the Chairman-cum-Managing Director,
GSL, Vasco-da-gama, GOA with reference to their
letter No. AD|101|100|1844 dated 24.8.72.

ENCLOSURE

GOA SHIPYARD LIMITED VASCO-DA-GAMA, GOA

"Scheme for recruitment of SC|ST Candidates as Casual Labours"

It is observed that response to our advertisement for SC|ST candidates from time to time is very poor and even the Regional Employment Exchange is found to be passive to our requests for SC|ST candidates whenever we had sent them requisitions for such candidates.

Since there has been a considerable shortfall of SC|ST candidates to come forward for employment we make special efforts to attract SC|ST candidate and special scheme as enumerated below had to be formulated, particularly in case of recruitment of SC|ST candidates in Casual Labour.

1. The following scheme will be applicable as regards recruitment of SC|ST candidates in casual labour category.
2. On every occasion of recruitment of Casual Labour 20 per cent vacancies will be reserved for Scheduled Caste and 20 per cent for Scheduled Tribe. In case more candidates from SC|ST turn up, all such candidates should be given preference over other candidates.

3. The existing employees belonging to SC|ST both in 'Temporary|Permanent categories are to be informed and encouraged to bring along their relations and friends who belong to SC|ST for such recruitments.
4. Minimum standard of education will be relaxed. Even illiterate SC|ST candidates will be preferred if physically found fit to the requirements.
5. The SC|ST Welfare Associations in the territory would be asked to furnish list of eligible candidates for employment. A register of such candidates should be maintained for the purpose of recruitment.
6. The Casual Labour Service Cards of SC|ST candidates should be stamped distinctly "Scheduled Castes" and "Scheduled Tribe" and whenever conversion of Casual Labour into temporary workmen is contemplated, such candidates should be given preference over other candidates not belonging to SC|ST.
7. Arrangement to be made to attach such SC|ST Casual Labour with gang of skilled workmen so that they could get opportunity to learn the skilled trade like welding, turning, fitting, chipping, and painting etc. There should be special supervisor who should look after this aspect.
8. Those of such SC|ST Casual Labour who are found to be having some technical inclination are to be transferred to the New Construction Section where they would be trained as Plater|Shipwright trainees.
9. In order to attract more such candidates from rural areas and remote villages for employment, the Personnel Department should undertake counselling to help them in overcoming the difficulties experienced in securing cheap accommodation and other facilities in the city of Vasco and in the near vicinity.
10. The Personnel Department should implement strictly the above Scheme and report of recruitment position of SC|ST candidates in Casual Labour category be submitted to the Manager immediately after every recruitment.

Vasco-da-Gama, GGoa, 4-1-1971.

APPENDIX VII

(Vide Serial No. 15—Chapter II)

MOST IMMEDIATE REGISTERED

No. F2 (15) | 71 | D (HAL H | D (PS)

GOVERNMENT OF INDIA

MINISTRY OF DEFENCE

(DEPARTMENT OF DEFENCE PRODUCTION)

New Delhi, the 28th October, 1971.

TO

- (i) The Chairman,
HAL Bangalore.
- (ii) The Chairman-cum-M.D.,
MDL Bombay.
GSL Vasco-da-gama, Goa.
BEL Bangalore.
- (iii) The Managing Director,
BEML Bangalore.
PTL Secunderabad.
GRW Calcutta .
BDL Hyderabad.

SUBJECT:—Reservations for Scheduled Castes | Scheduled Tribes in
the Defence Public Sector Undertakings.

Sir,

I am directed to refer to the Presidential Directives issued to the Defence Public Sector Undertakings *vide* the marginally noted references on the above subject, and to say that a review of the I. F. 17 (205) | 69 | D (PS) dt. 27-1-1970 to Defence PSUs other than BDL and PTL. recruitment position in the Defence Public Sector Undertakings since the issue of the above mentioned Directives has revealed that practically in every 2. No. F. 17 (204) | 69 | D dt. 2-2-70 (PTL).

3. No. F.17(204)|69|D(PS) dt. 17-2-1971 (supplementary directive to all Defence PSUs other than BDL) undertaking there are large shortfalls in the recruitment from amongst Scheduled Castes|Scheduled Tribes against the vacancies reserved for these communities, the shortfall being particularly pronounced in posts failing in the categories of
4. No. 17(204)|69|D(PS) dt. 27-2-1971 (BDL) with a copy each of the directives dt. 27-1-70 and 17-2-71.

Class I and Class II. Moreover the overall representation of Scheduled Castes|Scheduled Tribes with reference to the total number of employees in the various grades is also generally very poor, mainly because prior to 1970 no reservations appear to have been made in favour of these communities in any of the Defence Public Sector Undertakings. Serious efforts to recruit suitable candidates of Scheduled Castes|Scheduled Tribes against the reserved vacancies for these communities do not appear to have been made even after the issue of the Directives mentioned above. This matter has attracted considerable criticism from the Parliamentary Committee on Welfare of Scheduled Castes|Scheduled Tribes. The specific remedial measures required to be taken have been considered and, in pursuance of Article * of Articles of Association of your Undertaking, the President hereby directs that the following special measures should be taken in order to ensure adequate recruitment from the Scheduled Castes|Scheduled Tribes against the vacancies reserved for them.

HAL Article—159
 BEL Article—114
 BEML Article—159
 MDL Article—182
 GRW Article—189
 GSL Article—191
 BDL Article—154
 PTL Article—68

(i) During the year 1971 and if necessary, also during the next two years *ad hoc* special recruitment confined to the Scheduled Castes|Scheduled Tribes candidates alone may be made in order to ensure not only sufficient recruitment from these communities against the reserved quotas would normally be admissible in their favour with reference to the total recruitment during the respective years but also to wipe out the backlog on reserved vacancies carried forward from the year 1970. For this purpose, reservations even in excess of the quotas prescribed under the provisions of the Presidential Directives referred to above may be made in favour of the Scheduled Castes|Scheduled Tribes during the 3—years period from 1971 to 1973, subject only to the limitation that the total number of reserved vacancies for these communities during the recruitment year does not exceed 45 per cent of the total recruitment

to the relevant grade or category in the particular year. The provisions in the existing Presidential Directives in regard to the carry-forward of the unfilled reserved quotas for Scheduled Castes|Scheduled Tribes for 3 "recruitment years" with provision for filling the reserved vacancies for Scheduled Castes by candidates from Scheduled Tribes and *vice versa*, in the third year, will continue to apply.

(ii) Whenever recruitment is required to be made to vacancies reserved for Scheduled Castes |Scheduled Tribes only, whether under the special *ad hoc* recruitment as at (i) above or otherwise, the requisition to the employment exchange or the open advertisement, as the case may be, should invite applications only from Scheduled Caste|Scheduled Tribe candidates. In the case of advertisements, a copy should simultaneously be forwarded to the following:—

- (a) District Magistrates of the concerned State.
- (b) Department of Social Welfare of the State Government.
- (c) Recognised representative Associations of Scheduled Castes|Scheduled Tribes *vide* Appendix X to the Ministry of Defence letter No. F.17(204)|69|D(PS) dated 27-1-1970.
- (d) Secretariat of the Parliamentary Committee on the Welfare of Scheduled Castes|Scheduled Tribes c/o the Lok Sabha Secretariat, New Delhi (35 copies).
- (e) Commissioner for Scheduled Castes|Scheduled Tribes, New Delhi.

(iii) The advertisement should also be published in at least one regional language paper of the State. This would be applicable to recruitment made on all-India basis also.

(iv) For the purpose of computing the prescribed reservations for Scheduled Castes|Scheduled Tribes in the case of recruitment to posts in Class IV or, where there is no class IV, in Class III, the recruitment to posts of scavengers|sweepers should be excluded, *i.e.* prescribed quotas of reservations should be computed with reference to the balance of posts filled in these categories. The position regarding recruitment to Class IV or, where there is no class IV to Class III in the prescribed annual or other periodical returns may also be indicated separately (a) for posts of sweepers|scavengers and (b) for other posts. *It is also necessary that specific mention about the recruitment made against the reserved vacancies to made in the Annual Report of the Company.*

(v) The requisition to the employment exchange or the advertisement as the case may be, should specifically indicate the total number of vacancies to be filled as also the number of vacancies reserved for the Scheduled Castes/Scheduled Tribes, separately. Secondly, the concessions or relaxations in the matter of age limit, qualifications or experience admissible to the Scheduled Caste/Scheduled Tribe candidates should be clearly spelt out in the requisition or the advertisement.

(vi) The standards of preliminary screening as well as final selection should be suitably relaxed for candidates from Scheduled Castes/Scheduled Tribes and fixed lower than what would ordinarily be prescribe for the general category subject, of course to the minimum standard of suitability necessary for maintain the efficiency of the undertaking. For example, if a first class degree or say 60 per cent marks in the degree examination is prescribed as the general qualifying standard for preliminary selection for calling candidates for written examination/interview, the qualifying standard for Scheduled Castes/Scheduled Tribes may be simply University degree or a lower percentage of marks in the degree examination. In the written examination or interview conducted for making the selection also, the qualifying standard for the Scheduled Caste/Scheduled Tribe candidates may be similarly fixed lower. Wherever a *viva voce* test or interview to prescribed in addition to the written examination for the purpose of recruitment the maximum marks allocated to *viva voce* or interview as compared to the written communication should be kept as low as possible.

(vii) The period of previous experience, where prescribed, may be restricted to the minimum essential period in the case of the Scheduled Caste/Scheduled Tribe candidates and it should be fixed lower than normally required from candidates of the general category. In particular, wherever previous experience of 5 years or longer is prescribed for the general category, relaxation of upto 2 years may be allowed in favour of Scheduled Castes/Scheduled Tribes.

(viii) Special pre-entry training in the relevant trades or disciplines, if necessary, may be arranged by the Undertaking for the Scheduled Castes/Scheduled Tribe candidates selected for recruitment on the basis of relaxed standards of suitability or experience, in order to equip these candidates with the requisite skills or experience required for the satisfactory performance of their duties.

Where feasible, special training classes may also be arranged by the Undertaking, for the training of candidates from Scheduled Castes/Scheduled Tribes in technical trades or disciplines for which the employment exchange or the industrial training institutes or not in a position to sponsor the requisite number of qualified candidates from these communities, with a view to their eventual absorption in the reserved vacancies.

(ix) The Undertaking should try its best to include in the Selection Committees|Interview Boards concerned with the direct recruitment or promotions a suitable officer belonging to the Scheduled Castes/ Scheduled Tribes. In case no such officer is available from within the undertaking, a suitable Scheduled Caste/Scheduled Tribes officer from one of the other undertakings or from the State Goernemnt should be associated with the Selection Committee| Interview Board. Where a suitable Scheduled Caste/Scheduled Tribe officer even from the State Government is not avaiable, efforts may be made to associate a suitable outside expert from these communities, if available.

(x) In the case of vacancies of clerks/typists for which proficiency in typewriting is at present prescribed as an essential qualification for recruitment, this requirement may be waived, where necessary, in order to make good the recruitment against reserved vacancies, in favour of the Scheduled Caste/Scheduled Tribe candidates possessing the minimum prescribed educational qualification and they may be appointed on the condition that they would acquire prescribed standard of proficiency within a stipulated period, say, six months. The standard of proficiency in type-writing in their cases may also be fixed lower than that ordinarily required from the general category e.g. if general candidates are required to possess a trying speed of 40 words per minute, the qualifying speed for Scheduled Caste/Scheduled Tribe candidates may be fixed at 30 words per minute.

(xi) Cases of Scheduled Caste/Scheduled Tribe candidates who are rejected in selection by a particular Selection Committee/Board should be reviewed by the next higher Selection Committee/Board. In cases, where there is no higher Selection Committee/Board or where the initial selections are by an individual officer, the review should be conducted at the next higher administrative level. This would apply also to the selections for internal promotion in the Undertaking.

3. A point was made by some Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes that as the candidates from Scheduled Castes/Scheduled Tribes generally reside in the interior rural areas, very often they do not get adequate notice when called by the employment exchange or other recruiting authorities. In order to meet this point, it is suggested that the requisitions to the employment exchange or the advertisements should generally allow a time limit of at least 4 to 6 weeks for application/sponsoring of candidates. Secondly, even if the nominations/applications of Scheduled Caste/Scheduled Tribe candidates possessing the required qualifications are received after the prescribed time limit, their nomination|applications may be entertained against reserved vacancies provided that these have not already been filled.

4. Another point that emerged during the course of evidence before the Parliamentary Committee on Scheduled Castes/Scheduled Tribes is that the position in regard to applicability of the reservations for or special consideration to Scheduled Castes/Scheduled Tribes in the matter of promotions with the Undertaking has not in some cases been clearly understood. These provisions are clearly indicated in para 1(B) and paras 9 and 10 of the Presidential Directive contained in this Ministry's letter No. F. 17 (204) |69D (PS) dated 27.1.1970 as amended by this Ministry's letter or even number dated 17.2.1971. These provisions may please be brought to the notice of all Officers/Selection Committees, etc. concerned with promotions in your undertaking. They may also be suitably incorporated in the Rosters is enclosed *vide* the Annexure.

5. It has also come to notice in the course of the evidence before the Parliamentary Committee on the Welfare of Scheduled Caste/Scheduled Tribes that the prescribed Rosters have not in certain cases been properly maintained. Immediate steps should therefore be taken to ensure that the prescribed Rosters are strictly maintained in accordance with the provisions of the Government Directives referred to above. It should be made the special responsibility of the officer designated as Liaison Officer for matters concerning Scheduled Cates/Scheduled Tribes in your Undertaking to ensure the proper maintenance of these Rosters. For this purpose, the Liaison Officer should be required to conduct an Annual Inspection of the Rosters which are being maintained to ensure proper implementation of the Government Directives. To facilitate effective and complete scrutiny of the Rosters, a proforma for conducting the inspection of Rosters, enclosed *vide* the Annexure.

6. Details of the special steps proposed to be taken by your undertaking in pursuance of the above Directive may please be reported to the Department of Defence Production by 15th December, 1971.

Yours faithfully,

Sd/- MOHINDER SINGH

*Deputy Secretary to the Government of India
for and on behalf of the President of India*

Copy forwarded for information to:

- (i) Secretariat of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, C/o the Lok Sabha Secretariat; New Delhi (35 copies).
- (ii) Commissioner for Scheduled Castes and Scheduled Tribes, New Delhi.
- (iii) The Bureau of Public Enterprises, Ministry of Finance, New Delhi (Shri A. N. Banerjee, Director General, BPE).
- (iv) The Department of Personnel, Cabinet Secretariat, New Delhi.
- (v) Secretary (DP) | JS (ALP) | JS (PS&C) | DS (R&A) | DS (PS) | OSD (GRW | MD) | US (HALI) | US (HALII) | US (PS | BEL)

ANNEXURE

Proforma for conducting inspection of rosters maintained for providing reservations for Scheduled Castes and Scheduled Tribes in Service

Name of Office:

1. Whether separate rosters are being maintained for each grade or group of posts and within such grade|group, separately for (i) direct recruitment and (ii) for posts filled by promotion (where reservation is applicable in such posts filled by promotion) and whether all the appointments made during the period covered by the inspection are shown in the roster.

2. Whether the appropriate model roster *viz.* the one prescribed for (1) Direct recruitment on all India basis by open competition

(2) Direct recruitment on all India basis otherwise than by open competition (3) Direct recruitment on a local or regional basis or (4) promotion, as the case may be, is being followed.

3. Whether rosters are being maintained separately for (1) Permanent appointments and temporary appointments likely to become permanent or to continue indefinitely and (2) Purely temporary appointments of 45 days or more duration.

4. Whether the rosters are being maintained in the form prescribed *viz* Appendix V to the Government Directive contained in the Ministry of Defence (Department of Defence Production) letter No. 17(204)/69/D(PS) dated 27.1.1970.

5. Whether the points have been earmarked in the roster for Scheduled Castes and Scheduled Tribes correctly according to the prescribed model roster for the particular type of recruitment.

6. Whether immediately after an appointment has been made, the particulars of the person appointed are entered in the Register in appropriate columns and the entry signed by the appointing authority or by the officer authorised to do so.

7. Whether any gap is left in the roster.

8. Whether the roster is being maintained in the form of a running account from year to year.

9. Whether before appointing a general candidate against reserved vacancy (i) prior approval of the prescribed authority was obtained in the case of vacancies included in the roster for permanent appointment and temporary appointments likely to become permanent or to continue indefinitely, and (ii) whether the steps prescribed in para 7 of the Government Directive contained in the Ministry of Defence (Department of Defence Production) letter No. 17(204)/69/D(PS) dated 27.1.1970 to secure Scheduled Caste/Scheduled Tribe candidates were taken in the case of vacancies included in the roster.

10. Whether an abstract is given after the last entry in a recruitment year, showing the number of reservations carried forward to the following year separately for Scheduled Castes and Scheduled Tribes. Whether these reservations have been shown as brought forward at the beginning of the roster for the following year.

11. Whether reservations have been carried forward to three subsequent "recruitment years" and exchange of reservations made

between Scheduled Castes and Scheduled Tribes before treating them as lapsed.

12. Any other remarks.

13. *Summing up.*

Brief recapitulation of defects and shortcomings noticed in the maintenance of the rosters and any other suggestions which the Inspection Officer has to make, with particular reference to the remarks given during the last inspection.

Signature of the Inspecting Officer.

Designation:

Remarks of Head of
Department/Chief
Executive of the
Undertakings.

APPENDIX VIII

(Vide Serial No. 18—Chapter II)

IMMEDIATE/EXPRESS DELIVERY

No. F. 12(4)|71|D(PS)|PC-18

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE

New Delhi, the 5th August, 1972

To

- (i) The Chairman, HAL Bangalore.
- (ii) The Chairman & Managing Director,
BEL|MDL|BDL.
- (iii) The Managing Director,
BEML|GRW|PTL|BDL.

SUBJECT:—*Seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Defence (Department of Defence Production) Reservations for Scheduled Castes and Scheduled Tribes in Defence Public Sector Undertaking—Recommendations.*

Sir,

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes have in their Seventh Report pertaining to Ministry of Defence (Department of Defence Production), *vide* recommendation No. 18 (Para 2.90) and recommendation No. 23 (Para No. 3.13) recommended that the precise reasons for de-reservation of the posts reserved for the Scheduled Castes/Scheduled Tribes in the Defence Public Sector Undertakings as well as details of cases of supersession of the Scheduled Caste|Scheduled Tribe employees in the matter of promotion, with reasons, should be reported to the Commissioner for Scheduled Castes/Tribes for his information. The Committee have also recommended that statistics in regard to posts reserved for Scheduled Castes|Tribes which have been dereserved, as well as in regard to cases of supersession of the Scheduled Caste/

Scheduled Tribe employees, should be included in the Annual Reports of the PSUs. You are requested to take necessary action to keep the Commissioner for Scheduled Castes and Scheduled Tribes informed on these matters as also to include the statistics on both the questions in the Annual Reports of the Company. The Annual Reports should also describe in some detail the special steps, if any, taken by the undertaking to improve the recruitment of Scheduled Castes/Tribes and, in particular, the action taken to implement the various provisions of the Government directives on the subject.

Yours faithfully,

Sd/- K. SREEDHAR RAO,

Under Secretary to the Government of India.

Copy to:—

- (i) The Commissioner for Scheduled Castes/Tribes, New Delhi.
- (ii) File No. F.12(4) | 71 | D (PS) | PC 23.

APPENDIX IX

(Vide S. No. 19—Chapter II)

Extract of Para Fifteen of the Directive to Defence Public Sector Undertakings contained in Ministry of Defence Letter No. 17 (204) |69|D (PS) Dated 27th January, 1970.

15. *Liaison Officer:*

In each undertaking, the officer in charge of administration (or any other officer designated for the purpose) will act as Liaison Officer in respect of matters relating to representation of Scheduled Castes and Scheduled Tribes. He will be specifically responsible for:

- (i) ensuring due compliance with the orders and instructions pertaining to the reservations of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them under this directive.
- (ii) collecting, consolidating and despatching the annual returns relating to representation of Scheduled Castes and Scheduled Tribes.
- (iii) acting as a Liaison Officer between the undertaking and the Ministry concerned for supply of other information, answering questions and queries and clearing doubts in regard to matters covered by these orders.

The name of the Liaison Officer appointed for your Company may be intimated to this Ministry. Under the control of the Liaison Officer, a cell consisting of suitable number of assistants should also be constituted to ensure the prompt disposal of the grievances and representations of the employees of Scheduled Castes and Scheduled Tribes. The cell would mainly assist the Liaison Officer to discharge his duties effectively.

APPENDIX X

(Vide S. No. 7—Chapter III)

No. F. 12 (4) |71|D(PS)|PC. 7

GOVERNMENT OF INDIA

MINISTRY OF DEFENCE

New Delhi, the 16th August, 1972

To

- (i) The Chairman,
HAL, Bangalore
- (ii) The Chairman-cum-Managing Director,
BEL|MDL|GSL
- (iii) The Managing Director,
BEML|GRW|PTL|BDL

SUBJECT:—7th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (5th Lok Sabha) on the Ministry of Defence (Department of Defence Production)—Recommendation No. 7 (Para 2.27)—Need for close coordination with the Employment Exchanges and recording/communication of the reasons for rejection of Scheduled Caste|Scheduled Tribe candidates.

Sir,

The Committee on the Welfare of Scheduled Castes and Scheduled Tribes in their 7th Report (5th Lok Sabha) *vide* Recommendation No. 7 (Para 2.27) have recommended that close liaison and coordination between the Defence Public Sector Undertakings and the Employment Exchanges is imperative for improving the representation of Scheduled Castes and Scheduled Tribes in the services of the Defence Public Sector Undertakings. This recommendation has been accepted and is accordingly brought to your notice for implementation so far as your undertaking is concerned.

2. The Committee has also recommended that the precise reasons for the rejection of Scheduled Caste/Scheduled Tribe candidates

sponsored by the employment exchanges should be communicated to the exchanges who should be asked to sponsor fresh lists of Scheduled Caste and Scheduled Tribe candidates if suitable candidates of these communities are not available in the lists earlier furnished by them. While Government consider that it may not be an administratively feasible or sound arrangement for the recruiting authorities to enter into correspondence with the sponsoring authorities on the question of suitability or otherwise of the candidates, and the reasons for rejection of the Scheduled Caste/Scheduled Tribe candidates may not therefore be communicated to the employment exchanges, Government have decided that the Defence Public Sector Undertakings should record the precise reasons for the rejection of Scheduled Caste/Scheduled Tribe candidates, irrespective whether they are sponsored by employment exchanges or whether they apply direct in response to advertisements, etc. and these reasons should also in each case be communicated to the Department of Defence Production. The undertakings may send the reports in this regard on quarterly basis, enclosing a list of the Scheduled Caste/Scheduled Tribe candidates who were considered for recruitment against the various categories of posts in the undertakings during the quarter, details of the qualifications/experience prescribed for the recruitments, qualifications/experience possessed by the candidates, and the reasons for their rejection. It should be noted in this connection that the supplementary Government directive issued to the Defence Public Sector Undertakings under the Ministry of Defence letter No. F.2 (15) 71/D (HALII) D(PS) dated 28th October, 1971 requires that the cases of Scheduled Caste and Scheduled Tribe candidates who may be rejected in the course of selection should be reviewed by the next higher Selection Committee/Board or the next administrative level where there is no higher Selection Committee. The particulars of the rejected candidates to be included in the quarterly reports would therefore be in respect of those Scheduled Caste/Scheduled Tribe candidates who have been found unsuitable for appointment even after the review at the higher level.

Yours faithfully,

(K. M. KUMAR)

Under Secretary to the Government of India

APPENDIX XI

Analysis of the Action taken by the Government on the recommendations contained in the Seventh Report of the Committee on the Welfare Scheduled Castes and Scheduled Tribes

| | | |
|------|---|----|
| I. | Total number of recommendations | 23 |
| II. | Recommendations[Observations that have been accepted by Government (<i>vide</i> Recommendations at Sl. Nos. 1 (1·9), 2 (1·10), 3 (1·16), 4(2·3) 5 (2·4), 6 (2·26), 8 (2·30), 9 (2·43), 10(2·58), 11 (2·59), 12 (2·6a), 13 (2·64), 14(2·70), 16(2·74), 17(2·86), 18 (2·90), 19(2·94), 20(2·95) and 22(3·7). | |
| | Number | 19 |
| | Percentage to total | 82 |
| III. | Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replied (<i>vide</i> Recommendations at Sl. Nos. 7(2·27), 15(2·71) and 23(3·13) | |
| | Number | 3 |
| | Percentage to total | 13 |
| IV. | Recommendations[Observation in respect of which final reply has not been received (<i>vide</i> Recommendation at Sl. No. 21 (2·98) | |
| | Number | 1 |
| | Percentage to total | 5 |