

# COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

SEVENTEENTH REPORT

MINISTRY OF COMMUNICATIONS

(Posts and Telegraphs Department)

**Action taken by Government on the Recommendations contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) 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.**

*(Presented on the 2nd May, 1973)*



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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES

(1971—73)

Sardar Buta Singh—*Chairman*

MEMBERS

*Lok Sabha*

2. Shri B. K. Daschowdhury
3. Shri D. Deb
- \*4. Shri Anant Prasad Dhusia
5. Shri Hukam Chand Kachwai
6. Kumari Kamla Kumari
7. Shri Arjun Shripat Kasture
8. Shri M. Kathamuthu
9. Shri Kinder Lal
10. Shri Nihar Laskar
11. Shri Kartik Oraon
12. Shri Bhaljibhai Ravjibhai Parmar
13. Shri Dhan Shah Pradhan
14. Shri K. Pradhani
15. Shri Ram Dhan
16. Shri Ram Swaroop
17. Shri S. M. Siddayya
18. Shri Babu Nath Singh
19. Shri K. Subravelu
20. Shri Tulmohan Ram

*Rajya Sabha*

21. Shri G. A. Appan
22. Shri Balram Das
23. Shri Ganeshi Lal Chaudhary

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\*Elected w.e.f. 19-12-1972 *vice* Swami Ramanand Shastri died.

- \*24. Shri Kalyan Chand
- 25. Shri B. T. Kemparaj
- 26. Shri K. P. Subramania Menon
- 27. Shri Brahmananda Panda
- †28. Shri Sundar Mani Patel
- 29. Shri Roshan Lal
- 30. Shri Melhupra Vero

**SECRETARIAT**

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

Shri J. R. Kapur—*Under Secretary.*

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\*Elected w.e.f. 16-3-1973 *vice* Shri Sukhdev Prasad ceased to be a member of the Committee on ~~his~~ appointment as Deputy Minister.

†Elected w.e.f. 1-6-1972 *vice* Shri Golap Barbora resigned.

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES

**STUDY GROUP VI**

**(Action Taken Reports)**

- Sardar Buta Singh—*Chairman*  
3. Shri G. A. Appan—*Convener*  
3. Shri Kartik Oraon  
4. Shri K. P. Subramania Menon  
5. Shri B. K. Daschowdhury  
6. Shri Arjun Shripat Kasture  
7. Shri S. M. Siddayya  
8. Shri Roshan Lal  
9. Shri Sundar Mani Patel  
10. Kumari Kamla Kumari  
11. Shri Ganeshi Lal Chaudhary  
12. Shri B. T. Kemparaj  
13. Shri Nihar Laskar

**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 Seventeenth Report (Fifth Lok Sabha) on Action Taken by Government on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes contained in their Eighth Report (Fifth Lok Sabha) 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 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 19th April, 1973.

3. The Report has been divided into following Chapters:

I. Report

II. Recommendations|Observations which have been accepted by Government.

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

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

V. Recommendations|Observations in respect of which final replies of Government have not been received.

4. An analysis of the Action Taken by Government on the recommendations contained in the Eighth Report of the Committee is given in Appendix V. It would be observed therefrom that out of 18 recommendations made by the Committee in their Eighth Report, nine recommendations *i.e.* 50 per cent, have been accepted by Government; the Committee do not desire to pursue five recommendations, *i.e.*

(viii)

28 per cent, in view of the Government's replies, two recommendations, i.e. 11 per cent, in respect of which replies of Government have not been accepted by the Committee and which require reiteration; and final reply is awaited in respect of two recommendations, i.e. 11 per cent.

NEW DELHI;  
April 24, 1973  

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Vaisakha 4, 1895 (S).

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



## CHAPTER I

### REPORT

This Report of the Committee deals with action taken by Government on the recommendations contained in their Eighth Report (Fifth Lok Sabha) 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.

1.2. In para 5.7 of their Eighth Report, the Committee had recommended that the condition of a minimum of six years' 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.

In their reply dated the 23rd October, 1972, the Ministry of Communications have stated as follows:

“The general question of reduction of service limit for the purpose of promotion for Scheduled Castes and Scheduled Tribes was taken up with the Department of Personnel but it has not been agreed to by them.”

**The Committee are unhappy to note that the Posts and Telegraphs Department has not accepted the recommendation of the Committee. They need hardly emphasise that in order to improve the representations of Scheduled Castes and Scheduled Tribes in Class III posts in the Posts and Telegraphs Department, the maximum facilities should be given to the employees of these communities. The Committee reiterate their earlier recommendation and desire that the condition of a minimum of six years of service as a postman for a matriculated Scheduled Caste and Scheduled Tribe for promotion to the grade of clerk should be relaxed to three years of service as a postman.**

1.3. In para 7.7 of their said Report, the Committee had observed that in the clerical cadre, all employees including Scheduled Castes/Scheduled Tribes were given six chances, within a period of four years, to pass the confirmatory tests and the employees who failed to pass the confirmatory tests were reverted to a lower grade. The Committee had recommended that the Scheduled Caste and Sche-

duled Tribe employees should be given greater number of chances to pass the confirmatory tests.

In their reply dated the 23rd October, 1972, the Ministry of Communications have stated:

“The whole issue regarding confirmation examination has been re-examined by the P&T Board. The Board has decided that the existing orders regarding confirmation examination should continue. It may be stated that the confirmation examination has a practical bias and the officials are examined on matters connected with the day to day duties. Before they are appointed as clerks etc., they undergo training in the P&T Training Centres. The Scheduled Castes and Scheduled Tribes have the concession of lower qualifying marks. It is, therefore, felt that there should be no difficulty for these candidates to pass the confirmation examination for which they have got six chances within a period of 4 years. The Department of Personnel have already advised that greater number of chances cannot be given to Scheduled Caste and Scheduled Tribe officials only.”

**The Committee are not convinced with the reply furnished by the Ministry of Communications. They strongly feel that in order to avoid reversions of Scheduled Caste and Scheduled Tribe employees from clerical grade to a lower grade, maximum opportunities should be given to them to pass the confirmatory examinations. The Committee reiterate their earlier recommendation and desire that the Scheduled Caste and Scheduled Tribe employees should be given more chances to take the confirmatory tests in the clerical cadre.**

## CHAPTER II

### RECOMMENDATIONS|OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

#### **Recommendation (Serial No. 1, Para No. 1.4)**

Since the P. and 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. and T. Directorate and all its subordinate offices and authorities.

#### **Reply of Government**

This is being already done. The Minister himself is taking a personal interest with a view to ensuring that the reservation and other orders are implemented by one and all, both in letter and spirit.

[Ministry of Communications (P&T Board No. 26|28|72-SBP-I,  
dated 23rd October, 1972)]

#### **Recommendation (Serial No. 2, Para No. 2.10)**

The Committee note the procedure of recruitment being followed by the P. & T. Department.

#### **Reply of Government**

No action is called for.

[Ministry of Communications (P&T Board No. 26|28|72-SBP-I,  
dated 23rd October, 1972)]

#### **Recommendation (Serial No. 2, Para No. 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 percentage 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.

### **Reply of Government**

This has been accepted. A copy of the orders issued in this office letter No. 60|13|72-SPB.I, dated the 6th September, 1972 is enclosed (See Appendix I). The Circles have also been told about the need for sending a copy of the advertisement to the Employment Exchanges situated in other areas. Copy of letter No. 26|28|72-SPB.I, dated 2nd August, 1972 enclosed (See Appendix II).

[Ministry of Communications (P & T Board No. 26|28|72-SPB-1 dated 23rd October, 1972)]

### **Recommendation (Serial No. 3, Para No. 2.12)**

The Committee do not see any valid reason why the P & T Department should not communicate the reasons for the rejection of Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges. In their view, communications of the precise reasons of rejection of the Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges would enable the Employment Exchanges to sponsor the right type of candidates belonging to these communities. This will also enable the Employment Exchange to plan and reorient their schemes for training, particularly for Scheduled Caste and Scheduled Tribe candidates.

### **Reply of Government**

The selection of candidates in this Department is based on the marks obtained in the Matriculation or equivalent examination or on the bases of performance in tests prescribed for the purpose. The only reason for non selection of a candidate is, therefore, that he has not come in the order of merit or has not qualified in the test. There is no objection to these reasons being communicated to the Employment Exchanges in respect of Scheduled Caste and Scheduled Tribe candidates. A copy of the orders issued to all Heads of Circles is enclosed (See Appendix II)

[Ministry of Communications (P & T Board No. 26|28|72-SPB-I, dated 23rd October, 1972)]

### **Recommendation (Serial No. 3, Para No. 2.13)**

The Committee feel that there is no reason why the P & T 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/Scheduled Tribe candidates are not found suitable in a particular list.

### **Reply of Government**

The Department does not intimate the reasons for rejection in the case of all candidates including Scheduled Caste and Scheduled Tribe candidates. However, in the case of Scheduled Caste and Scheduled Tribe candidates this recommendation has been accepted and orders issued in this office letter No. 26|28|72-SPB-I, dated the 2nd August, 1972 (See Appendix II).

[Ministry of Communications (P & T Board No. 26|28|72-SPB-I,  
dated 23rd October, 1972)]

### **Recommendation (Serial No. 6, Para No. 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 Schedule 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.

### **Reply of Government**

The delay in issuing the orders was explained to the Committee when they called the officers for oral evidence. In future prompt action will be taken on general orders received from the Department of Personnel.

[Ministry of Communications (P & T Board No. 26|28|72-SPB-I,  
dated 23rd October, 1972)]

### **Recommendation (Serial No. 10 Para No. 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.

#### **Reply of Government**

The Statement showing the information so far collected is enclosed (See Appendix III). The information in respect of other Circles, will follow.

[Ministry of Communications (P & T Board No. 26|28|72-SPB-I, dated 23rd October, 1972)]

### **Recommendation (Serial No. 12, Para No. 6.3)**

The Committee are unhappy to note that a large number of Scheduled Caste and Scheduled 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.

#### **Reply of Government**

The Heads of Circles etc. were informed that the recommendation should be kept in view while deciding cases of supersession of Scheduled Caste and Scheduled Tribe candidates *vide* letter (No. 26|28|72-SPB-I, dated 2nd August, 1972) (See Appendix II).

[Ministry of Communications (P & T Board No. 26|28|72-SPB-I, dated 23rd October, 1972)]

### **Recommendation (Serial No. 15, Para No. 9.4)**

The Committee consider it imperative that the Posts and Telegraphs Department should maintain centrally, information about the de-reservation 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, de-reservations, transfer etc. Unless this is done there cannot be any comprehensive assessment about the representation of Scheduled Caste|Tribe employees in the Posts and Telegraphs Department.

### Reply of Government

The Department is already collecting this information centrally in the Directorate annually for forwarding it to the Department of Personnel, Commissioner for Scheduled Castes/Scheduled Tribes, New Delhi. No further action is called for.

[Ministry of Communications (P & T Board No. 26/28/72-SPB-I, dated 23rd October, 1972)]

#### Recommendation (Serial No. 16, Para No. 10.2)

The Committee note that the rosters are being maintained by the Posts and 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 shortfall, if any, can be detected. The Committee desire that these rosters should be checked periodically by the concerned authorities and certificates of checks made recorded thereon.

### Reply of the Government

The suggestion of the Committee has been accepted. Suitable instructions to all Heads of Circles and Administrative Offices have been issued *vide* letter No. 26/28/72-SPB-I, dated 2-8-72 (*See* Appendix II).

[Ministry of Communications (P & T Board No. 26/28/72-SPB-I, dated 23rd October, 1972).]

#### Recommendation (Serial No. 17, Para No. 11.5)

The Committee note that in the Posts and 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 committee

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 at least one Scheduled Caste/Scheduled Tribe member in those Recruitment/Selection Boards would be made.

### **Reply of Government**

The Committee in their fourth report had made the same recommendation. On this the Department of Personnel have issued general orders *vide* their O.M. No. 27(4) (iii) |70-Est(SCT), dated 2-9-70 which have been circulated to all Circles. The recommendation is to be kept in view while constituting the Departmental Promotion Committee. At present there is no proposal to constitute a separate P & T Service Commission on the line of Railway Service Commission.

[Ministry of Communications (P & T Board No. 26|28|72-SPB-I,  
dated 23rd October, 1972].



## CHAPTER III

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

#### Recommendation (Serial No. 4, Para No. 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.

#### Reply of the Government

The point raised is of general nature and orders are to be issued applicable to all such cases whether in Posts and Telegraphs Department or elsewhere. The matter is, therefore, being referred to the Department of Personnel, for them to examine and issue general orders applicable to all such cases in all departments.

[Ministry of Communications (P & T Board) No. 26|28|72-SPB-I, dated 23-10-73].

#### Further reply of the Government

As regards the recommendation that an employee securing employment by producing a false certificate of being a Scheduled Caste or a Scheduled Tribe should be suspended forthwith as soon as such a case comes to the knowledge of this Department, it may be stated that the question has been considered in detail in consultation with the Department of Personnel and it has been held that it would not only be incorrect, but unfair if preordained directions are imposed to fetter the judgement of the competent authority by issue of executive directions that a Government servant should be suspended as soon as a complaint or even suspicion arises that he had secured employment by producing a false certificate of being a Scheduled Caste

or Scheduled Tribe. Each case has to be dealt with on merits and no pre-determined line of action should be prescribed in this regard. Obviously, a person cannot be placed under suspension as soon as a complaint against him is received. Appropriate enquiries will have to be made about the veracity of the complaint and action to suspend the Government servant can be taken only after the disciplinary authority is satisfied on its own or as a result of an enquiry that a false certificate has been given. Thus the competent authority must at least be satisfied that there is *prima facie* substance in such a complaint before a Government servant is placed under suspension.

As regards the launching of a departmental enquiry and/or criminal prosecution, it may be stated that for appointment of various categories of posts in the Posts and Telegraphs Department standard proformae have been prescribed. These invariably contain a column whether the applicant belongs to Scheduled Castes/Scheduled Tribes. The form clearly states that suppression will render the applicant liable to disciplinary action. In view of this, production of false information by a candidate obviously renders him liable to disciplinary action or even criminal prosecution. It may be added that a few cases of this type have actually come to notice and suitable punishment in keeping with the nature of the offence has been awarded in each case.

[Posts and Telegraphs Department, Office of the Director General of Posts and Telegraphs O.M. No. 26/28/72-SPB-I dated 22-2-1973].

#### Comments of the Committee

"However, it may be emphasised to all concerned that securing employment by production of a false certificate of being a Scheduled Caste or Scheduled Tribe is a serious offence and such cases should be dealt with promptly and severely."

#### Recommendation (Serial No. 5, Para No. 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 indentify the areas where any special in-service training would be useful for the Scheduled Caste and Scheduled Tribe employees and formulate schemes for such in-service training of the employees belonging to these communities.

### **Reply of the Government**

The Committee was already told at the time the officers were called for oral evidence that in all our cadres training is given by the Department before appointment. The Department have also told them that there are no cadres where in-service training is considered necessary for the present.

[Ministry of Communications (P & T Board) No. 26/28/72-SPB-I,  
dated 23-10-72]

### **Recommendation (Serial No. 9, Para 4.14)**

The Committee would like to be apprised of the result of 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 recruitment may be made for Scheduled Castes and Scheduled Tribes in Class I and Class II posts also.

### **Reply of the Government**

It is presumed that the Committee desires to know the total number of Scheduled Caste and Scheduled Tribe candidates recruited by special recruitment. If so, the figures are 1467 for Class III and 859 for Class IV. Since the shortfall persisted the Minister (C) ordered that special drive be made to make good the shortfall by 2-10-72. Reports received reveal that the results achieved are very satisfactory. 50 per cent of shortfall in Scheduled Castes and 60 per cent of shortfall in Scheduled Tribes has been made good.

Recruitment to Class I posts is made by the U.P.S.C. and Department cannot hold any special recruitment. Similarly as Class II posts are filled by promotion only, no special recruitment can be made.

[Ministry of Communications (P&T Board) No. 26/28/72-SPB-I  
dated 23-10-72]

### **Recommendation (Serial No. 14, Para No. 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 reservation 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 Posts and Telegraphs 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 Posts and Telegraphs 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 Cell may depend upon the load of work—to expeditiously look into the grievances of the Scheduled Caste|Scheduled Tribe employees|candidates.

### **Reply of the Government**

It has been decided that while there is no need for a separate self contained cell to look into the grievances and complaints of Scheduled Caste and Scheduled Tribe employees exclusively such grievances and complaints should be looked into by the Liaison Officers appointed in the Circles who will be responsible for expeditious disposal of such complaints (Instructions issued to all Heads of Circles *vide* letter No. 26|28|72-SPB-I, dated 8-9-72 (See Appendix IV). In Posts and Telegraphs Directorate we have already got a special cell for the purpose under Director (Staff).

[Ministry of Communications (P & T Board) No. 26|28|72-SPB-I,  
dated 23-10-72]

### **Recommendation (Serial No. 18, Para No. 12.2)**

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

### **Reply of the Government**

Extra Departmental Agents do not hold any post nor they are member of any service in connection with the affairs of the Union but are appointed on the basis of contract governed by Extra Departmental Agent (Conduct and Service) Rules, 1964, not promulgated under Article 309 of the Constitution. They are not entitled to any reservation under article 335 of the Constitution. Notwithstand-

ing this, instructions have already been issued that other things being equal, the Scheduled Caste|Scheduled Tribe candidates who happen to apply for any Extra Departmental Agency and satisfy all the requisite conditions as to qualification, property, residence and knowledge of local conditions should be given preference as far as possible.

[Ministry of Communications (P&T Board) No. 26|28|72-SPB-I  
dated 23-10-72]

## **CHAPTER IV**

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

#### **Recommendation (Serial No. 11, Para No. 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' service as a postman for matriculated postman for promotion to the grade of clerk should be reduced to three years of service as a postman in the case of Scheduled Caste and Scheduled Tribe employees.

#### **Reply of Government**

The general question of reduction of service limit for the purpose of promotion for Scheduled Castes and Scheduled Tribes was taken up with the Department of Personnel but it has been agreed to by them.

[Ministry of Communications (P & T Board) No. 26|28|72-SPB-I, dated 23-10-72].

#### **Comments of the Committee**

Please see Chapter I (Para 1.2).

#### **Recommendation (Serial No. 13, Para No. 7.7)**

The Committee note that in the clerical cadre, all employees including Scheduled Castes|Scheduled 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 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 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/Scheduled Tribe employees to pass 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.

### **Reply of the Government**

The whole issue regarding confirmation examination has been re-examined by the P&T Board. The Board has decided that the existing orders regarding confirmation examination should continue. It may be stated that the confirmation examination has a practical bias and the officials are examined on matters connected with the day to day duties. Before they are appointed as clerks etc. they under go training in P & T Training Centres. The Scheduled Castes and Scheduled Tribes have the concession of lower qualifying marks. It is, therefore, felt that there should be no difficulty for these candidates to pass the confirmation examination for which they have got six chances within a period of 4 years. The Department of personnel have already advised that greater number of chances cannot be given to Scheduled Caste and Scheduled Tribe officials only.

[Ministry of Communications (P & T Board) No. 26/28/72-SPB-I,  
date 23-10-72].

### **Comments of the Committee**

Please see Chapter I (Para 1.3).

## CHAPTER V

### RECOMMENDATIONS|OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

#### Recommendation (Serial No. 7, Para 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 representations 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.

#### Reply of the Government

So far as the recruitment to the Indian Postal Service Class-I is concerned, direct recruitment to the extent of 75 per cent of the vacancies is made through the Union Public Service Commission from the I.A.S. etc. examinations held every year. Allotment of Scheduled Caste and Scheduled Tribe candidates is made by Union Public Service Commission depending upon the availability of vacancies from Scheduled Castes and Scheduled Tribes in the roster. So far there has not been any shortfall in the matter of direct recruitment to the Indian Postal Service Class-I, in respect of Scheduled Caste and Scheduled Tribe candidates.

The recruitment in the TES Class I (Junior scale) is made through U.P.S.C. on the basis of combined Engg. Services examination. The position regarding shortfall was brought to the notice of the UPSC and the Department of Personnel. The UPSC suggested that the matter may be taken up with the Department of Social Welfare with



a view to considering whether pre-examination training centres and coaching-cum-guidance centres could be opened to make intensive efforts to attract more engineering graduates for competing successfully in the examination. In order to augment the representation of Scheduled Castes|Scheduled Tribes the suggestion of the Committee has been taken up at the Minister's level with the Minister in the Ministry of Home Affairs. The matter is still under consideration. The U.P.S.C. and the Department of Personnel are the competent authorities to decide general policy and it is not possible for this department to take direct action. With regard to Class II, in PSS Class II and PM's Service Class II, Scheduled Caste and Scheduled Tribe candidates are given one stage higher grading as per general orders of Department of Personnel and to the extent officials are given higher grading their names are included in select list. There is no reservation in these cadres and posts are filled by selection. In respect of Class II posts on the Telecom. side where direct recruitment is made the same position prevails as explained above for TES Class II. In TES Class II, posts are filled through a qualifying examination and to the extent candidates qualify in terms of the reduced standard they are included in the select list.

The Department made special recruitments to Class III and Class IV posts in 1971 to recruit Scheduled Caste and Scheduled Tribe candidates only. Special drive to make good the shortfall of Scheduled Caste and Scheduled Tribe candidates in Class III and Class IV posts in the Department has been made this year also and results achieved have been quite satisfactory.

[Ministry of Communications (P & T Board) No. 26|28|72-SPB-I,  
dated 23-10-72].

#### **Recommendation (Serial No. 8, Para No. 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.

**Reply of the Government** .. ..

The matter is under consideration in consultation with the Department of Personnel. Further communication will follow.

[Ministry of Communications (P & T Board) No. 26|28|72-SPB-I,  
dated 23-10-72].

NEW DELHI;  
April 24, 1973  

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Vaisakha 4, 1895 (S),

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

## APPENDIX I

(Vide Chapter II of the Report)

INDIAN POSTS AND TELEGRAPHS DEPARTMENT  
OFFICE OF THE DIRECTOR GENERAL OF  
POSTS AND TELEGRAPHS, NEW DELHI.

No. 60|13|72-SPB. I

Dated 6-9-1972.

To

All Heads of Circles.  
All Heads of Telephone Districts  
Heads of all other Admn. Offices.

**SUBJECT:** *Direct recruitment to the cadre of clerks and sorters etc. advertisements calling for applications should specifically state that persons having marks below a certain percentage need not apply.*

Sir,

I am directed to invite a reference to para 2(i) of this office letter No. 60|13|72-SPB. I dated the 6th April, 1972 laying down the procedure of issue of advertisements calling for applications and forwarding a specimen form of the advertisement. In the Heads of the Circles conference held in May, 1972, it has been suggested that advertisements calling for applications should specially state that persons having marks below a certain percentage need not apply. The matter has been considered. It has been decided that there is no objection to accepting this suggestion as it curtails the volume of work. The percentage to be fixed may be taken as 10 per cent (Ten) less than the percentage of marks obtained by the last candidate in the last recruitment. In the case of Scheduled Castes and Scheduled Tribes marks obtained in the last recruitment by the last selected candidates is not to be mentioned at all. The following may be added to the specimen advertisement form appended with this office letter of even number dated the 6th April, 1972:

"The candidates belonging to other communities having secured below.....percentage of marks need not apply. This will not, however, apply to the candidates belonging to Scheduled Castes and Scheduled Tribes community."

Yours faithfully,

Sd|- R. RAJAGOPALAN,  
Asstt. Director General (SPN).

## APPENDIX II

(Vide Chapter II of the Report)

INDIAN POSTS AND TELEGRAPHS DEPARTMENT  
OFFICE OF THE DIRECTOR GENERAL OF POSTS  
AND TELEGRAPHS NEW DELHI

No. 26/28/72-SPB. I

Dated 2-8-1972.

To

All Heads of other Admn. Offices.  
All Heads of Telephone Districts.  
All Heads of other Admn. Offices.

SUBJECT: *Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes Fifth Lok Sabha on the Posts and Telegraphs Department—Reservations for and employment of Scheduled Castes and Scheduled Tribes.*

Sir,

I am directed to say that the Committee on the Welfare of Scheduled Castes and Scheduled Tribes visited certain Circle Headquarters and also discussed matters relating to reservation for and employment of Scheduled Castes and Scheduled Tribes with the Secretary (C) recently. The Committee has now made certain recommendations in its report referred to above which has been presented to Lok Sabha. Some of the recommendations of the Committee have been considered and decisions thereon have been taken. A copy of the recommendations of the Committee and the decisions thereon is enclosed herewith for your information and necessary action. It is requested that the recommendations made by the Committee and the decisions thereon be noted very carefully by all the authorities concerned and fully complied with. Any lapse in this regard will be viewed very seriously.

Yours Faithfully,

Sd/- R. RAJAGOPALAN  
Asstt. Director General (SPM).

*Statement showing the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes and orders thereon*

Sl. No.	Recom- mendation No.	Recommendation of the Committee	Orders of Government
1	2	3	4
2	2-11	The Committee suggest that if adequate number of Scheduled Caste/ Schedule Tribe candidates are not available in any particular area, copies of recruitment advertisement 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 Schedule Tribe candidates the percentage of marks obtained by Scheduled Caste and Schedule Tribe candidates selected in the previous examination should not be mentioned in the recruitment advertisement.	Accepted.
3	2-12	The Committee do not see any valid reason why the P. & T. 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 for rejection of Scheduled Caste and Scheduled Tribe candidates to the Employment Exchanges would enable the Employment Exchanges to know the type of candidates required by the P. & T. Department and would also facilitate the Employment Exchanges to sponsor the right type of candidates belonging to Scheduled Caste and Scheduled Tribe. This will also enable the Employment Exchanges to plan and reorient their schemes for training, particularly for scheduled Caste and scheduled Tribe candidates.	The selection of candidates in this Deptt. is based on the marks obtained in the examination or on the basis of performance in tests prescribed for the purpose. The only reason for non-selection of a candidates is, there for that he has not come in the order of merit or has not qualified in the test. There is no objection to these reasons being communicated to the Employment Exchanges in respect of Scheduled Caste/Tribe candidates.
3	2-13	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.	Accepted.
12	6-3	The Committee are unhappy to note that a large number of Scheduled Caste and Scheduled Tribe employees were superseded in 1969 and 1970. The Committee feel that, in view of the poor representation	The recommendation should be kept in view while deciding cases of supersession of Scheduled Caste/Scheduled Tribe candidates.

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of 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.

- (i) 10.2 The Committee note that the rosters are being maintained by the Posts and 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 at the various points in different posts and the shortfall, if any, can be detected. The Committee desire that these rosters should be checked periodically by the concerned authorities and certificates of checks made recorded thereon. Accepted.
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### APPENDIX III

(Vide Chapter II of the Report)

S. No.	Name of Circle/ Unit	1969				1970				1971						
		Class III		Class IV		Class III		Class IV		Class III		Class IV				
		T	SC	ST	T	SC	ST	T	SC	ST	T	SC	ST	T	SC	ST
1	Delhi	13	2			52	1	..	..	..	53	10	..	..	2	..
2	Gujarat	57	3	2	1	98	5	2	5	1	171	25	19	12	5	1
3	Mysore	157	19		33	3	1	245	22	7	15	3	..	353	51	6
4	Maharashtra	502	44	..	35	7	2	507	57	14	60	4	4	719	75	19
5	Madhya Pradesh	160	15	4	51	45	3	139	10	6	11	..	6	120	7	2
6	Tamil Nadu	151	26	7	192	33	1	218	34	10	295	76	7	124	31	3
7	Bombay Tel.	75	3	..	..	43					..			54	4	
8	Calcutta Tel.	59	7	2	2	159	4		4	7				62	4	..
9	Delhi Tel.	77	6			88	11	..	..	..	..	..	..	175	21	2
10	Madras Tel.	58	11	2	1	63	11	2	3	3	1	75	..	..	1	..
11	Hyderabad Tel.	38	6	1	6	14	5	..	..	..	..	..	..	22	3	1
12	Bangalore Tel.	21	1		..	28	4	..	..	..	5	3	..	19	6	..
13	Ahmedabad Tel.	..	..	..	..	18	5	2	..	..	..	..	..	32	7	5
14	Poona Tel.	1	..		3	10	2	..	..	..	10	4	1	4	..	..
15	Kanpur Tel.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

S. Name of Circle/  
No. Unit

1969

1970

1971

Class III

Class IV

Class III

Class IV

T SC ST T SC ST T SC ST T SC ST T SC ST T SC ST

16 Adchen Jabalpur ..

17 T.T.C. Jabalpur] .. ..

18 P.T.T.C. Saharanpur .. I ..

19 P.T.C. Mysore ..

20 P.T.C. Baroda ..

21 P.T.C. Darbhanga .. I

22 Civil C.I.N.D. .. ..

23 II By. II I .. 39 5 3 .. 10 .. ..

24 III Cal. 4 I 10 I 7 I I I 2

25 IV ND. 4 I .. 14 5

26 CAO T & S Calcutta 6 I II I 10 5 I

27 CAO TCO Cal-  
Cutta 4 I .. 2 .. 5 I I

28 DDPLI Calcutta I I 6 23 3 6

29 Sr. Arch New  
Delhi 9 10 I 14



## APPENDIX IV

(Vide Chapter III of the Report)

INDIAN POSTS AND TELEGRAPHS DEPARTMENT OFFICE OF  
THE DIRECTOR GENERAL OF POSTS AND TELEGRAPHS  
NEW DELHI

No. 26|28|72-SPB. I

Dated 8-9-1972.

To

All Heads of Circles.

All Heads of Telephone Districts.

All other Heads of Admn. Offices.

SUBJECT: *Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Posts and Telegraphs Department—Reservations for and employment of Scheduled Castes and Scheduled Tribes.*

Sir,

I am directed to say that the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes have in their Eighth Report made the following recommendation:

### **Recommendation (Para 8.4)**

The Committee note that the Liaison Officers have been appointed in the P&T 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 Posts and Telegraphs Department or in the 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 Head offices of the P&T Circles, there ought to be a separate self contained cell. The staff strength of each Cell may depend upon the load of work—to expeditiously look into the grievances of the Scheduled Caste/Tribe employees/candidates.

The above recommendation has been considered. It has been decided that while there is no need for a separate self contained cell to look into the grievances and complaints of Scheduled/Tribe employees exclusively, such grievances and complaints should be looked into by the Assistant Postmaster General (Staff) for Postal/RMS cadres and Assistant Director on the Telecom. side for Telecom. cadres will be responsible for expeditious disposal of such complaints.

Yours faithfully,

Sd/- R. RAJAGOPALAN,

*Asstt. Director General (SPN).*

## APPENDIX V

(Vide Introduction)

*Analysis of the action taken by the Government on the recommendations contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha).*

I.	Total number of recommendations	18
II.	Recommendations which have been accepted by Government ( <i>Vide</i> recommendations at Sl. Nos. 1-3, 6, 10, 12, 15-17)	
	Number	9
	Percentage to total	50%
III.	Recommendations which the Committee do not desire to pursue in view of the Government's replies ( <i>Vide</i> recommendations at Sl. Nos. 4, 5, 9, 14 and 18)	
	Number	5
	Percentage to total	28%
IV.	Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration ( <i>Vide</i> recommendations at Sl. Nos. 11 and 13)	
	Number	2
	Percentage to total	11%
V.	Recommendations in respect of which final replies of Government have not been received ( <i>Vide</i> recommendations at Sl. Nos. 7 and 8)	
	Number	2
	Percentage to total	11%