

# COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

SECOND REPORT

MINISTRY OF TOURISM AND CIVIL AVIATION

(Action taken by Government on the recommendations contained in the Tenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) on the Ministry of Tourism and Civil Aviation--Reservations for Scheduled Castes and Scheduled Tribes in Indian Airlines.)

*(Presented on the 8th December, 1971)*



LOK SABHA SECRETARIAT  
NEW DELHI

December, 1971 | *Agrahayana, 1893* (S)

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

Sardar Buta Singh—*Chairman*

**MEMBERS**

*Lok Sabha*

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3. Shri D. Deb
4. Shri Hukam Chand Kachwai
5. Kumari Kamla Kumari
6. Shri Arjun Shripat Kasture
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19. Shri K. Subravelu
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*Rajya Sabha*

21. Shri G. A. Appan
22. Shri Balram Das
23. Shri Golap Barbora
24. Shri Ganeshi Lal Chaudhary
25. Shri B. T. Kemparaj

(iv)

26. Shri K. P. Subramania Menon
27. Shri Brahmananda Panda
28. Shri Roshan Lal
29. Shri Sukhdev Prasad
30. Shri Melhupra Vero

**SECRETARIAT**

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

## STUDY GROUP VI

(On Action Taken Reports)

### COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1971)

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

#### SECRETARIAT

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

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Second Report on Action taken by Government on the recommendations contained in their Tenth Report (Fourth Lok Sabha) on the Ministry of Tourism and Civil Aviation—Reservations for Scheduled Castes and Scheduled Tribes in Indian Airlines.

2. The draft Report was considered and adopted by the Study Group VI on Action Taken Report of the Committee at their sitting held on the 30th November, 1971 and finally adopted by the Committee on the 7th December, 1971.

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

1. Report.

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

III. Recommendation|observation which the Committee do not desire to pursue in view of the Government's reply.

4. An analysis of the action taken by Government on the recommendations contained in the Tenth Report of the Committee is given in Appendix II. It would be observed therefrom that out of 21 recommendations made in the Report, 20 recommendations, i.e., 95 per cent, have been accepted by the government; and the Committee do not desire to pursue one recommendation, i.e. 5 per cent.

NEW DELHI;

December 7, 1971.

Agrahayana 16, 1893 (S.)

BUTA SINGH,

Chairman,

Committee on the Welfare  
of Scheduled Castes and  
Scheduled Tribes.

## **CHAPTER I**

### **REPORT**

**This Report of the Committee deals with action taken by Government on the recommendations contained in the Tenth Report on the Ministry of Tourism and Civil Aviation—Reservations for Scheduled Castes and Scheduled Tribes in Indian Airlines. The Committee commend the promptness with which the Ministry of Tourism and Civil Aviation have taken action to implement their recommendations.**



## CHAPTER II

### RECOMMENDATIONS/OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

#### **Recommendation (Serial No. 1) Para No. 1.10**

The Committee observe that although the Indian Airlines came into existence in August, 1953, they did not adopt the orders issued by the Government of India regarding reservations for Scheduled Castes and Scheduled Tribes in services from the very beginning. There was, in fact, protracted correspondence between the Ministry of Tourism and Civil Aviation and the Indian Airlines regarding the desirability of adoption of Government orders on the subject. The Committee also note that it was only in 1968 that the Ministry of Tourism and Civil Aviation could persuade the Indian Airlines to adopt the principle of carry forward of various vacancies reserved for Scheduled Castes and Scheduled Tribes. The Committee have reasons to believe that the representation of Scheduled Castes and Scheduled Tribes in the Indian Airlines would have been much better than what it is today—as the succeeding paragraphs indicate—had the reservation orders been applied *ab initio*. The Committee, however, feel assured by the undertaking given by the representative of the Ministry of Tourism & Civil Aviation that “we certainly intend to make a determined effort to improve the situation.”

#### **Reply of Government**

Noted. Government orders for reservation of posts for Scheduled Castes/Tribes, are now being followed strictly.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

#### **Recommendation (Serial No. 2) Para No. 1.11**

The Committee accept the view of the Ministry that the question of issuing a directive would not arise in view of the fact that the Indian Airlines is now following the instructions issued by Government. The Committee would urge that the Ministry should exercise

a continuous watch over the implementation of the reservation orders in the Indian Airlines.

**Reply of Government**

Noted.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated 5th May, 1971]

**Recommendation (Serial No. 3) Para No. 2.5**

The Committee have no doubt that close liaison and coordination between the Bureau of Public Enterprises and the Indian Airlines would go a long way in improving the representation of the Scheduled Castes and Scheduled Tribes in the services of the Indian Airlines.

**Reply of Government**

Noted.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated 5th May, 1971]

**Comments of the Committee**

The Committee would like to be informed about the nature of coordination and liaison developed between the Bureau of Public Enterprises and Indian Airlines.

**Recommendation (Serial No. 4) Para No. 2.6**

The Committee note that statistics relating to the employment of Scheduled Castes and Scheduled Tribes are being maintained by the Indian Airlines according to the proformae devised by the Bureau and that the first statement for the year ending 1969 would now be forwarded to the Bureau of Public Enterprises. The Committee desire that a time-limit should be fixed for the transmission of the statistics from the Indian Airlines to the Bureau of Public Enterprises.

**Reply of Government**

According to existing orders the statistical returns prescribed by the Bureau of Public Enterprises, are to be submitted to the administrative Ministry within three months of the close of each

calender year. The return relating to the year 1969 has already been received and that for the year 1970 has also been received.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

#### **Recommendation (Serial No. 5) Para No. 2.7**

The Committee would like to stress that the statistics on receipt should be carefully examined by the Bureau, keeping in view the percentages of reservations prescribed for the Scheduled Castes and Scheduled Tribes. The deficiencies, if any, found in the representation of the Scheduled Castes and Scheduled Tribes in services of the Indian Airlines should immediately be pointed out to the Ministry of Tourism and Civil Aviation as well as the Indian Airlines so that effective remedial steps are taken expeditiously. Further, the Bureau, in collaboration with the Ministry of Tourism and Civil Aviation, should keep a close watch so as to ensure that these deficiencies are wiped out as speedily as possible.

#### **Reply of Government**

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

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

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

Please furnish a copy of the instructions referred to above.

[L.S.S. O.M. No. 4/10/SCTC/70, dated 14th May, 1971]

#### **Further Reply of Government**

A copy of the instructions issued vide our letter No. HQ/GA/XII/24(1)/68 dated 12-2-1968 is enclosed (Appendix I).

[Indian Airlines letter No. HQ/GA-XII/24(4)/71 dated 30th July,  
1971]

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

The Committee note the present percentages of reservations as provided for Scheduled Castes and Scheduled Tribes in the Indian Airlines. The attention of the Committee has also been drawn to the Government of India (Ministry of Home Affairs) Resolution No.27/25/68-Est. (SCT) dated the 25th March, 1970, enhancing the

percentages of reservations in favour of Scheduled Castes and Scheduled Tribes in public services. Instead of the existing reservation of 12½ per cent for Scheduled Castes, there would be a reservation of 15 per cent of the vacancies in favour of Scheduled Castes, in posts filled by direct recruitment on an All India basis by open competition i.e. through the Union Public Service Commission or by means of open competitive tests held by any other authority. Where recruitment is made otherwise than by open competition, the existing reservation at 16.2/3 per cent of the vacancies in favour of Scheduled Castes will continue. As regards Scheduled Tribes, both in recruitment by open competition and in recruitment made otherwise than by open competition to posts filled by direct recruitment on an all India basis, the reservation in favour of Scheduled Tribes will be 7½ per cent as against the existing reservation of 5 per cent. The Committee hope that the Indian Airlines have taken or are taking necessary steps to raise the percentages of present reservations in accordance with the Ministry of Home Affairs Resolution referred to above. In this connection, the Committee would like to invite the attention of the Ministry to the following observations made by the Ministry of Finance (Bureau of Public Enterprises) in relation to the enhancement of the percentages of reservations for Scheduled Castes and Scheduled Tribes in the services of Public Undertakings (*vide* 7th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes—4th Lok Sabha):

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

#### **Reply of Government**

The directives issued by Ministry of Home Affairs regarding reservation of vacancies for Scheduled Castes/Tribes are being strictly followed by the Corporation.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC (5)/70 dated 5th May, 1971]

#### **Recommendation (Serial No. 7) Para No. 3.7**

So far as the posts of air hostesses and ground receptionists are concerned, the Committee do not feel that there should be any difficulty in getting suitable Scheduled Caste/Tribe candidates for these posts. The Committee would like the Indian Airlines to take neces-

sary steps for the recruitment of Scheduled Caste/ Tribe candidates for these posts.

### **Reply of Government**

Scheduled Caste/Tribe candidates if other wise found suitable are given preference in appointments. Such candidates are interviewed separately. As a result of special efforts made, during the year 1970, Indian Airlines appointed 5 Scheduled Caste/Tribe candidates as Air Hostesses. In the selection held in October, 1970, the Corporation selected 2 Scheduled Caste and 2 Scheduled Tribe candidates for appointment as Air Hostesses.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

### **Recommendation (Serial No. 9) Para Nos. 4.20&4.21**

The Committee note the procedure of recruitment being followed by the Indian Airlines.

The Committee suggest that the advertisements for recruitment to the various posts in the Indian Airlines should also be published in local newspapers (including daily/weekly newspapers which are exclusively devoted to the cause of Scheduled Castes and Scheduled Tribes) in addition to the leading national newspapers. They further suggest that the specific number of posts reserved for Scheduled Castes and Scheduled Tribes in each case of recruitment should invariably be mentioned in all advertisements.

### **Reply of Government**

Number of reserved posts are indicated in advertisements. In case where the advertisement is only for drawing up of a waiting list of candidates for appointment to future vacancies, it is not possible to specify the number of vacancies.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

### **Comments of the Committee**

Please clarify whether the advertisements for recruitment to the various posts in the Indian Airlines are being published in local newspapers (including daily/weekly newspapers which are exclusively

devoted to the cause of Scheduled Castes and Scheduled Tribes) in addition to the national newspapers.

[L.S.S. O.M. No. 4/10/SCTC/70, dated 14th May, 1971]

### **Further Reply of Government**

It may be clarified that the recommendations made by the Committee are being followed by us. Whenever vacancies are advertised in the press the local newspapers including those specially devoted to the cause of Scheduled Castes/Tribes will be utilised in addition to leading newspapers.

[Indian Airlines letter No. HQ/GA-XII/24(4)/71 dated 30th July, 1971]

### **Recommendation (Serial No. 19) Para No. 4.22**

The Committee recommend that a suitable representative of the Scheduled Castes and Scheduled Tribes, if available, should be included in the Selection Boards so as to ensure that interests of the Scheduled Caste and Scheduled Tribe candidates are adequately safeguarded. They should also be interviewed in separate blocs and on separate dates in terms of the Ministry of Home Affairs Office Memorandum No. 1/1/70-Estt(SCT) dated the 31st July, 1970, so that they are not judged in comparison with general candidates.

### **Reply of Government**

Wherever possible a Scheduled Caste/Tribe officer will be nominated on the Selection Board for reserved posts. Separate selections are being held for the reserved posts.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated 5th May, 1971]

### **Recommendation (Serial No. 11) Para No. 4.23**

The Committee endorse the views expressed by the representative of the Ministry during evidence that Scheduled Caste and Scheduled Tribe candidates possessing minimum qualifications required for various non-technical posts should be taken and necessary training given to them later to enable them to improve their standard.

### **Reply of Government**

The Committee's observations have been noted by the Corporation for compliance.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

#### **Recommendation (Serial No. 12) Para No. 4.24**

The Committee note with regret from the statement given in para 4.19 of the Report that a large number of Scheduled Caste and Scheduled Tribe candidates called for interview were rejected during the years 1967-68 and 1968-69. The Committee feel that when a candidate is called for interview he must have been deemed to possess the minimum qualification required for that post. Otherwise, he would not have been called for interview. In the face of this, the Committee are unable to understand the reasons for rejection of such large number of Scheduled Caste and Scheduled Tribe candidates at the interview stage, depriving them even of their reserved quota. The Committee, would, therefore, urge that full and precise reasons for the rejection of Scheduled Caste and Scheduled Tribe candidates for a vacancy should be recorded.

### **Reply of Government**

Action will be taken accordingly.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

#### **Recommendation (Serial No. 13) Para No. 4.25**

The Committee suggest that precise reasons for the rejection of Scheduled Caste/Tribe candidates, who have been sponsored by the Employment Exchanges, should be communicated to them. The Employment Exchanges, should also be requested to furnish a fresh list of Scheduled Caste and Scheduled Tribe candidates in case suitable Scheduled Caste and Scheduled Tribe candidates are not available in a particular list.

### **Reply of Government**

Action will be taken accordingly.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

**Recommendation (Serial No. 14) Para No. 5.4**

The Committee regret to note that except for the post of Typist, none of the vacancies mentioned at various points in the Roster maintained for the Recruitment year 1968 by the Headquarters Office of the Indian Airlines in respect of various categories of post mentioned at para 5.2 of the Report have been filled by Scheduled Castes/Tribes. Even in the post of Typist, out of three vacancies reserved for Scheduled Castes and one for Scheduled Tribes, only two have been filled by Scheduled Castes. The Committee need hardly point out that mere maintenance of a Roster is not an end by itself, nor will it by itself improve the representation of the Scheduled Castes and Scheduled Tribes in the services of the Indian Airlines. Unless all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled by them and their appointments are in fact made according to the points mentioned in the Roster, the position regarding the representation of the Scheduled Castes/Tribes in the services of the Indian Airlines is not expected to improve. The Committee would like the Ministry/Indian Airlines to take effective steps to improve the situation.

**Reply of Government**

Noted. Every effort is being made by the Corporation to make up the deficiency.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

**Recommendation (Serial No. 15) Para No. 6.10**

The Committee regret to note the insignificant representation of Scheduled Castes and Scheduled Tribes even in such category of posts of Catering Assistant, Accounts Assistant, Operation Assistant, Traffic Assistant Stores and Supply Assistant, etc. They also regret to note that under representation of Scheduled Castes/Tribes continues in such categories as Peon, Porter, Driver, Chowkidar, Lift Operator, Loader, etc., despite the recruitment made during the period 1967 to September, 1969. Considering these heavy shortfalls, the Committee feel that orders/instructions of the Ministry of Home Affairs|Tourism and Civil Aviation|Bureau of Public Enterprises were not implemented properly and adequate attention was not given to improve the situation. The Committee would like to impress upon the Ministry of Tourism and Civil Aviation the desirability of devising adequate checks to ensure the rigid application of the relaxed standards by the Indian Airlines in the recruitment of Scheduled Castes and Scheduled Tribes. They

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would further suggest that special recruitments to recruit exclusively the Scheduled Castes and Scheduled Tribes should be made more frequently to make up the shortfalls.

### **Reply of Government**

Special efforts are being made by Indian Airlines to improve the representation of Scheduled Caste/Tribe candidates. Measures, like holding separate selections, giving relaxation in educational standards, etc. have been taken during the year 1970, and as a result an improvement in the intake of Scheduled Castes/Scheduled Tribes has been possible. During the year 1970 the total addition to the staff strength in the categories where reservation is allowed was 337, of which 123 belonged to Scheduled Castes/Tribes. Thus the percentage of Scheduled Castes/Tribes appointed during the year 1970 to the total appointments made works out to 36% as against the reservation of 16.2/3% and 7½%. Such efforts will continue to be made to further improve the representation of this category.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

### **Recommendation (Serial No. 16) Para No. 6.11**

The Committee feel that unless special in-service training programme, especially for those Scheduled Caste/Tribe candidates who have been recruited by lowering the standards, is initiated by the Indian Airlines, it may be very difficult to bring such employees at par with others and make them suitable for higher posts. They suggest that the Ministry of Tourism and Civil Aviation may consider the feasibility of starting a suitable training programme and refresher courses for the Scheduled Caste and Scheduled Tribe employees of the Indian Airlines.

### **Reply of Government**

Indian Airlines have noted the recommendation for implementation as soon as feasible.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

### **Comments of the Committee**

The Committee would like to be informed about the steps taken to start special in-service training programme for Scheduled Caste/Tribe employees.

**Recommendation (Serial No.17) Para No. 7.3**

The Committee note that an Officer of the rank of Joint Secretary in the Ministry of Tourism and Civil Aviation has been made responsible for the effective implementation of the orders and instructions issued by the Ministry of Home Affairs pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The Committee hope that it will help in improving the representation of Scheduled Castes and Scheduled Tribes in the Indian Airlines.

**Reply of Government**

Noted.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

**Recommendation (Serial No. 18) Para 7.4**

The Committee suggest that a small Cell may be set up in the Personnel Department of the Indian Airlines to attend to the complaints and grievances of Scheduled Caste and Scheduled Tribe employees and a Senior Officer at the Headquarters Office and at each of the Regional Offices should be made responsible to ensure that reservation orders for Scheduled Castes and Scheduled Tribes are implemented in full.

**Reply of Government**

A senior officer of the Personnel Department at Headquarters and in the Regions has been made responsible to ensure that the orders of the Home Ministry regarding Scheduled Castes and Scheduled Tribes are implemented in full.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

**Comments of the Committee**

The Committee would stress the desirability of setting up of a cell in the Indian Airlines to attend to the complaints and grievances of Scheduled Castes and Scheduled Tribes.

**Recommendation (Serial No. 19) Para No. 8.5 .**

The Committee suggest that before a particular post is de-reserved, the matter should again be referred to the Employment Exchanges in order to explore the possibility of getting suitable

Scheduled Caste and Scheduled Tribe candidates. They also feel that all cases of dereservation should be reported to the Ministry of Tourism and Civil Aviation/Commissioner for Scheduled Castes and Scheduled Tribes with a note indicating the efforts made to get suitable candidates, for their information.

### **Reply of Government**

The Corporation have accepted the recommendation.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

### **Recommendation (Serial No. 20) Para No.8.6**

The Committee further recommend that the posts which have been dereserved should be carried forward for three recruitment years instead of two recruitment years in terms of the Ministry of Home Affairs Office Memorandum No. 27/25/68-East(SCT) dated the 25th March, 1960.

### **Reply of Government**

These instructions are being implemented.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

### **Recommendation (Serial No.21) Para No. 9.6**

In view of the fact that there are very few Scheduled Castes and Scheduled Tribes in the higher posts in the Indian Airlines, the Committee feel that greater promotion opportunities should be provided to them, if need be, by giving them increased weightages.

### **Reply of Government**

Relaxation to the extent of 5% in the written test and 5% in the interview is given to Scheduled Caste and Scheduled Tribe candidates. Special consideration has been shown to the Scheduled Caste/Tribe officers in the matter of appointment/promotion. During the year 1970, one Scheduled Caste officer was appointed to a senior Management Cadre post, 2 were promoted from Junior Management Cadre to Middle Management Cadre posts and one has been appointed in the Junior Management Cadre. Further appointments to the Junior Management Cadre will be made in 1971 as vacancies arise.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

## CHAPTER III

### RECOMMENDATION/OBSERVATION WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLY

#### Recommendation (Serial No. 8) Para No. 3.8

The Committee would also like the Indian Airlines to make concerted efforts to attract as large a number of Scheduled Caste|Tribe candidates for the post of Pilots, Medical Officers, Engineers and Technicians, as possible.

#### Reply of Government

In the matter of recruitment to posts of Pilots, Engineers and Technicians Scheduled Caste|Tribe candidates are given preference if otherwise found suitable. Since these are posts directly concerned with the safety of aircraft, relaxation of the prescribed standards is not considered advisable.

[Ministry of Tourism & Civil Aviation O.M. No. 4-AC(5)/70 dated  
5th May, 1971]

#### Comments of the Committee

The Committee would like the Indian Airlines to make concerted efforts to recruit suitable Scheduled Castes|Tribes for the posts of Pilots, Medical Officers, Engineers and Technicians.

BUTA SINGH,  
Chairman,

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

NEW DELHI;  
December 7, 1971.

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Agrahayana 16, 1893 (S).

**APPENDIX I**  
**INDIAN AIRLINES**

Airlines House, Gurdwara Rakabganj Road, New Delhi-1.

No. HQ/GA-XII/24(1)/68

12-2-1968.

The Area Manager,

IAC Bombay/Calcutta/Delhi/Madras.

It has been observed that the annual|half-yearly returns showing representation of Scheduled Castes and Scheduled Tribes in the services of the Corporation are not received from the Areas in time. These returns are required by the Ministry in the form prescribed by them. It has also been noticed that the returns are not sent by the Area in the prescribed proforma, which entails delay in submission to the Ministry.

2. It is, therefore, requested that the following returns required by the Ministry may kindly be sent to this office in time in the proforma enclosed.

Subject	Frequency	Due date of Receipt of returns from areas
Reservations in Services for Scheduled Castes/Scheduled Tribes.	Annual	15th January
Recruitment of Scheduled Castes and Scheduled Tribes.	Half yearly.	5th October and 5th March.

The half-yearly returns for the period ending 30th September, 1967 and the annual returns for the year ending 31st December, 1967 may also kindly be sent immediately in the prescribed proforma.

(Sd.) C. P. BHASIN  
for *Secretary*

CC: A. & P. O. (H) for similar action in respect of staff in Gr. 1 to 9 at Headquarters.

## APPENDIX II

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

I.	Total number of Recommendations	21
II.	Recommendations/ observations that have been accepted by Government ( <i>vide</i> recommendations at S. Nos. 1(para 1.10), 2(para 1.11), 3(para 2.5), 4(para 2.6), 5(para 2.7), 6 (para 3.6), 7(para 3.7), 9(paras 4.20 & 4.21), 10(para 4.22), 11(para 4.23), 12(para 4.24), 13(para 4.25), 14(para 5.4), 15(para 6.10), 16(para 6.11), 17(para 7.3), 18(para 7.4), 19(para 8.5), 20 (para 8.6) and 21(para 9.6).	
	Number	20
	Percentage to total	95
III.	Recommendation/observation which the Committee do not desire to pursue in view of the Government's reply ( <i>vide</i> recommendation No. 8(para 3.8)	
	Number	1
	Percentage to total	5