

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

TWENTY-EIGHTH REPORT

MINISTRY OF STEEL AND MINES

(DEPARTMENT OF STEEL)

Action taken by Government on the recommendations contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Ministry of Steel and Mines (Department of Steel) — Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Steel Limited (Headquarters Organisation); (ii) Bhilai Steel Plant; (iii) Rourkela Steel Plant; (iv) Durgapur Steel Plant and (v) Bokaro Steel Limited.

(Presented on 26th August, 1974)



सत्यमेव जयते

LOK SABHA SECRETARIAT
NEW DELHI

August, 1974/Sravana, 1896 (Saka)

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CORREND A

to the
Twenty-eighth Report of the Committee on the Welfare
of Scheduled Castes and Scheduled Tribes (5th Lok Sabha)

<u>Page</u>	<u>Para</u>	<u>Line</u>	<u>For</u>	<u>Read</u>
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11		4	<u>After</u> etc. <u>add</u> "The Ministry of Home Affairs have issued ins- tructions that while"	
14			(i) <u>delete</u> line 7 (ii) <u>insert</u> the following after employment: 'of Scheduled Castes/ Scheduled Tribes in the annual report of the'	
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COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES
(1973—75)

Shri D. Basumatari—*Chairman*

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20. Shri R. P. Ulaganambi

Rajya Sabha

- *21. Shri M. C. Balan
22. Shri Todak Basar
23. Shri Jannalal Berwa

*Elected to the Committee w.e.f. 9th May, 1974 *vice* Sarvaashri N.P. Chaudhuri Sundarmani Patel and Shrimati Saroj Khaparde retired from Rajya Sabha w.e.f. 2nd April, 1974.

(iv)

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Shri Y. Sahai—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary*

**Elected to the Committee w.e.f. 9th, May, 1974 vice Dr. Z.A. Ahmad resigned from the Committee w.e.f. 26th April, 1974.

STUDY GROUP VI

(ON ACTION TAKEN REPORTS)

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(1973—75)

1. Shri D. Basumatari—*Chairman*
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3. Shri D. Deb
4. Shri Sakti Kumar Sarkar
5. Shri N. P. Chaudhari
6. Shri N. H. Kumbhare
7. Shri B. S. Chowhan
8. Shri G. Y. Krishnan
9. Shri V. Tulsiram
10. Shri Todak Basar
- *11. Shri M. C. Balan

SECRETARIAT

Shri Y. Sahai—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary.*

*Nominated *vice* Shrimati Saroj Khaparde who ceased to be Member of the Committee on her retirement from Rajya Sabha with effect from 2nd April, 1974.

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 Twenty-Eighth Report (Fifth Lok Sabha) on Action Taken by Government on the recommendations contained in their Fourteenth Report (Fifth Lok Sabha) on the Ministry of Steel and Mines (Department of Steel)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Steel Limited (Headquarters Organisation); (ii) Bhilai Steel Plant; (iii) Rourkela Steel Plant; (iv) Durgapur Steel Plant and (v) Bokaro Steel Limited.

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 29th July, 1974, and finally adopted by the Committee on the 8th August, 1974.

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

I. Report

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

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

IV. Recommendations/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 Fourteenth Report (Fifth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix I. It would be observed therefrom that out of 34 recommendations made by the Committee

(viii)

in the Fourteenth Report, 12 recommendations i.e. 35 per cent have been accepted by Government; the Committee do not desire to pursue fourteen recommendations, i.e., 41 per cent of their recommendations in view of Government's replies; seven recommendations i.e., 21 per cent, in respect of which replies of Government have not been accepted by the Committee and which require reiteration; and reply is awaited in respect of one recommendation i.e., three per cent.

D. BASUMATARI,

NEW DELHI;
August 12, 1974
Sravana 21, 1896 (S).

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 Fourteenth Report (Fifth Lok Sabha) on the Ministry of Steel and Mines (Department of Steel)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Steel Limited (Headquarters Organisation and Steel Plants thereunder) and Bokaro Steel Limited. The report in question was presented to both the Houses of Parliament on the 20th December, 1972 and the Ministry of Steel and Mines (Department of Steel) were requested to furnish Government replies to the recommendations contained in the aforesaid Report within three months of the date of presentation of that Report to the Houses of Parliament. The Ministry of Steel and Mines (Department of Steel), however, took nearly one year to furnish their final replies on the recommendations contained in that Report.

1.2. In para 2.21 of the Report the Committee urged that the appointing authorities of the Hindustan Steel Limited (Headquarters Organisation) and Bokaro Steel Limited should indicate the precise reasons for the rejection of Scheduled Caste/Tribe candidates to the Employment Exchanges so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities. In their reply dated the 4th January, 1974, the Ministry of Steel and Mines (Department of Steel) have stated that the job specifications for a particular post are always indicated to the Employment Exchanges and they are expected to sponsor candidates on the basis thereof. The selection/rejection of a candidate is generally based on an overall assessment made by a Selection Committee whose members exercise their independent judgement and it will, therefore, be difficult to indicate precisely the various reasons for the rejection of a Scheduled Caste/Scheduled Tribe candidate. The Committee reiterate their recommendation and desire that the Hindustan Steel Limited and Bokaro Steel should communicate to the Employment Exchanges the reasons for non-selection of Scheduled Caste/Tribe candidates.

1.3. In para 2.42 of their Report, the Committee suggested that avenues should be explored for absorbing the present surplus trained

Scheduled Caste/Tribe Apprentices in the Hindustan Steel Limited against the vacancies in Bokaro Steel Limited as a special measure. The Ministry of Steel and Mines (Department of Steel) in their reply dated the 26th April, 1974, have stated that under the Employment (Compulsory Notification of Vacancies) Act and the Rules made thereunder, all vacancies carrying pay upto Rs. 500/- p.m. are required to be notified to the local employment exchange. In view of this legal requirement, it is not possible for Bokaro Steel Limited to recruit against vacancies in their plant the surplus Scheduled Caste/Tribe apprentices trained in Hindustan Steel Limited directly. The Committee are not convinced of the argument advanced by the Ministry of Steel and Mines. Notification of the vacancies to the Employment Exchanges should not debar the Bokaro Steel Limited to recruit surplus Scheduled Caste/Tribe Apprentices trained in the Hindustan Steel Limited as a responsibility is also cast on the Bokaro Steel Limited to recruit Scheduled Caste/Tribe candidates in the vacancies reserved for them. The Committee strongly reiterate their earlier recommendation.

1.4. In para 2.51 of their Report the Committee desired that a cell to be set up in all the Steel Plants to look into the grievances of the Scheduled Castes and Scheduled Tribes in the matter of appointment, promotion, supersession, etc. In their reply dated the 4th June, 1974, the Ministry of Steel and Mines (Department of Steel) have stated that there is already a well established grievance procedure and machinery in each steel plant on the lines of the Model Grievance Procedure under the Code of Discipline. Under this arrangement, grievances of all employees including those relating to seniority, promotion, supersession, etc. are investigated and settled. The procedure has successive time-bound steps, each leading to the next in case of lack of satisfaction. It includes relief through bipartite committees consisting of representatives of management and workers. The constitution of a separate Cell to look into the same type of grievance of Scheduled Castes/Scheduled Tribes employees should not, therefore, be necessary. Prompt redressal of individual grievances is essential for sustaining good labour-management relations and there are certain obvious advantages in having uniform procedures in such matters in an industrial establishment. It may not also be in the interests of Scheduled Caste/Scheduled Tribe employees themselves to be segregated from the rest of the employees in the matter as it can weaken the effectiveness of the established procedure in their case. The Committee are not convinced of the reply furnished by the Ministry of Steel and Mines and reiterate their earlier recommendation that a Cell should be set up

in each of the Steel Plants to look into the grievances of Scheduled Caste|Tribe employees.

1.5. In para 2.73 of their Report, the Committee suggested that the Ministry should examine the question of holding *ad hoc* recruitment for Scheduled Castes and Scheduled Tribes at least for non-Executive posts in order to wipe out the shortfalls. The Ministry of Steel and Mines (Department of Steel) in their reply dated the 26th April, 1974, have stated that it is doubtful whether *ad hoc* recruitment would really meet the objective in view. Such *ad hoc* recruitment may be fruitful, where suitable candidates are available in adequate numbers. The difficulty has been that, although the number of available vacancies is fairly large and more and more vacancies arise every year, even the yearly quotas for Scheduled Castes|Tribes cannot be filled as Scheduled Caste|Tribe candidates possessing the prescribed minimum qualifications and experience are not forthcoming in adequate numbers in spite of wide circulation of these vacancies. In such a situation, *ad hoc* recruitment will not yield the expected results. The Committee reiterate their earlier recommendation and desire the Ministry to hold *ad hoc* recruitment for Scheduled Castes and Scheduled Tribes at least for non-Executive posts in order to wipe out the shortfalls.

1.6. In para 3.12 of their Report, the Committee urged that the management should immediately initiate negotiations with the representatives of the employees' unions with a view to amend or revise the agreement with the employee's unions which prevent these undertakings from providing for reservations for Scheduled Castes and Scheduled Tribes in promotions in the non-Executive Categories made on the basis of selection. The Ministry of Steel and Mines (Department of Steel), in their reply dated the 20th May, 1974, have stated that it is understood from Hindustan Steel Limited that the matter had been informally discussed by the Plant managements with the unions who were not in favour of reservations for Scheduled Castes|Scheduled Tribes in promotions. Bokaro Steel Limited has reported that they find it difficult to carry out negotiations with the employees' unions because of serious intra-union and inter-union rivalries. At the instance of Government, the matter was again discussed by the Board of Directors of Hindustan Steel Limited recently when it was decided that the General Managers should again discuss with the Unions as to how the Government directive could be implemented and report the outcome of discussions with the Unions. Bokaro Steel Limited is also being advised to take similar action. The Committee would like to be informed

of the outcome of discussions by the General Managers with the Unions of employees.

1.7. In para 3.15 of their Report, the Committee suggested that an annual statement showing cases involving supersession of Scheduled Castes and Scheduled Tribes in these undertakings should be sent to the Ministry of Steel and Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. Figures of supersession of Scheduled Castes and Scheduled Tribes employees should also be included in the Annual Reports of the Department of Steel/Hindustan Steel Limited (Headquarters Organisation) and the Bokaro Steel Limited. The Ministry of Steel and Mines (Department of Steel), in their reply dated the 4th June, 1974, have stated that the Government directive already provides that cases involving supersession of Scheduled Caste|Tribe employees in appointments made by promotion on the basis of seniority subject to fitness should be submitted for prior approval to the Board of Directors in the cases of Class I and II appointments and for the information of the Board within a month in the case of Class III and IV appointments. This ensures that such cases receive attention at the level of the highest management body in the undertaking. This also provides the best possible safeguards for the interests of the employees concerned. The Board of Directors of Hindustan Steel Limited|Bokaro Steel Limited have been given full powers of such appointments by Government. Besides, there is already a well-established grievance procedure for the investigation and settlement of such grievances. There is not likely to be any advantage in lying down that an annual statement of cases involving supersession should be sent to the Department of Steel or the Commissioner for Scheduled Castes and Scheduled Tribes or that this information should be included in the Annual Reports of the Companies. The Committee are not convinced of the arguments advanced by the Ministry of Steel and Mines. The Committee strongly reiterate their earlier recommendation that an annual statement showing cases involving supersession of Scheduled Castes| Tribes in these undertakings should be sent to the Ministry of Steel and Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. This will not only keep the Ministry and the Commissioner informed of the position in this respect but also serve as a healthy check on unjustified supersessions.

1.8. In para 4.6 of their Report the Committee noted that a decision had been taken by the Government of India in respect of Central Government employees working in offices in Delhi/New

Delhi, *vide* the Department of Works, Housing and Urban Development Office Memorandum No. 12035(5)/69-Pol. (II) dated 6-11-1969 to reserve five per cent* of the vacancies in Types I and II for Government servants belonging to the Scheduled Castes and Scheduled Tribes. In the light of this the Committee suggested that the Hindustan Steel Limited and the Bokaro Steel Limited should also reserve five per cent of the vacancies in houses of types I and II of the residential accommodation in the Company's townships or quarters where these exist or which come up in the future for allotment to the Scheduled Caste/Tribe employees of the undertakings entitled to these types who specially apply for this benefit. The Ministry of Steel and Mines (Department of Steel), in their reply dated the 4th June, 1974, have stated that the Hindustan Steel has reported that the rules for allotment of residential accommodation have been finalised in consultation with the Unions and that the Unions are not likely to agree to such a proposal. Bokaro Steel Limited is also of the view that any preferential treatment to Scheduled Castes| Scheduled Tribes is likely to lead to problems of industrial relations. In this context, it should be appreciated that steel plants have been set up in green field sites and there is hardly any private accommodation which the employees of steel plants can take on rent. All the employees have, therefore, to depend on Company accommodation which is allotted in accordance with the rules. It has, however, not been possible to provide residential accommodation to all employees, there is, therefore, certain amount of dissatisfaction in this regard. But there has been no question of members of Scheduled Castes/Scheduled Tribes experiencing any difficulty (*vis-a-vis* others) in acquiring residential accommodation in these townships. The Committee do not agree with the reasoning of the Hindustan Steel Limited and Bokaro Steel Limited. The Committee feel that the Hindustan Steel Limited and Bokaro Steel Limited should not anticipate that the employees' Unions are not likely to agree to the proposal. On the contrary, they should take up the matter with the Unions of employees and explain to them that this is as per the general policy of the Government of India as laid down in Ministry of Works and Housing C.M. No. 12035(3)/ 73-Pol. (II). dated the 24th September, 1973.

The Committee would like to be informed of the result of the discussions by the management of the Hindustan Steel Limited and the Bokaro Steel Limited with the Unions of employees on this matter.

*This percentage has been revised to 10% *vide* Ministry of Works and Housing O. M. No. 12035 (3)/73-Pol (ii) dated the 24th September, 1974.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 5 Para No. 2.17)

The Committee note that in the Hindustan Steel Limited as also in the Bokaro Steel Limited, recruitment of the Executive personnel is made on an All-India basis through open advertisement whereas recruitment of Non-Executive personnel is made through the Employment Exchanges. Vacancies are advertised in the newspapers in case of Employment Exchanges fail to sponsor the required number of candidates.

Reply of Government

No comments.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated the 18th December, 1973.]

Recommendation (Sl. No. 6, Para No. 2.18)

The Committee commend the suggestion made by the Bokaro Steel Limited that to improve the intake of Scheduled Caste/Tribe candidates, the Employment Exchanges should send periodically list of available candidates in various categories to the projects so that the Liaison Cells could consider their cases for appointment. The Committee would urge that the Department of Steel should take up this matter with the Director General of Employment and Training in so far as the recruitment of Scheduled Caste/Tribe candidates in the public sector steel undertakings is concerned.

Reply of Government

As recommended by the Committee, the matter was taken up with the Directorate General of Employment and Training and suitable instructions were issued by them to the State Directors concerned in April, 1973.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated the 18th December, 1973.]

Recommendation (Sl. No. 8, Para 2.20)

The Committee note that in the advertisements issued by the Bokaro Steel Limited inviting applications for recruitment, it is stated that preference will be given to Scheduled Castes/Tribes; the actual number of posts reserved for Scheduled Castes/Tribes is not mentioned in the advertisement. In the advertisements issued by the Hindustan Steel Limited (Headquarters Organisation) and Public Sector Steel Plants, the specific number of Posts reserved for Scheduled Castes/Tribes is neither mentioned nor is such information given in the requisitions for recruitment sent to the Employment Exchanges. The Committee would like to emphasise that the Hindustan Steel Limited (Headquarters Organisation) and the Steel Plants as also the Bokaro Steel Limited should invariably specify the exact number of posts reserved for Scheduled Castes and Scheduled Tribes in the advertisements or in the requisitions sent to the Employment Exchanges.

Reply of Government

Noted. The number of posts reserved for Scheduled Castes/Scheduled Tribes is now being specified in the advertisements/requisitions to the Employment Exchanges both by Hindustan Steel Limited and Bokaro Steel Limited.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated the 18th December, 1973.]

Recommendation (Sl. No. 11, Para No. 2.23)

The Committee note that the Hindustan Steel Limited do not send copies of advertisements to the associations of Scheduled Castes and Scheduled Tribes. The Committee hope that the Hindustan Steel Limited as also the Bokaro Steel Limited would in future notify the vacancies to the recognised all-India Associations of Scheduled Castes and Scheduled Tribes.

Reply of Government

Noted. This procedure is now being followed both by Hindustan Steel Limited and Bokaro Steel Limited.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated 20th March, 1974.]

Recommendation (Sl. No. 12, Para No. 2.24)

The Committee note that the Scheduled Caste/Tribe candidates are at present not interviewed on separate dates and in separate blocks. The Committee note from the consolidated directive issued by the Bureau of Public Enterprises, *vide* their O.M. No. 2(115)68-BPE(GM) dated the 2nd February, 1971 that when direct recruit-

ment, otherwise than through examination, is to be made, the interview of Scheduled Caste/Tribe candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste and Scheduled Tribe candidates are not judged in comparison with general candidates. The Committee hope that the Hindustan Steel Limited as also the Bokaro Steel Limited would comply with the directive laid down in this regard.

Reply of Government

Noted. Both Hindustan Steel Limited and Bokaro Steel Limited have reported that they are now generally following the procedure laid down in the Government Directive.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated 20th March, 1974.]

Recommendation (Sl. No. 15, Para No. 2.34)

The Committee note the improvement in the intake of Scheduled Castes/Tribes as Graduate Engineers during 1972.

Reply of Government

No comments.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated the 18th December, 1973.]

Recommendation (Sl. No. 18, Para No. 2.43)

The Committee note that the Bokaro Steel Limited have reduced the qualifying marks for Scheduled Caste/Tribe candidates for recruitment as Junior Operative Trainees. They also note that similar facilities have been granted in the matter of recruitment of Senior Operative Trainees for which the minimum prescribed qualification is Bachelor in Science. The Committee hope that the Bokaro Steel Limited would also augment the intake of Scheduled Caste/Tribe candidates as Junior and Senior Operative Trainees so that they would be absorbed straightway after the commissioning of the plant.

Reply of Government

Noted. Bokaro Steel Limited has reported that there has been an appreciable improvement in the recruitment of Scheduled Caste/

Scheduled Tribe candidates as Senior Operative Trainees after the grant of relaxation in the minimum qualifying marks for them. Whereas prior to the grant of this relaxation only 5 out of 404 Senior Operative Trainees selected belonged to Scheduled Caste/Scheduled Tribe, their number went up to 19 out of a total of 199 selected after the grant of this relaxation. The share of Scheduled Caste/Scheduled Tribe has thus increased from 1.24 per cent to 9.55 per cent.

No recruitment of Junior Operative Trainees has, however, been made after the grant of the above relaxation in favour of Scheduled Caste/Scheduled Tribe candidates.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated 20th March, 1974.]

Recommendation (Sl. No. 22, Para No. 2.69)

The Committee need hardly emphasise that a review of the existing procedure for recruitment of Executive and non-Executives in the Headquarters Organisation as well as in the Steel Plants is called for so as to make good the short-falls in the representation of Scheduled Castes and Scheduled Tribes in the Steel Plants.

Reply of Government

Hindustan Steel Limited have reported that the recruitment procedures for executives and non-executives are reviewed from time to time. As a result of this further relaxations have been provided to improve the representation of Scheduled Castes and Scheduled Tribes in keeping with the Government Directive.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated the 18th December, 1973.]

Recommendation (Sl. No. 24, Para No. 2.71)

The Committee note from the figures furnished by the Ministry of Steel and Mines (Department of Steel) that the percentages of the Scheduled Castes and Scheduled Tribes in the Managerial, Supervisory, Ministerial and skilled staff of the Bokaro Steel Limited are deplorably low. The Committee would urge the Department of Steel to take immediate and effective steps to augment the representation of Scheduled Castes and Scheduled Tribes in the services of the Bokaro Steel Plant according to the quotas reserved for them.

Reply of Government

Noted. A number of steps have already been taken to improve the intake of Scheduled Caste/Scheduled Tribe candidates. These include: grant of suitable relaxations/concessions in the matter of qualifications and experience, introduction of special preparatory training course exclusively for Scheduled Caste/Scheduled Tribe candidates for posts of operatives, wider circulation of vacancies etc. Further efforts will continue to be made in this direction. Some improvement has already taken place as would be seen from the following table:—

No. of Scheduled Castes/Scheduled Tribe candidates recruited during the year 1971 to 1973

	1971		1972		1973	
	SC	ST	SC	ST	SC	ST
Class I	2	2	2	4	6	7
Class II	7	6	1	11	9	9
Class III	139	54	258	134	314	167

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated 20th March, 1974.]

Recommendation (Sl. No. 25, Para No. 2.72)

The Committee also suggest that with a view to augment the intake of Scheduled Caste/Tribe candidates the Hindustan Steel Limited, as also the Bokaro Steel Limited may intimate in future the vacancies and the probable dates of various examinations to the Pre-Examination Training Centres which have been set up by the Government of India/State Governments at various places. The Centres may also be advised as to the standard that is expected of the candidates.

Reply of Government

Hindustan Steel Limited and Bokaro Steel Limited have been advised to implement this recommendation.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated the 18th December, 1973.]

Recommendation (Sl. No. 18, Para No. 2.86)

The Committee note that the Public Sector Steel Plants have in-service training schemes for their employees including those belong-

ing to Scheduled Castes and Scheduled Tribes. The Committee, however, feel that the Scheduled Castes/Tribes because of their general and educational backwardness are in need of specialised training so that they can compete with others in matter of promotions etc. deputing officers to seminars and conferences, preference should be given to officers of Scheduled Castes and Scheduled Tribes. That Ministry have also expressed the view that it would also be useful if officers of Scheduled Castes and Scheduled Tribes are included in various training programmes abroad. It would enable them to broaden their outlook and also build up specialised knowledge. The Committee hope that the directives of the Government of India would be kept in view while arranging training programmes of Scheduled Caste and Scheduled Tribe officers in the Steel Plants.

Reply of Government

Suitable provisions already exist in the Government directive and the public undertakings are expected to comply with them.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST/COY. II, dated the 20th May, 1974.]

Recommendation (Sl. No. 31. Para No. 3.11)

The Committee recommend that the Ministry of Steel and Mines (Department of Mines) should issue necessary instructions to the Hindustan Steel Limited and Bokaro Steel Limited that reservations and concessions for the Scheduled Castes and Scheduled Tribes in the matter of promotions in the Executive posts in all these undertakings should strictly be followed as laid down in para 9 of the directives issued by the Ministry of Steel & Heavy Engineering vide their letters No. Coy. 6(55)/69, dated the 22nd June, 1970 No. Coy-6(1)/71 dated the 28th January, 1971.

Reply of Government

Noted. The managements of Hindustan Steel Limited and Bokaro Steel Limited have been advised again to comply fully with the relevant provisions of the Government directives.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST/COY. II, dated the 20th May, 1974.]

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENTS REPLIE'S

Recommendation (Serial No. 1, Para No. 1.18)

The Committee regret to note that there was a delay of nearly nine months in the issue of the directives by the Department of Steel to the Hindustan Steel Limited and the Bokaro Steel Limited, after it was received in the Department from the Bureau of Public Enterprises.

Reply of Government

The reasons for delay in the issue of the directives were explained during the course of the oral evidence. The delay is regretted.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H—11013|1|73-SCST-Coy(II), dated the 18th December, 1973.]

Recommendation (Serial No. 2, Para No. 1.19)

The Committee note that apart from the annual returns which are to be supplied by these undertakings to the Bureau of Public Enterprises and the Department of Steel, there is no other machinery to ensure that the provisions contained in the directives are strictly observed. Since, under the Government's directive, a Joint Secretary in-charge of public enterprises in the Ministry has been made responsible to keep a watch over the implementation of the decisions regarding representation of Scheduled Castes and Scheduled Tribes in the public enterprises under the control of the Ministry, it should be his duty to maintain an effective liaison with the Chief Personnel Officers of the Public Undertakings and to ensure that the quotas reserved for Scheduled Castes and Scheduled Tribes are being rapidly filled up. The difficulties, if any, in filling up of the reserved quotas should be discussed at periodic meetings with the Bureau of Public Enterprises and the undertakings concerned. The Committee

need hardly emphasise that mere issue of directive will not improve the situation unless it is observed in letter and spirit.

Reply of Government

Noted. It may, however, be added that since these directives have been issued in terms of the Articles of Association of these two Companies, it is the primary responsibility of these Companies to give effect to the provisions thereof. Further, Steel Authority of India Limited (of which Hindustan Steel Limited and Bokaro Steel Limited have become wholly-owned subsidiaries) has also been asked by Government to exercise supervision on the implementation in all its subsidiaries of the Government directives in regard to reservations for Scheduled Castes and Scheduled Tribes in their services.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H—11013|1|73-SCST-Coy (II), dated the 18th December, 1973.]

Recommendation (Serial No. 4, Para No. 1.21)

The Committee further recommend that, as agreed to by the representative of the Department of Steel, the figures showing the representation of Scheduled Castes and Scheduled Tribes in the services of these undertakings should be included in the annual reports of the Ministry. The Committee also feel that there should be no objection to the similar information being included in the Annual Reports of Hindustan Steel Limited and of each of the Steel Plants respectively.

Reply of Government

As regards, the required information was included in the Annual Report of the Department of Steel for the year 1972-73. Similar information will be included in reports in the future.

In the 8th Annual Report of Bokaro Steel Limited for the year 1971-72, information was given in regard to the various measures taken for the improvement of representation of Scheduled Castes/Tribes. These have been further discussed in the 9th Annual Report of the Company for 1972-73 (which will be placed on the tables of the two Houses shortly) and information has also been given about the number of persons belonging to Scheduled Castes/Scheduled Tribes recruited during the years 1969 to 1972.

Hindustan Steel Limited have expressed the view that the annual report of the Company being the report of the Directors to the shareholders, deals primarily with the commercial activities of the undertaking. Since information about the implementation of the directive is already being sent to the prescribed agencies, it is submitted that it will not be necessary to include statistics about the employmen it will not be necessary to include statistics about the employment Company.

There is no separate annual report for the Steel Plants as such.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H—11013|1|73-SCST-Coy(II), dated the 4th January, 1974.]

Comments of the Committee

The Committee hope that the Department of Steel will continue to include information regarding Scheduled Castes and Scheduled Tribes in the Steel Plants under it in its Annual Reports.

Recommendation (Serial No. 7, Para No. 2.19)

The Committee also appreciate the procedure followed by the Bokaro Steel Limited where, in the event of any vacancy arising in a particular post, the candidate belonging to Scheduled Castes/Tribes is offered the appointment first against the vacant post irrespective of his position in the panel. The Committee hope that similar procedure will be followed by the Hindustan Steel Limited.

Reply of Government

Noted. Hindustan Steel Limited has reported that according to the procedure followed by the Steel Plants, separate panels of selected Scheduled Castes/Scheduled Tribes and general candidates are prepared. Except when there are only one or two vacancies in a particular category to be filled (in which case the order of merit is followed), Scheduled Caste/Scheduled Tribe candidates are offered appointments first and general candidates are offered appointments only thereafter.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H—11013|1|73-SCST-Coy(II), dated the 20th March, 1974.]

Comments of the Committee

The Committee desire that when there are two or more vacancies, the Scheduled Caste/Scheduled Tribe candidates should be offered the post first.

Recommendation (Serial No. 10, Para No. 2.22)

The Committee would also suggest that the advertisements for posts carrying a pay of Rs. 500 or less should also be issued in the regional newspapers and copies of such advertisements should be sent to the local Scheduled Caste/Tribe MLAs and MPs and also to the members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

The Committee emphasise that a minimum of one month notice should be given in the case of Scheduled Caste/Tribe candidates who are called for interview by the Public Sector Steel Undertakings. Interview letters to be issued to these candidates should be sent by Registered Post Acknowledgement due.

Reply of Government

The recruitment policy laid down by Government for public enterprises already provides that in such cases advertisements should be made in local newspapers. Copies of such advertisements are also endorsed to the associations recognised as representative of Scheduled Castes/Scheduled Tribes and listed in the Government directive to Hindustan Steel Limited/Bokaro Steel Limited. Both the Companies are also being advised to send copies of such advertisements to all local organisations/associations of Scheduled Caste/Tribes even if these are not listed in the Government directive. Normally this should be enough to ensure that the vacancies come to the notice of eligible candidates. It may not be advisable both from the point of view of principle as also for practical considerations to send copies of such advertisements to individuals.

The recommendation of the Committee that a minimum of one month's notice should be given in the case of Scheduled Caste/Scheduled Tribe candidates called for interview is accepted.

As regards the suggestion that interview letters should be sent by registered post acknowledgement due, such letters are presently sent by Hindustan Steel Limited under certificate of posting. They have not received any complaints about the existing procedure which has been found to be adequate and satisfactory. Registered letters take longer to be delivered and if the addressee is not available, these

are returned undelivered. In any case, this is a matter regarding which the managements can be relied upon to make satisfactory arrangements and to make such modifications therein as may be warranted by practical considerations.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013|1|73-SCST-Coy(II), dated the 4th January, 1974.]

Comments of the Committee

The Committee would like to stress that copies of advertisements for posts carrying a pay of Rs. 500 or less should be sent to the local Scheduled Caste/Tribe MLAs and MPs and also to the members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

Recommendation (Serial No. 13, Para No. 28)

The Committee note that during 1969 and 1971, 846 Executives were recruited by means of open advertisements and out of these only 8 belonged to Scheduled Castes and 2 belonged to Scheduled Tribes. From the figures relating to their recruitment of non-Executives for the years 1969, 1970 and 1971, the Committee note that the recruitment of Scheduled Castes and Scheduled Tribes is far below the percentages fixed for them. The Committee hope that, as assured by the representative of the Ministry during evidence, the directive would be taken into consideration more seriously in the case of future recruitments.

Reply of Government

As will be noticed from the following statement, there has been considerable improvement in 1972:

No. of Scheduled Caste/Scheduled Tribe candidates recruited during the years 1971 and 1972.

Year	Executive		Non Executive	
	SC	ST	SC	ST
1971	6	1	688	323
1972	9	2	877	1002

In this connection, please also refer to Government reply to Recommendation No. 14 (Para No. 2.33).

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013|1|73-SCST-Coy(II) dated the 18th December, 1973].

Comments of the Committee

The Committee would like to stress that greater efforts should be made to recruit more and more Scheduled Caste and Scheduled Tribe candidates.

Recommendation (Sl. No. 14, Para No. 2.33)

The Committee are unhappy to note that only 2 Scheduled Castes and 1 Scheduled Tribe candidates and 5 Scheduled Castes and 1 Scheduled Tribe candidates were recruited as Graduate Engineers in the Hindustan Steel Limited (Headquarters Organisation) during the years 1969 and 1971, respectively. The Committee feel that with a relaxation in the minimum standard of recruitment for such candidates, it would be possible to improve their intake.

Reply of Government

As a result of further relaxation, 28 candidates belonging to Scheduled Caste/Scheduled Tribes have been given offers of appointment as graduate engineers from the 1972-73 batch.

In order to improve the intake of candidates belonging to Scheduled Castes and Scheduled Tribes at this level, without diluting the prescribed standards, Hindustan Steel Limited have recently approved a special scheme for arranging pre-employment training for a period of six months, for a suitable number of candidates corresponding to the reservation provided who appeared for the written test last year. They will be tested again on completion of training and will be appointed if found suitable. During the period of training, they will get a stipend of Rs. 350/- p.m. to meet expenses on board, lodging, transport, etc.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy (II) dated the 18th December, 1973]

Recommendation (Sl. No. 16, Para No. 2.41)

From the information furnished by the Hindustan Steel Limited (Headquarters Organisation), the Committee find that the recruitment of Scheduled Caste/Tribe candidates as Trade Apprentices in the various Steel Plants during the years 1969-1971 is deplorably low. They also note that there is no proposal in the Steel Plants to lower down the educational qualifications in the case of Scheduled Caste/Tribe candidates nor is there any proposal to increase the intake of Trade Apprentices. The Committee hope that the Hindus-

tan Steel Limited and the other Public Sector Steel Plants will take concrete steps to improve the intake of the Scheduled Castes and Scheduled Tribes in the vacancies of Trade Apprentices till such time as their shortfall is made up.

Reply of Government

The Apprentices Act, 1961, has since been amended by the Apprentices (Amendment) Act, 1973 (No. 27 of 1973) to provide for reservation by the employer of training places in every designated trade for the Scheduled Castes and Scheduled Tribes. This should help improve the intake of candidates belonging to these communities.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11213/1/73-SCST-Coy (II) dated the 18th December, 1973].

Recommendation (Sl. No. 19, Para No. 2.45)

The Committee observe that there is at present no reservation in favour of Scheduled Castes and Scheduled Tribes in the recruitment of casual labour. The Committee would like the Ministry to examine whether it would be possible to provide for reservations for Scheduled Castes and Scheduled Tribes in all categories of casual labour. The Committee also recommend that the Scheduled Caste and Scheduled Tribe casual labourers who have worked for more than 300 working days in the Public Sector Steel Plants should be made regular in those Steel Plants.

Reply of Government

As observed by the Committee itself, the Government directive issued to Public Sector Undertaking does not provide for any reservations for Scheduled Castes/Scheduled Tribes in the matter of recruitment of casual labour. Since such labour is employed both under Government and under public sector undertakings, the question cannot be examined only in respect of the Hindustan Steel Limited and Bokaro Steel Limited in isolation. However, as casual labour is generally engaged for short periods for work of a casual, occasional or emergent nature, it would be difficult to provide for any reservations in respect thereof. However, preference is generally given to Scheduled Caste/Scheduled Tribe candidates in the recruitment of casual labour.

Recruitment to regular vacancies has to be made through the employment exchange on the basis of prescribed job specifications and qualifications. A reservation for Scheduled Castes/Scheduled

Tribes is already provided for in respect of such regular vacancies. It is, therefore, not possible to make a casual employee who has worked for more than 300 working days regular automatically. However, in case casual employees are continuous employment for more than 240 days, they acquire certain statutory rights in certain matters relating to leave, holidays, etc.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy (II) dated the 4th January, 1974].

Recommendation (Sl. No. 21, Para No. 2.68)

The Committee are distressed to find that the representation of the Scheduled Castes and Scheduled Tribes in the Executive Posts in the Hindustan Steel Limited (Headquarters Organisations) as also in the Steel Plants under its control, is practically nil. There is also a dismal shortfall in the representation of Scheduled Castes and Scheduled Tribes in the non-Executive posts, especially in the Central Engineering and Design Bureau, Central Coal Washeries Organisation, Central Sales Organisation, Transport and Shipping Organisation, and Alloy Steels Plant under the control of the Hindustan Steel Limited.

Reply of Government

The bulk of recruitment in Hindustan Steel Limited had been made at the time of the establishment of steel plants and their expansion and much before the issue of the Government Directive. There was a dearth of suitably qualified Scheduled Castes and Scheduled Tribes candidates particularly for jobs in the skilled, supervisory and executive categories. Because of the urgent need to commission the Plants at the earliest and integrated nature of the operations of a steel plant, it was not also possible to keep the vacancies unfilled.

The overall position has, however, improved since the issue of the Directive as would be seen from the table below:

Year	Number of Employees	Scheduled Castes	Percentage	Scheduled Tribes	Percentage
<i>Class IV</i>					
1970	37158	7668	20.63	3824	10.29
1971	37875	7654	20.20	4329	11.43

Year		Executive		Non-Executive	
1972	37700	8301	22.00	5346	14.20
<i>Class III</i>					
1970	67879	1968	2.89	643	0.92
1971	71763	2058	2.87	1873	2.61
1972	75985	3044	4.00	2336	3.07
<i>Class I</i>					
1970	6397	16	0.25	5	0.08
1971	7070	19	0.27	9	0.12
1972	8280	45	0.54	12	0.14

[Ministry of Steel and Mines (Department of Steel) O.M. No. H-11013|1|73-Coy (II) dated the 18th December, 1973].

Comments of the Committee

The Committee would like to emphasise that greater efforts should be made to increase the representation of Scheduled Castes and Scheduled Tribes in the Executive Services of the Hindustan Steel Limited and also the Steel Plants under it so that the due ratio of Scheduled Castes and Scheduled Tribes in the executive services reaches their proportional entitlement as early as possible.

Recommendation (Serial No. 23, Para No. 2.70)

The Committee have been informed that out of 8 Scheduled Castes persons selected on the Executive side, 3 did not join and the one who joined left the organisation. The Committee are not aware of the reasons why the persons who were selected did not join the Hindustan Steel Limited. The Committee suggest that the Hindustan Steel Limited may examine whether the present system of asking the candidates to sign bond for serving the undertaking for four to five years is not the principal factor discouraging suitable Scheduled Caste/Tribe or other candidates from joining the organisation.

Reply of Government

Hindustan Steel Limited have reported that the exact reasons for which some of the Scheduled Castes/Tribes selected candidates did not join are not known to them. There is a possibility that they received more attractive offers from elsewhere.

The signing of a bond by those who are to be given specialised training at the expense of the Company before they can be put on

a regular job is considered necessary by Hindustan Steel Limited to avoid training wastage.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
18th December, 1973.]

Comments of the Committee

The Committee would like the Hindustan Steel Limited to consider the desirability of reducing the period of bond in the case of Scheduled Caste and Scheduled Tribe candidates.

Recommendation (Sl. No. 27, Para No. 2.78)

The Committee recommend that even though the final decision in regard to dereservation of posts may be taken by the Board of Directors or the General Managers, as the case may be, precise reasons for dereservation of each post should be recorded in writing and intimation of the posts dereserved should invariably be sent to the Ministry of Steel and Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. Statistics regarding the posts de-reserved during a year should also be included in the Annual Reports of the Hindustan Steel Limited (Headquarters Organisation), Bokaro Steel Limited, etc.

Reply of Government

Government agree that the reasons for dereservation of vacancies should be recorded in writing while seeking the approval of the Board of Directors or General Manager, as the case may be.

Information about the number of reserved vacancies dereserved is included in the annual return prescribed under the Government Directive to be sent to Government. (Department of Steel, Bureau of Public Enterprises and Department of Personnel). The Commissioner for Scheduled Castes and Scheduled Tribes has called for information about the vacancies dereserved for inclusion in his Annual Report. This information will be furnished to him.

As already stated in Government reply to Recommendation No. 4 the report of the Directors to the share holders deals primarily with the commercial activities of the Company. Since information about dereservation of posts is already being sent to the prescribed authorities, it is submitted that it will not be necessary to include

such information in the annual reports of Bokaro Steel Limited and Hindustan Steel Limited.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. 11013/1/73-SCST-Coy(II), dated the
20th March, 1974.]

Comments of the Committee

The Committee would like to emphasise that the requisite information should be included in the Annual Reports of the Ministry of Steel and Mines (Department of Steel). That information should be sent to the Commissioner for Scheduled Castes and Scheduled Tribes automatically instead of sending it only when he calls for it.

Recommendation (Serial No. 29, Para No. 2.87)

As regards the lower categories of employees, the Ministry may examine whether there should be a separate scheme for the training of Scheduled Castes and Scheduled Tribes on the lines of the scheme that is in operation in some of the Steel Plants for the training of the displaced persons.

Reply of Government

Bokaro Steel Limited have already introduced a special preparatory training course for operatives exclusively for Scheduled Castes and Scheduled Tribes.

As regards Hindustan Steel Limited, the company is required under the Apprentices Act to train a prescribed number of apprentices in designated trades. The Apprentices (Amendment) Act, 1973, now provides for reservation by the employer of training places for Scheduled Castes and Scheduled Tribes in every designated trade. Accordingly, a separate training scheme for Scheduled Castes and Scheduled Tribes at this level does not appear to be necessary.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
26th April, 1974.]

Recommendation (Serial No. 30, Para No. 2.88)

The Committee also appreciate the suggestion of the Ministry that there should be reservation of seats for Scheduled Caste and Scheduled Tribe apprentices under the Apprentices Act, 1961. In this connection, the attention of the Government is drawn to the recommendations contained in para 2.59 of their Seventh Report (5th Lok Sabha) on reservations for Scheduled Castes and Scheduled Tribes in the Defence Public Sector Undertakings, wherein the Committee stressed that the Director General of Employment and Training should adhere to the reservations in favour of Scheduled Castes/Tribes while selecting candidates for the vacancies of trade apprentices.

Reply of Government

As stated in Government's reply to Recommendation No. 16, the Apprentices Act, 1961, has already been amended to provide for reservation by the employer of training places in every designated trade for the Scheduled Castes and Scheduled Tribes.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
18th December, 1973.]

CHAPTER IV

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

Recommendation (Serial No. 9, Para No. 2.21)

The Committee note that the Hindustan Steel Limited (Headquarters Organisation and the Steel Plants) and the Bokaro Steel Limited do not intimate to the Employment Exchanges the reasons for the rejection, if any, if the Scheduled Caste/Tribe candidates sponsored by them. The Committee would urge that the appointing authorities should indicate the precise reasons for the rejection of Scheduled Caste and Scheduled Tribe candidates to Employment Exchanges so as to facilitate the latter in sponsoring the right type of candidates belonging to these communities.

Reply of Government

The suggestion made by the Committee has been carefully considered by the managements of Hindustan Steel Limited and Bokaro Steel Limited. They feel that it would not be practicable to follow this suggestion. It has been pointed out that the job specifications for a particular post are always indicated to the Employment Exchanges and they are expected to sponsor candidates on the basis thereof. The selection/rejection of a candidate is generally based on an overall assessment made by a Selection Committee whose members exercise their independent judgment and it will, therefore, be difficult to indicate precisely the various reasons for the rejection of a Scheduled Caste/Scheduled Tribe candidate.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
4th January, 1974.]

Comments of the Committee

Please see Chapter I (Para 1.2).

Recommendation (Serial No. 17, Para No. 2.42)

The Committee further suggest that avenues should be explored for absorbing the present surplus trained Scheduled Caste/Tribe Apprentices in the Hindustan Steel Limited against the vacancies in Bokaro Steel Limited as a special measure.

Reply of Government

The matter has been considered further. It has been pointed out that under the Employment Exchanges (Compulsory Notification of Vacancies) Act and the Rules made thereunder, all vacancies carrying pay upto Rs. 500/- p.m. are required to be notified to the local employment exchange. In view of this legal requirement, it is not possible for Bokaro Steel Limited to recruit against vacancies in their plant the surplus Scheduled Caste and Scheduled Tribe apprentices trained in Hindustan Steel Limited directly.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
26th April, 1974.]

Comments of the Committee

Please see Chapter I (Para 1.3).

Recommendation (Serial No. 20, Para No. 2.51)

The Committee note that there is well established grievance procedure in all the Steel Plants and this is being followed for redressal of grievances. However, the Ministries and Departments of the Government of India have been directed by the Ministry of Home Affairs vide their O.M. No. 27/22/68-Est(SCT), dated the 19th April, 1969, to set up a cell under the direct control of a Liaison Officer. The Cell would mainly assist the Liaison Officer in the discharge of his duties. The Committee hope that a cell—not necessarily a complaint cell,—will be set up in all the Steel Plants to look into the grievances of the Scheduled Castes and Scheduled Tribes in the matter of appointment, promotion, supersession, etc.

Reply of Government

As explained during the course of evidence, there is already a well established grievance procedure and machinery in each steel plant on the lines of the Model Grievance Procedure under the Code of Discipline. Under this arrangement, grievances of all employees including those relating to seniority, promotion, supersession, etc. are investigated and settled. The procedure has successive time-bound steps, each leading to the next in case of lack of satisfaction. It includes relief through bipartite committees consisting of representatives of management and workers. The constitution of a separate Cell to look into the same type of grievances of Scheduled Castes/Tribe employees should not, therefore, be necessary. Prompt redressal of individual grievances is essential for sustaining good

labour-management relations and there are certain obvious advantages in having uniform procedures in such matters in an industrial establishment. It may not also be in the interests of Scheduled Caste/Scheduled Tribe employees themselves to be segregated from the rest of employees in this matter as it can weaken the effectiveness of the established procedure in their cases.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
4th June, 1974.]

Comments of the Committee

Please see Chapter I (Para 1.4).

Recommendation (Serial No. 26, Para No. 2.73)

The Committee would also like the Ministry to examine the question of holding *ad hoc* recruitment for Scheduled Castes and Scheduled Tribes at least for non Executive Posts in order to wipe out the shortfalls.

Reply of Government

As pointed out during evidence, it is doubtful whether *ad hoc* recruitment would really meet the objective in view. Such *ad hoc* recruitment may be fruitful, where suitable candidates are available in adequate numbers. The difficulty has been that, although the number of available vacancies is fairly large and more and more vacancies arise every year, even the yearly quotas for Scheduled Castes/Tribes cannot be filled as Scheduled Caste/Tribe candidates possessing the prescribed minimum qualifications and experience are not forthcoming in adequate numbers in spite of wide circulation of these vacancies. In such a situation, *ad hoc* recruitment will not yield the expected results.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
26th April, 1974.]

Comments of the Committee

Please see Chapter I (Para 1.5).

Recommendation (Serial No. 32, Para No. 3.12)

As regards reservations for Scheduled Castes and Scheduled Tribes in promotions in the non-Executive categories, the Committee urge that the management of these undertakings should immediately

initiate negotiations, where it has not already been done, with the representatives of the employees unions with a view to amend or revise the agreements with the employees' unions which prevent these undertakings from providing for reservations for Scheduled Castes and Scheduled Tribes in promotions in the non-Executive categories made on the basis of selection. The Committee would like to be informed of the result of such efforts.

Reply of Government

It is understood from Hindustan Steel Limited that the matter had been informally discussed by the Plant managements with the unions who were not in favour of reservations for Scheduled Caste/Tribes in promotions. Bokaro Steel Limited has reported that they find it difficult to carry out negotiations with the employees' unions because of serious intra-union and inter-union rivalries.

At the instance of Government, the matter was again discussed by the Board of Directors of Hindustan Steel Limited recently when it was decided that the General Managers should again discuss with the Unions as to how the Government directive could be implemented and report the outcome of discussions with the Unions. Bokaro Steel Limited is also being advised to take similar action. The matter will be considered further on receipt of these reports.

[Ministry of Steel & Mines (Department of Steel) O.M. No. H-11013/1/73-SCST-Coy(II) dated the 20th May, 1974].

Comments of the Committee

Please see Chapter I (Para 1.6).

Recommendation (Serial No. 33, Para No. 3.15)

The Committee would like that an annual statement showing cases involving supersession of Scheduled Castes and Scheduled Tribes in these undertakings should be sent to the Ministry of Steel and Mines (Department of Steel) and the Commissioner for Scheduled Castes and Scheduled Tribes. Figures of supersession of Scheduled Castes and Scheduled Tribes employees should also be included in the Annual Reports of the Department of Steel/Hindustan Steel Limited (Headquarters Organisation) and the Bokaro Steel Limited.

Reply of Government

The Government directive already provides that cases involving supersession of Scheduled Caste/Tribe employees in appointments made by promotion on the basis of seniority subject to fitness should be submitted for prior approval to the Board of Directors in the cases of Class I and II appointments and for the information of the Board within a month in the case of Class III and IV appointments. This ensures that such cases receive attention at the level of the highest management body in the undertaking. This also provides the best possible safeguards for the interests of the employees concerned. The Board of Directors of Hindustan Steel Limited/Bokaro Steel Limited have been given full powers of such appointments by Government. Besides, as stated in Government reply to recommendation No. 20, there is already a well-established grievance procedure for the investigation and settlement of such grievances. There is not likely to be any advantage in laying down that an annual statement of cases involving supersession should be sent to the Department of Steel or the Commissioner for Scheduled Castes and Scheduled Tribes or that this information should be included in the Annual Reports of the Companies. In this connection, attention is also invited to Government reply to recommendation No. 4.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. H-11013/1/73-SCST-Coy(II), dated the
4th June, 1974.]

Comments of the Committee

Please see Chapter I (Para 1.7).

Recommendation (Serial No. 34, Para No. 4.6)

The Committee note that the Hindustan Steel Limited/Steel Plants do not have any quotas reserved for Scheduled Castes/Tribes in the matter of housing accommodation. In view of the fact that Members of the Scheduled Castes and Scheduled Tribes, especially employees in the lower categories, viz., Class III and Class IV, ordinarily experience difficulties in acquiring residential accommodation in the city areas, the Committee feel that some special preference should be given to such employees in the matter of provision of residential quarters in the Company's township quarters, wherever these exist. A decision has been taken by the Government of India in respect of Central Government employees working in offices in Delhi/New Delhi, vide the Department of Works, Housing and Urban Develop-

ment Office Memorandum No. 12035(5)/69-Pol.(II) dated the 6th November, 1969 to reserve five per cent of the vacancies in Types I and II for Government servants belonging to the Scheduled Castes and Scheduled Tribes. In the light of this, the Committee suggest that the Hindustan Steel Limited, and the Bokaro Steel Limited should also reserve five per cent of the vacancies in houses of types I and II of the residential accommodation in the Company's townships or quarters where these exist or which come up in the future for allotment of the Scheduled Caste/Tribe employees of the undertakings entitled to those types who specially apply for this benefit. The Committee hope that a directive to this effect would be issued by the Ministry to the Hindustan Steel Limited and the Bokaro Steel Limited.

Reply of Government

Hindustan Steel has reported that the rules for allotment of residential accommodation have been finalised in consultation with the Unions and that the Unions are not likely to agree to such a proposal. Bokaro Steel Limited is also of the view that any preferential treatment to Scheduled Castes/Tribes is likely to lead to problems of industrial relations.

In this context, it should be appreciated that steel plants have been set up in green field sites and there is hardly any private accommodation which the employees of steel plants can take on rent. All the employees have, therefore, to depend on Company accommodation which is allotted in accordance with the rules. It has, however, not been possible to provide residential accommodation to all employees, there is, therefore, certain amount of dissatisfaction in this regard. But there has been no question of members of Scheduled Castes/Tribes experiencing any difficulty (*vis-a-vis* others) in acquiring residential accommodation in these townships.

[Ministry of Steel and Mines (Department of Steel) O.M. No. H—11013|1|73-SCST-Coy.(II) dated 4th June, 1974].

Comments of the Committee

Please see Chapter I (Para 1.8)

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 3, Para No. 1.20)

'During the course of evidence, the representative of the Department of Steel informed the Committee that the annual returns for 1969 and 1970 were received in the Department and these showed that, while there was improvement in the situation, there was still deficiency against the percentages which had been fixed. The Committee fail to understand why the annual return for 1971 should not have been received by the Ministry till the 6th April, 1972 when the Committee took the evidence of the representatives of the Department of Steel. In any case, the Committee would like that the statement for 1971 should be thoroughly scrutinised so as to see what progress has really been achieved in this direction by the Hindustan Steel Limited and the Bokaro Steel Limited after the receipt of the directive. The Committee would like to be informed about the results of such scrutiny.

Reply of Government

Awaited.

D. BASUMATARI,

Chairman,

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

NEW DELHI;
August 12, 1974.

Shravana 21, 1896 (S),

APPENDIX I

(Vide Introduction)

Analysis of the Action Taken by Government on the recommendations contained in the Fourteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

I. Total number's of recommendations.	34
II. Recommendations that have been accepted by Government (<i>Vide</i> recommendations at Sl. Nos. 5(2·17), 6(2·18), 8(2·20), 11(2·23), 12(2·24), 15(2·34), 18(2·43), 22(2·69), 24(2·71), 25(2·72), 28(2·86) and 31 (3·11)	
Number	12
Percentage to total	35
III. Recommendations which the Committee do not desire to persue in view of Government's replies (<i>Vide</i> recommendations at Sl. Nos. 1(1·18) 2. (1·19) 4(1·21), 7(2·19), 10(2·22), 13(2·28), 14(2·33), 16(2·41), 19(2·45), 21(2·68), 23(2·70), 27(2·78), 29(2·87), and 30(2·88)	
Number	14
Percentage to total	41
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. 9 (2·21), 17(2·42), 20(2·51), 26(2·73), 32(3·12), 33(3·15)) and 34(4·6)	
Number	7
Percentage to total	21
V. Recommendations in respect of which final replies have not been received from Government (<i>Vide</i> recommendation at Sl.No. 3(1·20)	
Number	1
Percentage to total	3

Sl. No.	Name of Agent	Sl. No.	Name of Agent
WEST BENGAL			
21.	Granthaloka, 5/1, Ambica Mookherjee Road, Belgharia, 24-Parganas.	32.	Lakshmi Book Store, 42, Municipal Market, Janpath, New Delhi.
22.	W. New Man & Company Ltd.; 3, Old Court House Street, Calcutta.	33.	Bahree Brothers, 188, Lajpat Rai Market, Delhi-6.
23.	Firma K. L. Mukhopadhyay, 6/1-A, Banchharam Akkur Lane, Calcutta-12.	34.	Jayna Book Depot, Chhaparwala Kuan, Karol Bagh, New Delhi.
24.	Mrs. Manimala, Buys & Sells, 128, Bow Bazar Street, Calcutta-12.	35.	Oxford Book & Stationery Co., Scindia House, Connaught Place, New Delhi.
25.	M/s. Mukerji Book House, Book Seller, 8B, Duff Lane, Calcutta.	36.	People's Publishing House, Rani Jhansi Road, New Delhi.
DELHI			
26.	Jain Book Agency, Connaught Place, New Delhi.	37.	The United Book Agency, 48, Amrit Kaur Market, Pahar Ganj, New Delhi.
27.	Sat Narain & Sons, 3141, Mohd. Ali Bazar, Mori Gate, Delhi.	38.	Hind Book House, 82, Janpath, New Delhi.
28.	Atma Ram & Sons, Kashmere Gate, Delhi-6.	39.	Book Well, 4, Sant Nirankari Colony, Kingsway Camp, Delhi-9.
29.	J. M. Jaina & Brothers, Mori Gate, Delhi.	40.	M/s. Saini Law Publishing Co., 1899, Chandni Chowk, Delhi.
30.	The Central News Agency, 23/90, Connaught Place, New Delhi.	MANIPUR	
31.	The English Book Store, 7-L, Connaught Circus, New Delhi.	41.	Shri N. Chaob Singh, News Agent, Ram Lal Paul High School, Annesse, Imphal.—MANIPUR.

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