

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1973-75)**

(FIFTH LOK SABHA)

THIRTY-FIRST REPORT

MINISTRY OF FINANCE

(DEPARTMENT OF REVENUE AND INSURANCE)

Action taken by Government on the recommendations contained in the Fifteenth Report (Fifth Lok Sabha) on the Ministry of Finance (Department of Revenue and Insurance)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Life Insurance Corporation of India and facilities/concessions provided to Scheduled Castes and Scheduled Tribes by the Life Insurance Corporation of India.

(Presented on the 18th December, 1974)



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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1973-75)

Shri D. Basumatari—*Chairman*

MEMBERS

Lok Sabha

2. Shri Pannalal Barupal
3. Shri Bhagirath Bhanwar
4. Shri B. S. Bhaura
5. Shri B. S. Chowhan
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7. Shrimati Ganga Devi
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19. Shri V. Tulsiram
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(iv)

Rajya Sabha

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- *29. Shri B. Rachiah
- 30. Shri Shyam Lal Yadav

SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer.*

Shri J. R. Kapur—*Senior Legislative Committee Officer.*

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

**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.

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

STUDY GROUP VI

(Action Taken Reports)

- Shri D. Basumatari—*Chairman*
2. Shri Shambhu Nath—*Convener*
 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
 12. Shri Shyam Lal Yadav

SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer.*

Shri J. R. Kapur—*Senior Legislative Committee Officer.*

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 Thirty-first Report (Fifth Lok Sabha) on Action Taken by Government on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes contained in their Fifteenth Report (Fifth Lok Sabha) on the Ministry of Finance (Department of Revenue and Insurance)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Life Insurance Corporation of India and facilities/concessions provided to Scheduled Castes and Scheduled Tribes by the Life Insurance Corporation of India.

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 3rd December, 1974, and finally adopted by the Committee on the 10th December, 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 Government's replies.

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

VI. Recommendations in respect of which Government have furnished interim replies.

4. An analysis of the action taken by Government on the recommendations contained in the Fifteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) is given in Appendix. It would be observed therefrom that out of 25 recommendations made by the Committee in their Fifteenth Report, 18 recommendations, i.e., 72 per cent, have been accepted by Government; the Committee do not desire to pursue one recommendation, i.e., 4 per cent, in view of the Government's reply;

(viii)

one recommendation, i.e., 4 per cent, in respect of which reply of Government has not been accepted by the Committee and which requires reiteration; and final reply is awaited in respect of five recommendations, i.e., 20 per cent.

NEW DELHI;

December 10, 1974.

Agrahayana 19, 1896(S).

D. BASUMATARI,

Chairman,

Committee on the Welfare of

Scheduled Castes and

Scheduled Tribes.

CHAPTER I

REPORT

The Committee in paragraph 2.24 of their Fifteenth Report (Fifth Lok Sabha) on the Ministry of Finance (Department of Revenue and Insurance)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Life Insurance Corporation of India and facilities/concessions provided to Scheduled Castes and Scheduled Tribes by the Life Insurance Corporation of India had noted that the Federation of Insurance Institutes, Bombay, had been recognised to conduct classes for the candidates taking examinations for the purposes of increments and promotions in Life Insurance Corporation of India. This Institution also examined candidates and awarded certificates to them. The Committee had appreciated the need for such an Institute and had suggested that the Life Insurance Corporation of India, in cooperation with General Insurance, should set up such training Institutes in every Zone of the Life Insurance Corporation of India and provide for the prescribed reservations for Scheduled Castes and Scheduled Tribes in the admissions to those Institutes.

In their reply dated the 31st October, 1973, the Ministry of Finance have stated:

“It is not considered advisable for the Corporation to associate itself directly with the setting up of training institutes of this type. At present the Federation of Insurance Institutes has its affiliated institutions throughout the country and these institutions are conducting classes, seminars, etc. for the benefits of all members. The membership is open to all the employees and the question of reservation in favour of any community does not arise.”

The Committee would like to reiterate their recommendation and stress that the Life Insurance Corporation of India, in cooperation with the General Insurance, should set up Training Institutes to conduct classes for candidates taking examination for the purposes of increments and promotions in the Life Insurance Corporation of India in every Zone of the Corporation and provide for the prescribed reservations for Scheduled Castes and Scheduled Tribes in admissions to those Institutes.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

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

The Committee recommend that the employment position of the Scheduled Castes and Scheduled Tribes in the services of the Corporation of India and the steps taken by the Corporation to fill the quotas reserved for these communities be included in the annual reports of the Corporation.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. II/73, dated 31st October, 1973].

Recommendation (Sl. No. 3, Para No. 2.16)

The Committee have noted that the Employees' Associations had raised a demand following a reference before the National Industrial Tribunal that the Life Insurance Corporation of India should stop direct recruitment of Class I posts and provide for promotional opportunities to their own employees who possessed requisite professional experience and that as a result of this demand the Corporation had agreed, as an experimental measure, to stop direct recruitment to the cadre of Assistant Administrative Officers (Class I posts) and also Development Officers (Class II posts) under a settlement dated the 15th October, 1971 with the Employees' Associations. The agreement would be valid till December, 1974. The Committee had enquired from the representative of the Life Insurance Corporation of India, during evidence, whether it was specifically put to the Employees' Associations that the Constitutional provision for the Scheduled Castes and Scheduled Tribes in the matter of employment had to be safeguarded and that there could not be any bar on direct recruitment of Scheduled Castes and Scheduled Tribes to Class I posts. The Committee had understood from the representative of the Life Insurance Corporation that these questions had not been specifically put to the Employees'

Associations. The Committee had also asked the representative of the Life Insurance Corporation of India whether the agreement with the Employees' Association had been discussed with the Ministry of Home Affairs before finalisation. The Chairman of the Life Insurance Corporation of India had stated that any agreement entered into by the Corporation with any Association did not require the concurrence of the Home Ministry. The representative of the Ministry of Finance had, however, stated during evidence that whether appointment was done by promotion or by direct recruitment, the reservations granted by the Home Ministry would apply.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated the 7th September, 1974].

Recommendation (Sl. No. 4, Para No. 2.17)

The Committee regret to note that the Life Insurance Corporation has stopped direct recruitment to Class I (Assistant Administrative Officers Cadre) posts as per the agreement with the Employees' Associations. They also regret to note that the direct recruitment to Class II (Development Officers Cadre) posts has been stopped. This arrangement has deprived Scheduled Caste and Scheduled Tribe candidates to join Class I and Class II posts in the Life Insurance Corporation of India. The Committee do not agree with view expressed by the representative of the Life Insurance Corporation of India that under the existing rule Scheduled Caste and Scheduled Tribe employees in Class III posts will be able to compete for promotion through normal channel as also through competitive examination, as the actual number of Scheduled Caste and Scheduled Tribe employees in Class III posts is insignificant.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated the 7th September, 1974].

Recommendation (Sl. No. 5, Para No. 2.18)

The Committee would strongly urge that before any agreement of this nature is concluded with the Employees' Association, the concurrence of the Ministry concerned should invariably be obtained and a detailed study should be made beforehand so as to ascertain

its possible impact on the recruitment of Scheduled Castes and Scheduled Tribes in the Organisation.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated the 7th September, 1974].

Recommendation (Sl. No. 7, Para No. 2.20)

The Committee note that the direct recruitment to Class II posts (Development Officers Cadre) has been stopped and the staff agents are offered these posts. The reason advanced for such a course is that the performance of a number of Development Officers (Class II Officers) recruited earlier was below par. In the opinion of the Committee, it is not a valid reason as this argument may be advanced in respect of all recruitment made throughout the country.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated the 7th September, 1974].

Recommendation (Sl. No. 10, Para No. 2.23)

The Life Insurance Corporation of India should also maintain statistics of the numbers of Scheduled Castes and Scheduled Tribes working as insurance agents for it and include this information in its annual reports.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. II/73, dated 31st October, 1973].

Recommendation (Sl. No. 12, Para No. 2.32)

The Committee regret to note that the Scheduled Caste and Scheduled Tribe candidates have not hitherto been interviewed separately from others as per the Government of India orders on the subject. The Committee desire that the Government of India orders on the matter should be strictly followed by the Life Insurance Corporation of India and the interviews of the Scheduled Caste and

Scheduled Tribe candidates should be held on a day or sitting of the Selection Committee other than on which general candidates are interviewed so that the Scheduled Caste and Scheduled Tribe candidates are not judged in comparison with general candidates and the interviewing Authority/Board is/are prominently aware of the need for judging the Scheduled Caste/Tribe candidates by relaxed standards.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. II/73, dated 31st October, 1973].

Recommendation (Sl. No. 13, Para No. 2.49)

The Committee are distressed to note that the representation of Scheduled Castes and Scheduled Tribes in the services of the Life Insurance Corporation of India is miserably low. They are surprised to find that even after the adoption of the reservation orders by the Life Insurance Corporation there is no perceptible improvement in the recruitment of Scheduled Castes and Scheduled Tribes. From the statements made available to the Committee, it is noticed that before the adoption of the reservation orders, the percentage of the Scheduled Caste Officers as on 31st March, 1964, in Class I, II, III and IV posts was 0.11, 0.17, 0.48 and 9.78 respectively and the percentage of Scheduled Tribe Officers in Classes I, II, III and IV posts was 0.04, 0.08, 0.54 and 0.54 respectively. The percentage of Scheduled Caste Officers on 31st March, 1972 in Classes I, II, III and IV posts was 0.08, 0.22, 1.59 and 14.14 respectively. In temporary service, the percentage of Scheduled Castes in Class IV posts was 28.26. The Scheduled Caste staff in Class IV posts includes sweepers also. The percentage of Scheduled Tribe Officers on the 31st March, 1972, in Class I, II, III and IV posts was 0.03, 0.00, 0.11 and 1.21 respectively. The Committee regret that although recruitments were made in the Life Insurance Corporation from year to year after the adoption of the reservation orders but required number of Scheduled Castes and Scheduled Tribes were not recruited in the Corporation. The Committee are perturbed to note the rapid decline in the intake of Scheduled Caste and Scheduled Tribe candidates in the services of Corporation.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated the 7th September, 1974].

Recommendation (Sl. No. 14, Para No. 2.50)

The Committee are also unhappy to note that knowing the poor representation of the Scheduled Castes and Scheduled Tribes in the Services of the Life Insurance Corporation, the Corporation does not intend to make ad hoc recruitments exclusively for Scheduled Castes and Scheduled Tribes. The Committee would urge that in order to make up the short fall of Scheduled Caste and Scheduled Tribe employees, the Life Insurance Corporation should make ad hoc recruitments exclusively for Scheduled Castes and Scheduled Tribes at the earliest possible.

Reply of Government

With a view to fill up all the vacancies reserved (including those brought forward) for the candidates belonging to the Scheduled Castes and Scheduled Tribes the LIC has taken the following measures:—

- (i) Separate interviews for Scheduled Caste/Scheduled Tribes candidates.
- (ii) Vacancies reserved for SC/ST candidates not to be filled by other candidates.
- (iii) Grouping of posts carrying similar scales of pay.
- (iv) Recourse to ad hoc recruitment in the event of unsatisfactory response from S.C./S.T. candidates at the time of general recruitment.

It is hoped that the package of measures recently introduced by L.I.C. will appreciably accelerate the intake of Scheduled Caste and Scheduled Tribe candidates. In case of heavy shortfall, the expedient of ad hoc recruitment will also be resorted to.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated 31st August, 1974].

Recommendation (Sl. No. 15, Para No. 2.56)

The Committee are unhappy to find the following lapses on the part of the Life Insurance Corporation of India in the matter of employment notices/advertisements, contrary to the Government of India orders on the subject:

- (a) The number of vacancies reserved for Scheduled Castes and Scheduled Tribes respectively, out of the total number of vacancies notified are not indicated in the requis-

tions sent to the Employment Exchanges|advertisements published in the newspapers.

- (b) Vacancies are not notified to the Scheduled Castes/Tribes Organisations.
- (c) When a vacancy reserved for Scheduled Castes or Scheduled Tribes is not filled by a candidate of the concerned communities sponsored by the Employment Exchange, specific reasons therefore are not communicated to the Employment Exchange.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated the 7th September, 1974].

Recommendation (Sl. No. 16, Para No. 2.57)

The Committee desire that the Life Insurance Corporation of India should take immediate steps to follow meticulously the Government of India Orders on the subject.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. II/73, dated 31st October, 1973].

Recommendation (Sl. No. 17, Para No. 2.60)

The Committee are unhappy to note that a number of vacancies were dereserved in Class III and Class IV posts. The Committee feel that in view of the poor representation of the Scheduled Castes and Scheduled Tribe in the services of the Life Insurance Corporation of India, the Corporation should explore all possible avenues for filling the reserved vacancies before dereservation. The Committee suggest that before dereserving a particular vacancy, the Employment Exchange should be approached again to nominate Scheduled Caste and Scheduled Tribe candidates. The Committee also desire that reasons for dereservation of vacancies should be intimated to the Ministry of Finance and the Commissioner for Scheduled Castes and Scheduled Tribes for their information. The number of vacancies dereserved during a year should also be included in the Annual Reports of the Life Insurance Corporation of India.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. II/73, dated 31st October, 1973].

Recommendation (Sl. No. 18, Para No. 2.67)

The Committee are unhappy to note that no liaison Officer has been appointed in the Life Insurance Corporation so far. They hope that a Liaison Officer would be appointed by the Life Insurance Corporation without delay. They also trust that as laid down in the Government of India orders on the subject, a separate Cell will be set up in the Life Insurance Corporation to ensure strict compliance of the order on reservations for the Scheduled Castes and Scheduled Tribes and to look into the complaints and grievances of the Scheduled Castes and Scheduled Tribes employees.

Reply of Government

The Liaison Officers have already been appointed. Instructions have also been issued to all the offices to ensure strict compliance of the orders on reservations for Scheduled Castes and Scheduled Tribes. A separate section has been set up in the personnel Department of the Central Office of LIC to look after these matters.

[Ministry of Finance O.M. No. 89(2) Ins. II/73, dated 31st October, 1973]

Recommendation (Sl. No. 19, Para No. 2.70)

The Committee note that the Life Insurance Corporation of India maintains rosters as prescribed under the relevant orders.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 89(2) Ins. II/73, dated 7th September, 1974].

Recommendation (Sl. No. 21, Para No. 3.77)

The Committee regret to note that no Scheduled Caste/Tribe Officer/Person is included in the Selection/Promotion Committee

set up by the Life Insurance Corporation of India. The Committee recommend that the Government of India orders in this regard should be followed by the Life Insurance Corporation of India also.

Reply of Government

The Committees for the purpose of assisting the appointing authorities in the matter of recruitment and promotions are required to be constituted in accordance with the provisions of the Staff Regulations, 1960. Wherever a suitable Officer of the requisite rank belonging to Scheduled Caste and Scheduled Tribe is available, he will be nominated on the Selection|Promotion Committee.

[Ministry of Finance O.M. No. 89(2) Ins. II|73, dated 31st October, 1973].

Recommendation (Sl. No. 22, Para No. 3.5)

The Committee recommend that reservation for Scheduled Castes and Scheduled Tribes in the matter of promotion in the services of the Life Insurance Corporation of India should be made on the same lines as is made in respect of the services under the Government of India as per orders on the subject issued by the Cabinet Secretariat (Department of Personnel) from time to time.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 98(2) Ins. II/73, dated 31st October, 1973].

Recommendation (Sl. No. 23, Para No. 3.10)

The Committee are surprised to find that no data are maintained by the Life Insurance Corporation of India showing the number of Scheduled Caste and Scheduled Tribe employees superseded by the other employees. It seems that supersession of Scheduled Caste and Scheduled Tribe employees is treated as a matter of no consequence in the Life Insurance Corporation of India. The Committee would urge that proper procedure should be followed in dealing with cases of supersession of Scheduled Caste and Scheduled Tribe employees and that such cases should be submitted to the highest authorities in the Corporation for approval|infor-

nation. The Ministry of Finance should also obtain annual statements showing details of cases of supersession of Scheduled Caste|Tribe employees in promotion. A copy each of such statements should also be sent to Commissioner for Scheduled Castes and Scheduled Tribes for his information. Such a course will keep a check on supersession of Scheduled Caste|Tribe employees in the Life Insurance Corporation of India.

Reply of Government

Noted.

[Ministry of Finance O.M. No. 89(2) Ins.II|73, dated 31st October, 1973].

Recommendation (Sl. No. 25, Para No. 4.8)

The Committee would like the Life Insurance Corporation of India, with its vast financial resources, to play a much greater part in amelioration of the conditions of the Scheduled Castes and Scheduled Tribes than it has done hitherto. The Committee desire that the Life Insurance Corporation should give liberal financial assistance at low interest rates to all such bodies|institutions which desire to start different trades or industries for the benefit of the Scheduled Castes and Scheduled Tribes or come up with other proposals of schemes for the social educational or economic uplift of these communities.

Reply of Government

The Corporation provide loans to the State Governments for the purposes of building houses for Scheduled Castes and Scheduled Tribes. It also grants loans for housing, water supply schemes, sewerage, spread of electrification, assistance to farmers through Land Development Banks; and these loans benefit the community as a whole including the Scheduled Castes and Scheduled Tribes. If, however, any State Government approaches the L.I.C. for loans for financing Schemes for the economic uplift of the Scheduled Castes and Scheduled Tribes, the Corporation will consider such proposals on their merits.

[Ministry of Finance O.M. No. 89(2) Ins.II|73, dated 31st October, 1973].

CHAPTER III

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

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

The Committee are surprised to find that the reservations for Scheduled Castes and Scheduled Tribes were introduced in the services of the Life Insurance Corporation of India only in 1965 while the Corporation came into being as early as in 1956. The Committee are constrained to point out that the delay of nearly nine years in providing for reservations for Scheduled Castes and Scheduled Tribes in the Life Insurance Corporation of India after its coming into being has deprived many a Scheduled Caste and Scheduled Tribe his due opportunity of getting service in the Corporation. Be that as it may, the Committee hope that the Ministry of Finance will now scrupulously ensure that all the instructions issued by the Government of India from time to time in favour of the Scheduled Castes and Scheduled Tribes are fully implemented by the Life Insurance Corporation. The Committee would urge that the Government may issue a statutory direction to the Corporation under Section 21 of the Life Insurance Corporation Act, 1956 so that the relevant instructions are fully complied with.

Reply of Government

The Corporation has been implementing all the instructions|advice received from the Government of India in the matter of reservations in favour of Scheduled Caste and Scheduled Tribe candidates.

The reservation of posts for Scheduled Castes and Scheduled Tribes was introduced for the first time in L.I.C. in January, 1965. The Corporation has since 1970-71 involved the full procedure prescribed by the Government in this behalf.

Apart from issuing of advertisements in the newspapers and notifications to the Employment Exchanges the Corporation has asked all its Subordinate offices to get in touch with the local

offices looking after the welfare of Scheduled Castes/Tribes. It is expected that all these measures will result in higher representation to the Scheduled Castes/Tribes in future. In view of this, it does not seem necessary to issue formal directions under Section 21 of L.I.C. Act at this stage.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated 20th March, 1974].

Comments of the Committee

The Committee note from the reply of the Government that the Life Insurance Corporation of India has been implementing all the instructions/advice received from the Government of India in the matter of reservations in favour of Scheduled Caste and Scheduled Tribe candidates. The Committee also note that the Corporation has since 1970-71 invoked the full procedure prescribed by the Government of India in this behalf. In view of this assurance by the Government, the Committee do not wish to insist that a formal direction should be issued to the Corporation under section 21 of the Life Insurance Corporation Act, 1956. The Committee would, however, desire that the Government should keep the position constantly in review and if there is any hesitancy or delay on the part of the Life Insurance Corporation of India in implementing any instruction/advice of the Government of India in relation to the reservations for Scheduled Castes and Scheduled Tribes, the Government should invoke their power under section 21 of the said Act and issue a formal direction, whenever considered necessary.

CHAPTER IV

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

Recommendation (Sl. No. 11, Para No. 24)

The Committee note that the Federation of Insurance Institutes, Bombay, has been recognised to conduct classes for the candidates taking examinations for the purposes of increments and promotions in Life Insurance Corporation of India. This institution also examines candidates and awards certificates to them. While the Committee appreciate the need for such a institute, they would suggest that the Life Insurance Corporation of India in cooperation with General Insurance, should set up such training institutes in every Zone of the Life Insurance Corporation of India and provide for the prescribe reservation for Scheduled Castes and Scheduled Tribes in the admissions to those institutes.

Reply of Government

It is not considered advisable for the Corporation to associate itself directly with the setting up of training institutes of this type. At present, the Federation of Insurance Institutes has its affiliated institutions throughout the country and these institutions are conducting classes, seminars, etc. for the benefits of all members. The membership is open to all the employees and the question of reservation in favour of any community does not arise.

[Ministry of Finance O.M. No. 98(2) Ins. II/73, dated 31st October, 1973].

Comments of the Committee

Please see Chapter I.

CHAPTER V

RECOMMENDATIONS IN RESPECT OF WHICH GOVERNMENT HAVE FURNISHED INTERIM REPLIES

Recommendation (Sl. No. 6, Para No. 2.19)

As regards the present agreement, the Committee would urge that the Management of the Life Insurance Corporation of India should immediately initiate negotiations with the representatives of the Employees' Associations with a view to amend or revise the Agreement which prevents the Life Insurance Corporation of India from providing for reservations for Scheduled Castes and Scheduled Tribes in direct recruitment. The Committee would like to be informed of the results of such efforts.

Reply of Government

The award of the National Industrial Tribunal, Jabalpur on the dispute regarding promotions in the L.I.C. has now been received and L.I.C. will undertake a review of the position regarding the direct recruitment of Scheduled Caste/Scheduled Tribe candidates to its officers' cadres in the light of the provisions of the award.

[Ministry of Finance O.M. No. 82(2) Ins. III/73, dated 31st August, 1974].

Recommendation (Sl. No. 8, Para No. 2.21)

The Committee recommend that direct recruitment to Class I (Assistant Administrative Officers cadre) and Class II (Development Officers Cadre) posts should be restarted so that the Scheduled Caste and Scheduled Tribe candidates become entitled to be selected on the basis of the percentages of the vacancies reserved for them in all direct recruitments.

Reply of Government

The award of the National Industrial Tribunal, Jabalpur, has now been received. The question of direct recruitment to Class I (Assistant Administrative Officers Cadre) and Class II (Development Offi-

cers Cadre) will be reviewed by the L.I.C. in the light of the provisions of the award.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated 31st August, 1974].

Recommendation (Sl. No. 9, Para No. 2.22)

The Committee suggest that the Life Insurance Corporation of India devise a scheme by which it may select Scheduled Caste and Scheduled Tribe candidates and give them training as insurance agents so that they may become eligible for appointment as Development Officers.

Reply of Government

The L.I.C. has now issued instructions to Zonal and Division Officers that—

- (1) Each Divisional Office should prepare a list of Scheduled Caste and Scheduled Tribe candidates in Class III Service who are already working as agents.
- (2) They should be called and motivated to improve their business returns with a view to qualifying themselves for appointment as development officers in the next few years.
- (3) The list as in (1) above giving full particulars of the candidates alongwith a report of the interviews as mentioned in (2) above should be sent to the Central Office.
- (4) Circular should be issued to Branch Officials to advise Development Officers to pay special attention to recruitment of suitable agents from Scheduled Caste and Scheduled Tribe candidates. A candidate who does not possess minimum qualifications but if, otherwise suitable, may also be recommended for appointment as agent.
- (5) The agents belonging to Scheduled Castes and Scheduled Tribes communities should be called to agency meetings and encouraged to become more successful.

The L.I.C. will examine the feasibility of starting a special scheme of incentives so as to attract a larger number of persons from these classes to take up Insurance agency work.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated 31st August, 1974].

Recommendation (Sl. No. 20, Para No. 2.74)

The Committee recommend that, as the case of Government of India Departments, the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes should be appointed to non-technical and quasi-technical Class III and Class IV posts in the Life Insurance Corporation of India and given in-service training to make them proficient in their work.

Reply of Government

Life Insurance Corporation has already decided that vacancies reserved for candidates belonging to the Scheduled Castes/Scheduled Tribes should not be normally filled by other candidates. As regards imparting of in-service training to Scheduled Caste/Scheduled Tribe employees, Life Insurance Corporation will consider what special incentives in the shape of stipends, examination fees and freeships should be offered so as to attract a much larger number of such employees to avail of the training facilities available at the various Insurance Institutes.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated 31st August, 1974].

Recommendation (Sl. No. 24, Para No. 4.4)

The Committee would like that the Life Insurance Corporation of India should provide for some percentage of reservation in allotment of accommodation to its Scheduled Caste and Scheduled Tribe employees, particularly in the lower categories, as is being done by the Government of India.

Reply of Government

The attention of the various Public Enterprises, including the Life Insurance Corporation of India has been drawn to this recommendation and they have been advised to have this matter considered by their Boards of Directors.

[Ministry of Finance O.M. No. 98(2) Ins. III/73, dated 31st August, 1974].

NEW DELHI:

December 10, 1974.

D. BASUMATARI,

Chairman,

Agrahayana 19, 1896 (S).

Agrahayana 19, 1890 (S). Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

APPENDIX

(Vide Introduction)

Analysis of the Action Taken by the Government on the recommendations contained in the Fifteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha)

I.	Total number of recommendations	25
II.	Recommendations that have been accepted by Government (<i>Vide</i> recommendations at Sl. Nos. 2, 3, 4, 5, 7, 10, 12, 13, 14, 15, 16, 17, 18, 19, 21, 22, 23 and 25).	
	Number	18
	Percentage to total	72
III.	Recommendation which the Committee do not desire to pursue in view of Governments reply (<i>Vide</i> recommendation at Sl. No. 1).	
	Number	1
	Percentage to total	4
IV.	Recommendation in respect of which reply of Government has not been accepted by the Committee and which requires reiteration (<i>Vide</i> recommendation at Sl. No. 11).	
	Number	1
	Percentage to total	4
V.	Recommendations in respect of which Government have furnished interim replies (<i>Vide</i> recommendations at Sl. Nos. 6, 8, 9, 20 and 24).	
	Number	5
	Percentage to total	20