

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

(FIFTH LOK SABHA)

**THIRTY-FOURTH REPORT**

**Ministry of Industry & Civil Supplies  
(Department of Heavy Industry)**

**Action taken by Government on the recommendations contained in the Thirtieth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the erstwhile Ministry of Heavy Industry—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Machine Tools Limited.**

*( Presented on 25th March, 1975 )*



सममेव जयते

**LOK SABHA SECRETARIAT  
NEW DELHI**

*March, 1975 | Phalguna, 1896 (Saka)*

*Price: 70 Paise*

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C O R R I G E N D A

to

the Thirty-Fourth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha).

<u>Page</u>	<u>Para</u>	<u>Line</u>	<u>Correction</u>
1.	1.3	3 (from bottom)	For the existing line substitute the following; "such it may not be practicable to accept the percentages!"
2	1.7	9 (from bottom)	<u>After</u> 'each' <u>add</u> 'of'
7	-	9 (from bottom)	<u>For--</u> 'deservation' <u>read</u> 'dereservation'
11	-	last	<u>For</u> 'extent' <u>read</u> 'extant'

~~SECRET~~ ..... 3-9-75

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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 A. M. Chellachami
6. Shri B. S. Chowhan
7. Shri D. Deb
8. Shrimati Ganga Devi
9. Shri D. Kamakshaiah
10. Shri Z. M. Kahandole
11. Shri G. Y. Krishnan
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17. Shri Chandra Shailani
18. Shri Shambhu Nath
19. Shri V. Tulsiram
20. Shri R. P. Ulaganambi

*Rajya Sabha*

- \*21. Shri M. C. Balan
22. Shri Todak Basar

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@Elected on the 7th March, 1975 *vice* Shri Partap Singh died.

\*Elected to the Committee w.e.f. 9th May, 1974, *vice* Shri N. P. Chaudhari, retired from Rajya Sabha w.e.f. 2nd April, 1974.

23. Shri Jamnalal Berwa
- \*24. Shri N. P. Chaudhari
- \*25. Shri Chandramani Lal Chowdhary
26. Shri Kalyan Chand
27. Shri N. H. Kumbhare
28. Shri Bhaiya Ram Munda
- \*\*29. Shri B. Rachaiah
30. Shri Shyam Lal Yadav

SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer*

Shri J. R. Kapur—*Chief Financial Committee Officer*

Shri H. L. Malhotra—*Senior Legislative Committee Officer*

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\*Elected to the Committee w.e.f. 9th May, 1974, *vice* Sarvashri Sundarmani Patel and Srimati Saroj Khaparde retired from Rajya Sabha w.e.f. 2nd April, 1974.

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

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES**

(1973—75)

**STUDY GROUP VI**

(On 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—*Chief Financial Committee Officer*  
Shri H. L. Malhotra—*Senior Legislative Committee Officer*

## INTRODUCTION

1. 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 their Thirty-Fourth Report on Action Taken by Government on the recommendations contained in their Thirtieth Report (Fifth Lok Sabha) on the erst-while Ministry of Heavy Industry—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Machine Tools Limited.

2. The draft Report was considered and adopted by Study Group VI on Action Taken Reports of the Committee at their sitting held on the 27th February, 1975 and finally adopted by the Committee on the 15th March, 1975.

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

I. Report.

II. Recommendations/Observations that have been accepted by Government.

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

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee 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 Thirtieth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) is given in the Appendix. It would be observed therefrom that out of 21 recommendations made by the Committee in their



Thirtieth Report, 14 recommendations, i.e. 67 per cent have been accepted by Government; the Committee do not desire to pursue three recommendations, i.e. 14 per cent of their recommendations, in view of Government's replies; two recommendations i.e. 9.5 per cent in respect of which replies of Government have not been accepted by the Committee require reiteration; and final replies of Government in respect of two recommendations i.e. 9.5 per cent, have not been received.

NEW DELHI;  
March 20, 1975  

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Phalguna 29, 1896 (S).

D. BASUMATARI,  
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 Thirtieth Report of the Committee (Fifth Lok Sabha) on the Ministry of Heavy Industry—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Machine Tools Limited.

1.2. In their Thirtieth Report (Para 1.8), the Committee had desired that the Presidential Directive regarding reservations for Scheduled Castes and Scheduled Tribes issued to the Hindustan Machine Tools Limited on the 9th April, 1970 should be given effect to from 1967, when instructions in this regard were first issued by the Ministry of Home Affairs and the Bureau of Public Enterprises, which were circulated to the Hindustan Machine Tools Limited. The Committee had also desired that the shortfalls in the employment of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Machine Tools Limited should be reckoned at least from 1967 onwards and made good expeditiously.

1.3. In their reply dated the 26th December, 1974, the Ministry of Industry & Civil Supplies (Department of Heavy Industry) have stated as follows:—

“In so far as the question of giving retrospective effect to the reservation orders in enterprises is concerned, it may be pointed out that the reservations as prescribed are to be observed with regard to vacancies occurring every year, taking into account the carried forward vacancies and also keeping in view the over all requirement that total reservations in respect of all categories do not exceed 50 per cent of the posts in a year. Therefore, it seems that such instructions could be only prospectively affected. Also from the experience of Hindustan Machine Tools Limited, it is observed that they have not been able to get the required number of suitable Scheduled Caste and Scheduled Tribe candidates for filling of the reserved quota of vacancies due to their non-availability. As indicated in the Presidential Directive retrospectively indicated in the Presidential Directive retrospectively from the year 1967.”

1.4. The Committee would like to reiterate their recommendation and desire that ways and means should be devised in consultation with the Cabinet Secretariat (Department of Personnel and Administrative Reforms) to give effect to the Presidential Directive regarding reservations for Scheduled Castes and Scheduled Tribes in the Hindustan Machine Tools Limited retrospectively from the year 1967, when instructions in this regard were first issued, onwards and the shortfalls should be made good expeditiously.

1.5. In para 2.39 of the same Report, the Committee had suggested that separate Cells should be set up in all the Units of the Hindustan Machine Tools Limited under each of the Liaison Officers to suggest ways and means for augmenting the intake of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Machine Tools Limited and also for attending expeditiously to the grievances of the employees belonging to these communities.

1.6. In their reply dated the 26th December, 1974, the Ministry of Industry & Civil Supplies (Department of Heavy Industry) have stated:

“The Personnel Managers who are acting as the Liaison Officers for the recruitment of Scheduled Castes/Scheduled Tribes in the various units also attend to any grievances of employees individually or jointly belonging to these communities to redress them effectively.”

1.7. The Committee feel that as the Personnel Managers of each the Units of the Hindustan Machine Tools Limited have to perform multifarious duties relating to the establishment matters, setting up of separate Cells under them to suggest ways and means for augmenting the intake of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Machine Tools Limited is imperative. The Committee, therefore, reiterate their earlier recommendation that a Cell should be set up in each of the Units of the Hindustan Machine Tools Limited for the purpose.

## **CHAPTER II**

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

#### **Recommendation (Sl. No. 2, Para No. 1.7)**

The Committee are also unhappy to note that although the HMT Company was registered in February, 1953, instructions to provide reservations for Scheduled Castes and Scheduled Tribes were issued by the then Ministry of Industrial Development to HMT only in 1967 and 1969. This has obviously deprived many Scheduled Castes and Scheduled Tribes an opportunity of getting into the services of the Hindustan Machine Tools Limited. The Committee hope that the Ministry of Heavy Industry will now scrupulously ensure that all the instructions contained in the Presidential Directive in favour of the Scheduled Castes and Scheduled Tribes are fully implemented by the Hindustan Machine Tools Limited.

#### **Reply of Government**

This Ministry accept the recommendation contained in this para. For keeping a vigil, a Cell under the supervision of Shri R. N. Kalia, Deputy Secretary in this Ministry has been formed who will ensure that all the Public Sector Undertakings under the control of this Department are following the instructions contained in the Presidential Directive in favour of Scheduled Castes and Scheduled Tribes.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### **Recommendation (Sl. No. 4, Para No. 1.13)**

The Committee hope that a Senior Officer in the Ministry of Heavy Industry would be specifically designated as the Liaison Officer and separate Cell would be set up under him to keep a watch on the implementation of the orders regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Machine Tools Limited, without any delay. The Liaison Officer and the Cell under him should maintain an effective link with the Chief Personnel Officer of the Company to ensure that the quotas both in recruitment and promotion reserved for Scheduled Castes and Scheduled Tribes are filled up rapidly.

### Reply of Government

This Ministry accept the recommendation contained in this para. Shri R. N. Kalia, Deputy Secretary in this Department has been appointed as Liaison Officer to look after the interest of Scheduled Castes and Scheduled Tribes in various Public Sector Undertakings.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### Recommendation (Sl. No. 6, Para No. 2.13)

The Committee recommend that recruitment to Class II posts in all the Units of the Hindustan Machine Tools Limited should be made on an all India basis like the recruitment to Class I posts and not on the State/Regional basis like the recruitment to Class III and Class IV posts, as is being done at present. This will not only give the Hindustan Machine Tools Limited a larger field to recruit adequate number of Scheduled Caste and Scheduled Tribe candidates but it will also entitle the Scheduled Caste and Scheduled Tribe candidates to the higher all India percentages of reservations for them, namely, 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes instead of the lower regional percentages of reservations for them, as for example, 13 per cent for Scheduled Castes and 5 per cent for Scheduled Tribes pertaining to Karnataka and 8 per cent for Scheduled Castes and 5 per cent for Scheduled Tribes pertaining to Jammu & Kashmir.

### Reply of Government

The recommendation of the Committee contained in this para is accepted.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### Recommendation (Sl. No. 8, Para No. 2.15)

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

### Reply of Government

The recommendation contained in this para is acceptable.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### Recommendation (Sl. No. 9, Para No. 2.16)

The Committee further suggest that specific numbers of posts reserved for Scheduled Castes and Scheduled Tribes should invariably be indicated in all the indents placed with the Employment Exchange as well as in the recruitment advertisements issued by the Hindustan Machine Tools Limited.

### Reply of Government

The recommendation under this para is already being followed by the Company.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### Recommendation (Sl. No. 11, Para No. 2.33)

The Committee endorse the measures suggested by the Secretary of the Ministry of Heavy Industry during evidence for improving the representation of Scheduled Castes and Scheduled Tribes in the Hindustan Machine Tools Limited. The Committee emphasise that the first step in this direction should be to recruit Scheduled Castes/Tribes possessing basic minimum qualification against reserved vacancies and then give them intensive in-service training to bring them at par with other employees.

### Reply of Government

The recommendation contained in the para is accepted.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### Recommendation (Sl. No. 12, Para No. 2.34)

The Committee also suggest that a close co-ordination should be maintained by the Hindustan Machine Tools Limited with the various Indian Institutes of Technology, Industrial Training Institutes and Pre-Examination Training Centres set up by the Central/State Governments, to recruit candidates belonging to Scheduled Castes and Scheduled Tribes. In this connection, the Committee

note the efforts made by the Hindustan Machine Tools Limited, Pinjore where a team of two officers was sent to various I.T.Is. and Employment Exchanges to recruit candidates belonging to Scheduled Castes/Scheduled Tribes. The other Units of HMT can usefully emulate this example.

#### **Reply of Government**

The recommendation contained in the para is accepted.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### **Recommendation (Sl. No. 13, Para No. 2.35)**

The Committee also stress that the powers vested in the General Managers of various Units of the Hindustan Machine Tools Limited for resorting to *ad hoc* recruitment of Scheduled Castes and Scheduled Tribes against the reserved vacancies should be exercised liberally and frequently.

#### **Reply of Government**

The recommendation contained in the para is accepted.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

#### **Recommendation (Sl. No. 16, Para No. 2.44)**

The Committee feel that unless a special in-service training programme, particularly for those Scheduled Caste/Tribe candidates, who have been recruited by lowering the standards, is initiated by the Hindustan Machine Tools Limited, it may be very difficult to bring such employees at par with others and make them suitable for higher posts. The Committee note in this connection that the Hindustan Machine Tools Limited has recently started a special training scheme for Scheduled Caste/Tribe candidates. The Committee hope that with the initiation of the training programme in the Hindustan Machine Tools Limited, the Scheduled Caste/Tribe candidates will be able to come up to the requisite standards.

#### **Reply of Government**

The recommendation contained in the para is accepted. The efforts will also be made to recruit Scheduled Caste/Tribe candidates and train them wherever necessary. Necessary instructions,

in the form of Presidential Directive have also been issued by the Government.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

**Recommendation (Sl. No. 17, Para No. 2.48)**

The Committee feel that a Scheduled Caste/Tribe Officer should invariably be included in the Selection/Promotion Boards set up by the Hindustan Machine Tools Limited so that interests of the Scheduled Caste and Scheduled Tribe candidates are adequately safeguarded. If, however, a suitable Scheduled Caste/Tribe Officer is not available in the Hindustan Machine Tools Limited, a Scheduled Caste or Scheduled Tribe Officer from the Social Welfare Department of the concerned State or from any other Public Undertaking should be associated with the Selection/Promotion Boards in the Hindustan Machine Tools Limited.

**Reply of Government**

The suggestion of the Committee contained in this para to have a representative from the Social Welfare Department while selecting the Scheduled Caste and Scheduled Tribe candidates is accepted and will be followed in making recruitments in future. The instructions have also been issued in the form of Presidential Directive by the Government.

..

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974.]

**Recommendation (Sl. No. 18 para No. 2.54)**

The Committee feel that the procedure being followed by the Hindustan Machine Tools Limited for deservation of vacancies needs close scrutiny to ensure that, as far as possible, dereservation of vacancies does not take place at all. The Committee suggest that before a vacancy is dereserved, applications/candidates should again be invited from the Scheduled Castes and Scheduled Tribes exclusively. The Hindustan Machine Tools Limited should also send intimations to the Ministry of Heavy Industry and the Commissioner for Scheduled Castes and Scheduled Tribes regarding all dereservations made by it together with an account of the efforts:



made by it to recruit Scheduled Caste and Scheduled Tribe candidates in those vacancies. The Committee would also like the Hindustan Machine Tools Limited to publish details of all vacancies dereserved by it in the Annual Reports of the Hindustan Machine Tools Limited.

### **Reply of Government**

The dereservation of vacancies is resorted to rarely. However, Hindustan Machine Tools Limited has taken steps to carry forward the vacancy to the subsequent years to see that reserved quota is fulfilled. The suggestion of the Committee to incorporate the details of the dereserved vacancies in Annual Reports is accepted.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

### **Recommendation (Sl. No. 19, Para No. 2.65)**

The Committee are distressed to learn that the Hindustan Machine Tools Limited has not yet adopted the orders of the Government of India contained in the Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memorandum No. 27/2/71-Est. (SCT), dated the 27th November, 1972, providing for reservations at 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes in promotions on the basis of seniority subject to fitness, in appointments to Class I, Class II, Class III and Class IV posts in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent. The Committee deplore the decision taken by the Central Co-ordination Committee of Union Industries, Bangalore, to flout the Government of India orders on the subject without any valid reasons. The Committee also regret that the Ministry of Heavy Industry have taken more than a year to take a decision in the matter and have not so far deemed it necessary to issue a Presidential Directive to the Hindustan Machine Tools Limited on the subject even though the Hindustan Machine Tools Limited had sent a communication to that Ministry about non-adoption of these orders as early as in July, 1973. The Committee urge that the order of the Government of India providing for reservations for Scheduled Castes and Scheduled Tribes in promotions should be adopted by the Hindustan Machine Tools Limited without any further delay. If need be, the Ministry of Heavy Industry should issue a necessary Presidential Directive to the Hindustan Machine Tools Limited in this regard. This is all the

more necessary in view of the negligible promotions of Scheduled Castes and Scheduled Tribes in the Hindustan Machine Tools Limited.

### **Reply of Government**

Now a supplementary Presidential Directive has been issued that there would be reservations at 15 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes in promotions made on the basis of seniority subject to fitness in appointments to all classes of posts in grades or services in which the element of direct recruitment, if any, does not exceed 50 per cent.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

### **Recommendation (Sl. No. 20, Para No. 2.66)**

In this context, the Committee would also like the Bureau of Public Enterprises and the administrative Ministries controlling the various Public Undertakings to devise some machinery whereby the orders/instructions issued by the Government of India in favour of Scheduled Castes and Scheduled Tribes from time to time are issued immediately to all the Public Undertakings in the form of a supplementary Presidential Directive so that no Public Undertaking may plead that the new instructions of the Government do not form part of the relevant Presidential Directive and are therefore not applicable to it.

### **Reply of Government**

The supplementary directive has been issued by the Bureau of Public Enterprises and the same has been forwarded to the Public Sector Undertakings under the control of this Ministry.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

### **Recommendation (Sl. No. 21, Para No. 2.70)**

The Committee would like the Hindustan Machine Tools Limited to provide in all its Units 10 per cent reservation for its Scheduled Castes and Scheduled Tribes employees in allotment of accommodation, particularly for the lower category of employees, keeping in view the provisions of the Government of India (Directorate of Estates) Office Memoranda No. 12035(5)/69-Pol.(II) dated the 6th November, 1969 and No. 12035(3)/73-Pol.(II), dated the 24th September, 1973, on the subject.

**Reply of Government**

The recommendation in this para is accepted. However, it may be stated that the existing quarters have already been allotted to the employees inclusive of Scheduled Castes and Scheduled Tribes. As and when the Company decides to construct more quarters, due weightage will be given to the employees belonging to Scheduled Castes and Scheduled Tribes. A Presidential Directive in this regard also has been issued by the Government.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

## **CHAPTER III**

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

#### **Recommendation (Sl. No. 1, Para No. 1.6)**

The Committee regret to note that it took the then Ministry of Industrial Development nearly seven months to issue the Presidential Directive regarding reservations for Scheduled Castes and Scheduled Tribes in the Hindustan Machine Tools Limited after it was received in the Ministry from the Bureau of Public Enterprises.

#### **Reply of Government**

The previous circumstances under which this delay took place were explained at the time of the oral evidence. This Department would ensure that such delays do not take place in future.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

#### **Recommendation (Sl. No. 10, Para No. 2.32)**

The Committee are distressed to find that the representation of Scheduled Castes and Scheduled Tribes in all the Units of the Hindustan Machine Tools Limited is much below the quota reserved for them. So far as Scheduled Tribes are concerned, the Committee regret to find from the statement given in para 2.17 of the Report that there is not a single Scheduled Tribe in any Class of service in HMT III and HMT SW. Even in Class III HMT I and II out of 4395 employees, there are only five Scheduled Tribes. Considering these heavy Shortfalls, the Committee cannot help concluding that the orders/instructions regarding reservations for Scheduled Castes and Scheduled Tribes are neither being followed in letter and spirit by the Hindustan Machine Tools Limited nor is adequate attention being paid to improve the situation. The Committee would like to impress upon the Ministry of Heavy Industry/Hindustan Machine Tools Limited the need to devise adequate checks to ensure rigid application of the extent orders on the subject.

### Reply of Government

The Management of Hindustan Machine Tools Ltd., has already taken vigorous steps to recruit Scheduled Caste and Scheduled Tribe candidates and now the position has considerably improved. In regard to the observations of the Committee made in this para in respect of recruitment of Scheduled Tribe candidates, as have already been informed, the Company is facing great difficulty in getting Scheduled Tribe candidates even after making all efforts as laid down in the Presidential Directive and in the absence of Scheduled Tribe candidates, it is very difficult to recruit them. However, the suggestions of the Committee for sending the copies of the advertisements to Committee Headquarters, local MPs, MLAs and Commissioner for Scheduled Castes and Scheduled Tribes have already been implemented by the Company.

The Department of Heavy Industry would try to ensure that the Presidential Directive is followed scrupulously.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

### Comments of the Committee

The Committee, while noting that the position as regards recruitment of Scheduled Caste and Scheduled Tribe candidates has improved, would like to stress that all out efforts should be made to recruit more and more Scheduled Caste and Scheduled Tribe candidates, particularly the Scheduled Tribes, to ensure that the shortfall in their representation in the services of the Hindustan Machine Tools Limited is wiped out expeditiously.

### Recommendation (Sl. No. 15, Para No. 2.41)

The Committee would like to point out that Roster is a mechanism to keep a watch on the proper and adequate intake of the Scheduled Castes and Scheduled Tribes in services and that it would cease to have any significance whatsoever if it is not maintained properly. Further, unless all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled and their appointments are in fact made according to the points mentioned in the Roster, the position regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Machine Tools Limited is not expected to improve. The Committee, therefore, urge that Rosters should be properly maintained by all the Units of the Hindustan

Machine Tools Limited and they should be checked regularly by the competent authorities. Discrepancies noticed during inspection of Rosters should be rectified immediately and also brought to the notice of the Head of the Unit.

### **Reply of Government**

The Hindustan Machine Tools Limited has already issued instructions to their Liaison Officers of the Units to check the Rosters periodically. In case the Central Personnel Department of HMT still feels it necessary, after receiving various returns from the Units, it would arrange to inspect the Rosters periodically and advise the Unit Liaison Officers to take effective steps to make good the shortfalls.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

## **CHAPTER IV**

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

#### **Recommendation (Sl. No. 3, Para No. 1.8)**

The Committee would also desire that the Presidential Directive regarding reservations for Scheduled Castes and Scheduled Tribes issued to the Hindustan Machine Tools Limited on the 9th April, 1970 should be given effect to from 1967 when instructions in this regard were first issued by the Ministry of Home Affairs and the Bureau of Public Enterprises, which were circulated to the Hindustan Machine Tools Limited. The shortfall in the employment of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Machine Tools Limited should thus be reckoned at least from 1967 onwards and made good expeditiously.

#### **Reply of Government**

In so far as the question of giving retrospective effect to the reservation orders in enterprises is concerned, it may be pointed out that the reservations as prescribed are to be observed with regard to vacancies occurring every year, taking into account the carried forward vacancies and also keeping in view the over all requirement that total reservations in respect of all categories do not exceed 50 per cent of the posts in a year. Therefore, it seems that such instructions could be only prospectively affected. Also from the experience of Hindustan Machine Tools Limited, it is observed that they have not been able to get the required number of suitable Scheduled Caste and Scheduled Tribe candidates for filling of the reserved quota of vacancies due to their non-availability. As such it may not be practicable to accept the percentages indicated in the Presidential Directive retrospectively from the year 1967.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974).

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

Please see Chapter I (Para 1.4).

**Recommendation (Sl. No. 14 Para 2.39)**

The Committee note that Liaison Officers have been nominated in all the Units of the Hindustan Machine Tools Limited to ensure effective implementation of the orders and instructions issued by the Ministry of Heavy Industry, etc., pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them. The Committee suggest that a separate Cell should be set up under each Liaison Officer to suggest ways and means for augmenting the intake of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Machine Tools Limited and also for attending expeditiously to the grievances of the employees, individually or jointly, belonging to these communities.

**Reply of Government**

The Personnel Managers who are acting as the Liaison Officers for the recruitment of Scheduled Castes/Scheduled Tribes in the various units also attend to any grievances of employees individually or jointly belonging to these communities to redress them effectively.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

**Comments of the Committee**

Please see Chapter I (Para 1.7)



## **CHAPTER V**

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

#### **Recommendation (Sl. No. 5, Para No. 2.12)**

The Committee note the procedure for recruitment being followed by the Hindustan Machine Tools Limited. The Committee suggest that in case the requisite number of Scheduled Castes and Scheduled Tribes are not available from the regions or areas, where a Unit of Hindustan Machine Tools Limited is located, the Hindustan Machine Tools Limited should consider recruitment of Scheduled Castes and Scheduled Tribes from the adjoining areas|regions|states against the vacancies reserved for them.

#### **Reply of Government**

While this Department accept the suggestions of the Committee contained in this para, this Department still feel this being matter of general policy and application, the Bureau of Public Enterprises might be better equipped to work out necessary modifications in existing directives. As such the specific replies in respect of this para could be furnished only after comments of Bureau of Public Enterprises are received in the matter. They have been already requested to consider the recommendation made by the Committee in this respect.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

#### **Recommendation (Sl. No. 7, Para No. 2.14)**

Even in regard to Class III posts, the Committee recommend that when adequate number of Scheduled Caste and Scheduled Tribe candidates are not available from within the State or region, in which the concerned Unit of HMT is located, applications/candidates should be invited from outside the State or region as the case may be, to recruit the requisite quota of Scheduled Castes and Scheduled Tribes. If there is any rule, regulation or practice whereby recruitment to Class III posts is confined to local or regional candidates, that

rule, regulation or practice should be waived in the case of recruitment of Scheduled Castes and Scheduled Tribes from outside the State or region.

### Reply of Government

While this Department accept the suggestion of the Committee contained in this para, this Department still feel this being matter of general policy and application, the Bureau of Public Enterprises might be better equipped to work out necessary modification in existing directives. As such the specific replies in respect of this para could be furnished only after comments of Bureau of Public Enterprises are received in the matter. They have been already requested to consider the recommendation made by the Committee in this respect.

[Ministry of Industry & Civil Supplies (Department of Heavy Industry) O.M. No. 19-5/73-MT, dated the 26th December, 1974].

D. BASUMATARI,

*Chairman,*

*Committee on the Welfare of*

*Scheduled Castes and Scheduled Tribes.*

NEW DELHI;

March 20, 1975

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## APPENDIX

(Vide Introduction)

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

I.	Total number of recommendations . . . . .	21
II.	Recommendations/Observations that have been accepted by Government ( <i>vide</i> recommendations at Sl. Nos. 2 (Para 1.7), 4 (Para 1.13), 6 (Para 2.13) 8 (Para 2.15), 9 (Para 2.16), 11 (para 2.33), 12 (Para 2.34), 13 (Para 2.35), 16 (Para 2.44), 17 (Para 2.48), 18 (Para 2.54), 19 (Para 2.65), 20 (Para 2.66) and 21 (Para 2.70). Number . . . . . Percentage to total . . . . .	14 67
III.	Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies ( <i>vide</i> recommendations at Sl. Nos. 1 (Para 1.6), 10 (Para 2.32) and 15 (Para 2.41). Number . . . . . Percentage to total . . . . .	3 14
V.	Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration ( <i>vide</i> recommendation at Sl. Nos. 3 (Para 1.8) and 14 (Para 2.39). Number . . . . . Percentage to total . . . . .	2 9.5
V.	Recommendations/Observations in respect of which final replies of Government have not been received ( <i>vide</i> recommendations at Sl. Nos. 5 (Para. 2.12) and 7 (Para 2.14) . . . . . Number . . . . . Percentage to total . . . . .	2 9.5