

SCTC NO. 723

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2009-2010)**

(FIFTEENTH LOK SABHA)

THIRD REPORT

ON

**MINISTRY OF CONSUMER AFFAIRS, FOOD & PUBLIC DISTRIBUTION (DEPTT.
OF FOOD & PUBLIC DISTRIBUTION)**

**Reservation for and Employment of Scheduled Castes and Scheduled Tribes in
Food Corporation of India (FCI)**

Presented to Lok Sabha on 02.12.2009

Laid in Rajya Sabha on 02.12.2009

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**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2009/Agrahayana, 1931 (Saka)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED
CASTES AND SCHEDULED TRIBES (2009-2010)**

Shri Gobinda Chandra Naskar - Chairman

MEMBERS

Lok Sabha

2. Shri M. Anandan
3. Shri Tara Chand Bhagora
4. Shri S.K. Bwiswmuthiary
5. Shri Harishchandra Chavan
6. Shri Bhudeo Choudhary
7. Shri Biren Singh Engti
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9. Smt. Paramjit Kaur Gulshan
10. Shri Kamal Kishor 'Commando'
11. Shri Virendra Kumar
12. Dr. Chinta Mohan
13. Shri Sohan Potai
14. Shri Gajendra Singh Rajukhedi
15. Shri Ashok Kumar Rawat
16. Shri Baju Ban Riyan
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30. Miss Anusuiya Uikey

SECRETARIAT

1. Dr. R.K. Chadha – Joint Secretary
2. Ms. J.C. Namchoy – Director
3. Smt. Maya Lingi – Deputy Secretary

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the Report on their behalf, present this Third Report (Fifteenth Lok Sabha) on the Ministry of Consumer Affairs, Food & Public Distribution (Deptt. of Food & Public Distribution) on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Food Corporation of India (FCI)".

2. The Committee took evidence of the representatives of the Ministry of Consumer Affairs, Food & Public Distribution (Deptt. of Food & Public Distribution) and those of Food Corporation of India (FCI) on 2nd April, 2008. The Committee wish to express their thanks to the officers of the Ministry of Consumer Affairs, Food & Public Distribution (Deptt. of Food & Public Distribution) for placing before the Committee the material and information the Committee required in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on 11th November, 2009.

4. A summary of conclusions/recommendations contained in the Report is appended (Appendix).

New Delhi;
December, 2009

Agrahayana, 1931(Saka)

(GOBINDA CHANDRA NASKAR)
Chairman
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes

CHAPTER – I

INTRODUCTORY

A. Background Note

1.1 The Committee have been informed that the Food Corporation of India was established on 10th December, 1964 by an Act of Parliament i.e. Food Corporations Act, 1964 (37th of 1964). Since its inception, FCI has successfully met the challenge of managing the complex task of providing food security for the nation by maintaining satisfactory level of operational and buffer stocks of foodgrains. It has also enabled the country to sustain high growth rate and maintain regular supply of wheat and rice right through the year. Today, FCI plays a leading role in making food grains available to the extent of 30 lakh tonnes each month to respective State Governments for the distribution among the beneficiaries with its intricate network country-wide.

1.2 The food grains production which was around 72 million tones at the time of inception of FCI has since risen to more than 210 million tones. Today it can take credit for having contributed a great deal in transforming India from a chronically food deficit country to one that is self-sufficient.

B. Objectives of FCI

1.3 The objectives of the Corporation are to undertake the purchase, storage, movement, transport, distribution and sale of food grains and other food stuffs.

C. Organisational set-up

1.4 The Committee have been informed that the Food Corporation of India operates through a country-wide net-work with the Corporate Office at New Delhi, five Zonal Offices for North, South, East, West and North-East with their Headquarters at Noida, Chennai, Kolkata, Mumbai and Guwahati respectively, 23 Regional Offices (almost coterminus with each state), One port Operation Office at Kandla and 166 District Offices.

1.5 The Committee have also been informed that Chairman & Managing Director (CMD) is the organisational head and Chief Executive Officer of the Corporation, who is assisted by five Executive Directors at Zonal level and a team of six Executive Directors at Headquarters in discharge of his day to day functions. The five zones are headed by officers of the rank of Executive Directors who are equivalent to Executive Directors at the Headquarters. The General Managers and Area Managers are heads of the Regions and Districts within the administrative set-up of FCI.

D. Board of Directors

1.6 Composition of the Board of Directors of FCI as on 04.07.2007 was as under:-

- (i) Chairman & Managing Director, FCI (Chairman)
- (ii) Three Directors to represent the Ministries of the Central Government dealing with (a) Food; (b) Finance; and (c) Co-operation
- (iii) The Managing Director of the Central Warehousing Corporation established under Section 3 of the Warehousing Corporations Act 1962 (58 of 1962)- ex-officio.
- (iv) One non-official Director.

1.7 The Committee have been informed that the appointment of Members of the Board of Directors of FCI is being done by the Central Government in terms of

Clause 7(2) of the Food Corporation Act, 1964. The appointments of other six non-official Directors are made on the recommendations of Department of Public Enterprises (DPE) and the final selection is made by the Appointments Committee of the Cabinet (ACC).

1.8 When asked as to whether any member on the Board of Directors in FCI belongs to SC/ST community, it was stated that at present, no member of SC/ST is on the Board of Directors of FCI.

1.9 In reply to another question as to whether any person belonging to SC/ST community had ever been appointed on the Board of Directors of FCI in the past, it has been submitted that the past details are not available.

1.10 When the Committee enquired as to whether any constraints/difficulties are faced in appointing atleast one SC/ST person on the Board of FCI so as to look after the interest of SC/ST employees, it was stated that no constraints/difficulties are faced in this regard.

1.11 Regarding the 5 vacant posts of non-official Directors in FCI, it was stated that the process for appointment of non-official Directors is under way.

1.12 The Committee note that as on 4.7.2007, the Board of Directors comprised Chairman & Managing Director(FCI); three Directors of Central Ministries dealing with Food, Finance and Co-operation; MD, Central Warehousing Corporation (CWC) and one non-official Director. The Committee note with concern that as on 4.7.2007 five posts of non-official Directors were lying vacant. The Committee also regret that none of the present incumbent on the Board of Directors belongs to SC/ST communities and even the records of past details of persons belonging to SC/ST in the Board are not available with

the Government. Whereas the Committee note that no constraints/difficulties are faced by the Government while appointing atleast one SC/ST person on the Board yet, the Committee fail to understand Government's inaction in the matter. The Committee, therefore, recommend that concerned Ministry should ensure that posts of non-official Directors on the Board do not remain unfilled for long and also urge both the Ministry of Consumer Affairs, Food and Public Distribution and FCI to ensure representation of atleast one SC/ST member on Board of Directors in future to deal with issues related to SC and ST employees and in all other matters of FCI. The Committee should also be apprised of the latest composition of the Board of Directors.

CHAPTER – II

RESERVATION IN SERVICES

A. Reservation in Recruitment

2.1 The Committee have been informed that the procedure followed for Direct Recruitment to various grades is laid down under Regulation of the FCI(Staff) Regulations, 1971.

2.2 The Committee have also been informed that the percentage of reservation to category I & II posts is 15% for SCs and 7.5% for STs where posts are filled either through open competition on All India basis or by promotion. In category III & IV posts, the percentage of reservation for recruitment is based on proportion of the population of SC/ST in a particular State/UT as determined by the Government.

2.3 As regards the reservation for Scheduled Castes and Scheduled Tribes in the various category of services in FCI, the representation of the Ministry of Consumer Affairs, Food & Public Distribution, during the course of evidence, stated as under:

“To be precise, in respect of direct recruitment from July 1965 onwards the Government orders are being scrupulously followed by the Food Corporation of India and in respect of promotion with effect from 1969”.

2.4 The Committee have been informed that reservation orders are applicable to all the category of posts in FCI except the posts of Chief General Managers (CGMs) and Executive Directors (EDs), as these are senior Class I posts which are generally filled either by promotion of executives within the organisation or by taking deputationists.

B. Recruitment Procedure

2.5 The Committee have further been informed that the procedure followed for direct recruitment to various categories of posts in various grades is laid down under Regulation 9 of the FCI (Staff) Regulations 1971. As per the procedure, the appointing authorities for making appointment to Category I and II posts notify the vacancies to Regional Employment Exchanges concerned and at the same time the vacancies are advertised in prominent newspapers including 'Employment News' having All India circulation. All the applications received are short listed through a test and candidates prima facie found eligible are called for interview. These interviews for different categories of posts are held by a Selection Board comprising at least one member of appropriate level from the SC/ST community duly constituted for different categories of posts. The number of persons on panel drawn by the Selection Board is generally 1-1/2 times the number of vacancies. The panel remains valid for one year from the date it is drawn.

2.6 The Committee have also been informed that the recruitment to Category III and IV posts is made at Regional level by calling candidates through local employment exchanges and also by way of issue of advertisement through newspapers. The applications received and names of candidates sponsored by the employment exchanges are short listed through a test and candidates prima-facie found suitable are called for interview by the selection committee constituted for this purpose. The selections are made on merit. The size of the panel for these categories is also generally 1-1/2 times of the number of vacancies.

C. Relaxations/Concessions in Recruitment

2.7 The Committee have been informed that the following concessions and relaxation in favour of Scheduled Castes/Tribes are available on the matter of direct recruitments:-

Age relaxation

- (a) Five years over and above to the maximum age limit prescribed for Direct Recruitment posts.
- (b) Five years for departmental candidates to the over and above prescribed age limit to compete with candidates from open market.
- (c) Ten years over and above to the maximum age limit for SCs/STs/ Physically handicapped candidates.

Fee concession for examination/selection

Candidates belonging to SCs and STs are fully exempted from payment of fees for admission to any examination for recruitment/selection.

Minimum standard

- (a) If adequate number of SC/ST candidates who satisfy the minimum standard are not available to fill the reserved vacancies, then SC & ST candidates can be selected to the extent of shortfall in vacancies by relaxing the minimum standard provided they are not considered unfit to hold the post.
- (b) The SC/ST candidates appointed on their own merit by direct or promotion recruitment are adjusted against un-reserved point. Such SC/ST candidate(s) are eligible to get benefit of reservation for further promotion in accordance with rules.

Travelling allowance

Reimbursement of second class Rail fare for attending interview/written test, provided written test is admissible. However, if interview and written test is held at one and the same station or adjoining area on same day, reimbursement of IInd class Rail fare is admissible.

D. Details of Recruitment

2.8 In regard to recruitment made during the years 2004, 2005 and 2006, the information submitted by FCI is as under:-

Year	Category of post	Total no. of vacancies occurred	Total no. of vacancies actually filled	No. of vacancies reserved for SCs			No. of SC candidates appointed	No. of vacancies reserved for STs			No. of ST candidates appointed	No. of vacancies carried forward	
				C/F from previous year	Reserved during the year	Total		C/F from previous year	Reserved during the year	Total		SC	ST
1	2	3	4	5	6	7	8	9	10	11	12	13	14
2004	I	66	2	9	4	13	-	7	-	7	-	13	7
	II	260	1	189	19	208	-	106	18	124	-	208	124
	III	764	47	243	32	275	8	137	38	175	-	267	175
	IV	819	31	219	105	324	8	159	70	229	-	316	229
Total		1909	81	660	160	820	16	409	126	535	-	804	535
2005	I	19	-	13	7	20	-	6	-	6	-	20	6
	II	199	1	189*	11	200	-	118*	16	134	-	200	134
	III	589	14	267	83	340	-	175	42	217	-	340	217
	IV	1375	10	316	248	564	5	229	89	318	4	559	314
Total		2182	25	785	349	1124	5	528	147	675	4	1119	671
2006	I	19	-	20	1	21	-	6	2	8	-	21	8
	II	21	254	192*	-	192	117	131*	1	132	60	76	73
	III	464	247	346	28	374	173	217	30	246	125	201	121
	IV	562	153	492*	51	544	95	280*	39	319	58	449	261
Total		1066	654	1050	80	1131	385	634	72	705	243	747	463

* Vacancies reduced due to revised sanction strength.

2.9 When asked about the reasons as to why no SC was recruited in category I and II posts in the year 2004 even though vacancies existed, the Committee have been informed in a post evidence reply that for vacancies of 2004, approval from the Ministry was received for direct recruitment in October, 2004 and accordingly vacancies were advertised in the year 2005.

2.10 When asked for not conducting recruitment of SCs/STs in category I, II and III posts in the year 2005 despite huge number of SCs and STs vacancies, the Committee were informed that FCI conducts direct recruitment as and when approval from the Ministry is received. 907 posts of SC/ST in different categories were advertised during the year 2005 under Special Recruitment Drive.

2.11 On being asked to explain the total number of vacancies actually filled as 247 in category III post whereas the number of SC and ST candidates appointed is shown as 298 (SC-173, ST-125) in the year 2006, the Ministry in their post evidence reply stated that the total number of vacancies actually filled is 301 and not 247 in category III posts. Typographical mistake made earlier is regretted.

2.12 The Committee have also been informed that the sanctioned strength of category II, III and IV got reduced in the year 2005-06 due to posts abolished under special Voluntary Retirement Scheme introduced by FCI in the year 2004-05.

2.13 The Committee note that appointment procedure for direct recruitment to various grades is laid down under Regulation of the FCI (Staff) Regulations, 1971. The percentage of reservation for SCs and STs in Category I and II posts is reported to be 15% and 7.5% respectively while in Category III and IV, the percentage of reservation for recruitment differs from State to State/UT as determined by the Government. The Committee note that reservation orders are applicable to all category of posts in FCI except the posts of Chief General Manager (CGM) and Executive Directors (EDs) as these are senior Class I posts and are generally filled either by promotion of executives within the organization or by taking deputationists. The Committee do not agree with this reply of the Government, since, there is a Constitutional provision under Article

16(4A) which says that “Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion to any class or classes of posts in the services under the State in favour of the Scheduled Castes and the Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State”. The Committee would like to know why the posts of Chief General Managers and Executive Directors have been left out of the purview of reservation. In such a situation, how the representation of SCs and STs as 15% and 7.5% prescribed for all categories of posts is ensured in FCI. The Committee feel that allowing such situation to prevail in the FCI amounts to violation of provisions of the Constitution made for the welfare of SCs and STs. In view of above proviso of the Constitution, the Committee strongly recommend to Government to take necessary steps so that reservation is made applicable to all categories of posts. As per the procedure as laid down under Regulation 9 of the FCI (Staff) Regulations 1971, for making appointment to Category I and II posts, the vacancies are notified to Regional Employment Exchanges as also advertised in prominent newspapers and Employment News. Similarly, recruitment to Category III and IV posts is made through local employment exchanges and through newspapers. Despite the exercise, the Committee note that FCI has not been able to fill up the SC/ST posts during the year in which these had occurred. As a result, over the years the backlog of SC/ST posts have accumulated. The reason for not filling up SC/ST posts is that FCI conducts direct recruitment only on approval from the Ministry. It has been reported that 907 posts of SC/ST in different categories were advertised during the year 2005 under Special Recruitment

Drive. Yet, the Committee note that in the year 2006, the SC and ST posts were carried forward in all categories of posts. The Committee would like to know why such a large number of SC/ST vacancies persist in FCI. The Committee strongly recommend that the FCI should make all out efforts to fill up all posts reserved for SCs and STs in all categories within a time frame. The Committee also recommend that the FCI should provide the details of recruitment carried out in the years 2007, 2008 and 2009 as requested by this Secretariat in their O.M. No. 20/1/1/SCTC/2007, dated 16th April, 2009. The Committee should also be provided with the number of employees who took Voluntary Retirement Scheme in the year 2005-06 as also the number of SCs and STs out of them.

E. Promotion procedure

2.14 The procedure followed for effecting promotions to various categories of posts in the Corporation has been laid down in Regulation 10 of FCI (Staff) Regulations, 1971. The Committee have been informed that for promotion to selection post in various categories/grade, FCI has been following the instructions of Government of India, wherein, the Officers/officials are being graded fit or unfit by the DPC from among those coming in the zone of consideration subject to their meeting the bench mark. As envisaged in the Government of India instructions on the subject, there is no supersession and in the case of SC/ST falling within the number of vacancies, even the benchmark is not adhered to, provided they are considered fit. Promotion to non-selection posts is done strictly on the basis of seniority subject to fitness. All promotion cases are considered by a Promotion Board/Committee duly constituted for this purpose. The Promotion Board/Committees are regulated by the instructions/guidelines issued by FCI and Government of India with regard to the size of the panel,

validity of panel, zone of consideration, calculation of vacancies, benchmark, vigilance clearance, gradation of ACRs, qualifying service, etc.

2.15 When the Committee enquired about the percentage of reservation given to SCs/STs while considering for promotion, it was submitted that the prescribed percentages are 15% for SCs and 7.5% for STs applicable to all categories of posts.

F. Concession/Relaxation in Promotion

2.16 The Committee have been informed that the following concessions and relaxation in favour of SCs and STs are available in the matter of promotion:-

- (a) In promotions within group 'A' (Category-I) which carries pay of Rs. 16,400/- or less p.m. the SC/ST officers who are senior enough in the zone of consideration so as to be within the number of vacancies for which selection list is drawn are included in the panel provided they are not considered unfit for promotion.
- (b) If adequate number of SC/ST candidates is not available within the normal field of choice then the zone is extended upto five times to the number of vacancies. The SC/ST candidates found available in the extended zone are considered for promotions. This concession is admissible for promotions to the post in Group 'B' (Category II), within Group 'B' (Category II) and from Group 'B' (Category II) to the lowest rung in Group 'A' (Category-I).
- (c) As regards promotions in Group 'C' and 'D' posts, a separate list of eligible SC/ST candidates is drawn up for consideration against reserved posts. They are adjudged separately in regard to their fitness for promotion. The select list of officers in general category and those of SC/ST are merged into a combined select list wherein the names of all officers are arranged in the order of their inter-se seniority in the original seniority list of category from which promotion is made.

G. Details of Promotion

2.17 In regard to promotion effected during the years 2004, 2005 and 2006, FCI has submitted the following information to the Committee:-

Year	Category of posts	Total no. of employees promoted	No. of posts filled		Percentage of		No. of backlog vacancies/ shortfall		Remarks
			SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8	9	10
2004	I	184	30	11	16.30	5.97	1	5	
	II	891	145	43	16.27	4.83	13	31	
	III	2456	295	97	12.01	3.95	231	249	
	IV	717	139	21	19.39	2.93	18	32	
	Total	4248	609	172	14.34	4.05	263	317	
2005	I	143	20	7	13.98	4.89	11	1	
	II	830	109	37	13.13	4.46	39	50	
	III	2567	385	273	15.00	10.63	259	215	
	IV	869	192	206	22.09	23.71	30	14	
	Total	4409	706	523	16.01	11.86	339	280	
2006	I	109	20	10	18.34	9.17	-	3	
	II	563	44	11	7.82	1.95	15	40	
	III	1991	333	193	16.73	9.69	251	136	
	IV	599	191	63	31.89	10.52	25	46	
	Total	3262	588	277	18.03	8.49	291*	225*	

* The reasons for shortfall of intake of candidates belonging to SC/ST against their reserved quota is non availability of suitable candidate in the feeder cadre of Accounts/Technical/Engg. not having qualifying service even in the extended zone of consideration.

2.18 When asked about the details of backlog vacancies of SC/ST posts (Accounts, Technical and Engineers separately) in category I, II, III and IV as shown in the year 2006, which could not be filled due to non-availability of SC/ST candidates, the following information has been furnished:-

Category	Cadre	SC	ST
I	AGM (A/cs)	-	2
	AGM (Ele.)	-	1
	Total	-	3
II	Manager (A/cs)	16	12
	Manager (Tech.)	4	12
	Manager (CE)	2	3
	Total	22	27
III	AG.I (A/cs)	63	31
	AG.I (Tech.)	68	19
	AG.II (A/cs)	9	4
	Total	140	54

2.19 When asked about the qualifying service required for each of such posts because of which posts could not be filled up, the information has been furnished as under:-

- (i) Cat. II to I: minimum 5 years
- (ii) Cat. III to Cat. II: minimum 5 years
- (iii) Within Cat. III: minimum 3 years

2.20 The Committee have also been provided with the category-wise backlog position in promotion as on 01.01.2008 as under:

Category	SC	ST
I	-	-
II	122	44
III	417	742
IV	142	137
Total	681	923

2.21 The Committee note that the prescribed percentage of reservation given to SC and ST employees while considering for promotion is 15% and 7.5% respectively. The Committee also note that certain relaxation in favour of SCs and STs are available in the matter of promotion. The Committee observe that there was shortfall in filling up of SC/ST vacancies in promotion in all categories during the years 2004, 2005 and 2006. The main reason for the shortfall in promotion is stated to be non-availability of suitable SC/ST candidates in the feeder cadre of Accounts/Technical/Engineering having qualifying service even in the extended zone of consideration. When specifically asked about the details of backlog vacancies of SC/ST posts (Accounts, technical and Engineers separately) in category I, II, III and IV as shown in the year 2006, the Committee had been provided with the information

which, however do not fully satisfy them. The reason as to why the promotion to SC/ST candidates not given due to non availability of suitable candidates need to be enquired by the Ministry. According to information as at para No. 2.17, the total of SC and ST backlog/shortfall vacancies are 291 and 225 respectively whereas the total number of SC and ST backlog vacancies due to non-availability of SC and ST in feeder cadre of Accounts, Technical and Engineers posts comes to mere 140 and 54. The Committee recommend that if requisite number of SC/ST are not found suitable in the feeder cadre to promotion to the next grade, the Government should fill up the shortfall by temporarily diverting the promotional post to direct recruitment for SCs and STs as per Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training) Office Memorandum No. AB(14017/30/89-Estt.(RR), dt. 10.7.90) so that there is no room for backlog vacancies to be carried forward. The Committee, however, note that SC/ST promotional posts are still to be filled up in FCI. The Committee, therefore, recommend FCI to conduct Special Recruitment Drive at the earliest to wipe out all SC/ST backlog posts.

2.22 As on 1.1.2008, the categorywise backlog position in promotion was reported to be 122 SC and 44 ST in Category II, 417 SC and 742 ST in Category III and 142 SC and 137 ST in Category IV posts. The Committee should be provided with the post-wise backlog position as on 1.1.2008 and how the backlog vacancies have since then been filled up till date.

2.23 The Committee also observe that the prescribed percentage in promotion is 15% for SCs and 7.5% for STs in all categories of posts whereas the prescribed percentage for direct recruitment of SCs and STs varies from State

to State in category III & IV posts. In such a situation, the Committee would like to know how the FCI is trying to maintain the prescribed percentage in promotion.

H. Staff strength

2.24 The following is the total number of employees and the number of SC/ST amongst them in category I, II, III, IV, IV (safaiwala) in FCI as on 1.1.2007:-

Group of posts	Total No. of employees	Number of		Percentage of		No. of shortfall		Percentage of shortfall	
		SC	ST	SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9	10
Category I	561	86	45	15.32	8.02	-	-	-	-
Category II	5710	1019	337	17.85	5.90	-	91	-	1.60
Category III	24465	5495	1590	22.46	6.50	-	276	-	1.00
Category IV (Excluding Safaiwala)	10824	3626	1011	34.00	9.16	-	-	-	-
Category IV (Safaiwala)	236	134	2	56.78	0.85	-	15	-	6.65
Total:	41796	10360	2985	24.79	7.14	-	382	-	0.36

2.25 The Committee have been informed that the shortfall in respect of SCs/STs against their reserved quota is due to non-availability of eligible candidates.

2.26 When asked about the nature of category II and III posts (with pay scales) where candidates are not available relating to shortfall in intake of such candidates, the following details have been furnished:-

Category	SC	ST	Pay Scale
II	33	18	Rs. 8600-14,600
III	54	19	Rs. 4820-8530

2.27 The eligibility fixed for such category of posts is as under:-

Cat. II

Manager (A/cs)	:	CA/AICWA/ACWA/MBA (Finance)
Manager (QC)	:	Degree in Science or Agriculture with Diploma in Food Technology
Manager (CE)	:	Degree in Civil Engg.
Manager (EE)	:	Degree in Electrical Engg.

Cat. III

AG.III(A/cs)	:	Graduate in Commerce/Maths/Statistics
TA.III	:	Degree in Science/Agriculture

2.28 The Committee have also been informed that the corporation has not been permitted to make recruitment against safaiwalas posts in terms of the general ban on recruitment. When asked by what time FCI proposes to wipe out shortfall in regard to ST candidates, it has been submitted that FCI after calculating the backlog vacancies writes to the Ministry for seeking approval to fill up the backlog. As soon as the approval is received, the process will be started for filling up backlog vacancies of SCs/STs.

2.29 The Committee note that there was shortfall of ST employees in the category II, III and IV (safaiwala) according to the statement provided to them. As on 1.1.2007, the number of shortfall in respect of ST employees in category II, III and IV (safaiwala) was 91, 276 and 15 respectively. The reply of the Ministry that the shortfall in respect of SCs and STs against their reserved quota is due to non-availability of eligible candidates does not convince the Committee and is misleading as many SC/ST educated youth can apply for these posts especially in direct recruitment provided the posts are publicized in SC/ST dominated areas. The Committee recommend that FCI should make earnest efforts to wipe-out all ST shortfall in all posts by advertising the posts not only in local newspapers of respective regions of FCI but in areas

predominantly lived by ST people so that they may get opportunity to apply for the posts and that the reserved vacancies do not remain unfilled.

The Committee feel that there are no such jobs in FCI where SC and ST candidates could not measure upto the essential qualifications required for a job so advertised. The Committee urge the Ministry of Consumer Affairs, Food and Public Distribution to institute a detailed inquiry to look into the process of recruitment of SCs and STs in the FCI so as to check whether candidates with the essential qualifications have been refused jobs in the FCI. The Committee stress that if any SC/ST candidate was refused job on the basis of desirable qualifications or other extraneous qualifications fixed by the Selection Board then stringent punishments should be given to those officials who were involved in such denial of jobs to SC and ST candidates on frivolous reasons like non-availability of eligible candidates.

I. Special Recruitment Drive

2.30 The following information has been furnished to the Committee as category-wise position of backlog vacancies reserved for SCs and STs in direct recruitment quota as on 1.1.2004, 1.1.2005, 1.1.2006 and 1.1.2007 as under:-

BACKLOG POSITION AS ON 1.1.2004

CATEGORY	SC	ST	TOTAL
I	9	7	16
II	148	74	222
III	271	211	482
IV	200	122	322
TOTAL	628	414	1042

BACKLOG POSITION AS ON 1.1.2005

CATEGORY	SC	ST	TOTAL
I	13	7	20
II	145	74	219
III	229	143	372
IV	189	110	299
TOTAL	576	334	910

BACKLOG POSITION AS ON 1.1.2006

CATEGORY	SC	ST	TOTAL
I	20	6	26
II	34	21	55
III	66	19	85
IV	177	100	277
TOTAL	297	146	443

BACKLOG POSITION AS ON 1.1.2007

CATEGORY	SC	ST	TOTAL
I	21	8	29
II	33	20	53
III	60	18	78
IV	130	98	228
TOTAL	244	144	388

2.31 The Committee have also been informed that FCI launched special recruitment drive in the year 2004-2005 on the directions of Government of India to clear the backlog vacancies of SCs/STs and that the vacancies carried forward from the previous years have been taken for filling under the drive. The position of posts identified/filled in categories I, II, III and IV in respect of SCs/STs in direct recruitment is as under:-

Category	Identified		Filled		Remarks
	SC	ST	SC	ST	
I	1	2	-	-	Recruitment is under process.
II	145	74	112	56	Remaining posts could not be filled due to non-availability of eligible candidates/verification of character and antecedents/court cases/dispute raised by ST Association in South Zone due to incorrect calculation of ST backlog.
III	229	143	175	124	
IV	189	110	74	89	
Total	564	329	361	199	

2.32 When asked about the reasons as to why huge number of SC/ST backlog vacancies has been allowed to be accumulated every year, the Ministry in a written reply have stated that due to ban on recruitment the vacancies meant for SC/ST could not be filled up which resulted accumulation of backlog.

2.33 The Committee have been informed that as per the Government of India instructions for filling up Special Recruitment Drive 2004, the date for identification of backlog vacancy was 1.7.2004 and target date of filling up the backlog vacancies was 30.6.2005.

2.34 When asked about the reasons as to why there is discrepancy in the SC/ST backlog vacancies and posts identified for filling up purposes, the Committee have been informed that the sanctioned strength of category II, III and IV got reduced in the year 2005-06 due to abolition of posts under Special Voluntary Retirement Scheme introduced by FCI in the year 2004-05.

2.35 The Committee have been informed in the post evidence replies that main dispute raised by ST Association was the identification of correct number of vacancies pertaining to STs. When asked whether the dispute has been resolved and efforts have been made by FCI to correct calculation of ST backlog in South Zone, it has been stated that Zonal Office (South) has been directed to complete the post based roster in order to correct number of vacancies and release appointment letters of selected candidate of special recruitment drive 2004-05.

2.36 The Committee note that backlog vacancies of SC/ST identified under special recruitment drive during 2004-05 in category I was under process. In case of category II posts, It has been stated that remaining posts could not be filled due to non-availability of eligible candidates/verification of character and

antecedents/court cases/dispute raised by ST Association in South Zone due to incorrect calculation of ST backlog. The Committee are concerned that the target date of filling up the backlog vacancies as per the instructions for filling up Special Recruitment Drive 2004 was 30.6.2005 and the same had not been completed by the specified date. The Committee urge FCI to make all out efforts to fill up all the vacancies identified under Special Recruitment Drive within a time frame. The Committee are surprised that vacancies meant for SCs/STs could not be filled up due to ban on recruitment and that resulted in accumulation of backlog. The FCI has misled the nation and the Committee by giving false declaration that there was a ban on recruitment. They have denied jobs to SCs and STs by citing ban whereas such a ban does not apply on backlog recruitment. Since 2004, the Government had intensified orders to fill up backlog of SC and ST reservations. This is a deliberate mischief planted by the officials of FCI who need to be booked under relevant laws for flouting Government instructions on filling up of SC and ST backlog. The Committee urge the Ministry to initiate immediate action to fill up SC/ST backlog vacancies by holding more Special Recruitment Drive in a time bound manner and also should immediately initiate suitable departmental action against the erring officials who have falsely denied jobs citing ban on recruitment.

2.37 The Committee observe that main dispute raised by ST Association was incorrect identification of vacancies pertaining to STs. The Committee note that Zonal Office (South) has been directed to complete the post based roster in order to correct number of vacancies and release appointment letters of selected candidates of special recruitment drive 2004-2005. The Committee

strongly recommend to complete the post based roster correctly in South Zone without any further delay. The Department should facilitate and ensure promptness in release of appointment letters. The Committee should be apprised of the latest position in this regard.

CHAPTER – III

MEASURES TO IMPROVE REPRESENTATION OF SCHEDULED CASTES AND SCHEDULED TRIBES IN SERVICES

A. Liaison Officer & SC/ST Cell in the Ministry

3.1 The Committee have been informed that an SCT Cell is functioning in the Department of Food and Public Distribution which scrutinizes the rosters and other matters relating to reservations in respect of PSUs including FCI as and when sent by the Administrative Divisions in the Department. In order to safeguard the interest of the SCs/STs, the Cell circulates the instructions/guidelines issued by the nodal Department, viz. Department of Personnel & Training to all the Administrative Divisions/Central PSUs for strict compliance.

3.2 In the post evidence replies, it was stated that the Department has a fully functional Division which looks after the administrative/Establishment matters of FCI. A Liaison Officer is also appointed in the Department to look into the implementation of reservation policies for SCs/STs and Welfare of SCs/STs. A Liaison Officer is appointed from time to time in the Department as contained in MHA OM No. 27/22/68/-Estt.(SCT) dated 19.4.1969 and DOPT OM No.27/4(i)/70-Estt.(SCT) dated 3.9.1970 to look into the reservation matters relating to SCs/STs. The Liaison Officer appointed in the Department is of the rank of Deputy Secretary. An SCT Cell is also established in the Department to assist him in discharging his duties. The Cell comprises of an Under Secretary, Section Officer and a dealing hand.

3.3 In reply to a query as to whether any other work has been assigned to the Liaison Officer other than the work relating to SCs and STs, the Committee have been

informed that besides the works relating to SCs and STs, the Liaison Officer was assigned with the duties of administrative matter of S&R Division, EOP Division as the Public Grievance Officer of the Department.

B. Liaison Officer and SC/ST Cell in FCI

3.4 The Committee were informed that a SC/ST Cell has been set-up in the FCI for attending to the grievances of SCs/STs and to ensure due compliance of various orders and instructions relating to reservation in filling up vacancy reserved for SC/ST community and other concessions admissible to them and also submission of periodical returns viz. yearly, half-yearly, quarterly returns to SC/ST/OBC/PH/EX-Servicemen.

3.5 The details of persons working in the SC/ST Cell at Head Office/Zonal Offices are as under:

Units	Total No. of persons	SC	ST	Designation
Headquarters	9	1	2	1 Manager & 1 AG.I - ST 1 Asst.Gr.I - SC
Zonal Office (North)	4	1	1	1 Manager - ST 1 AG.I - SC
Zonal Office (West)	2	1	1	1 DGM(P)/LO – ST 1 Manager - SC
Zonal Office (East)	4	1	1	1 DGM(P) ST - 1 Manager – SC
Zonal Office (South)	5	3	2	1 DGM(LO), 1 Manager & 1 Asst. – SC 1 DGM(LO) for ST & 1 Asst. - ST
Zonal Office (NE)	3	1	-	1 DGM(LO) - SC

Note: Normally, the AGM(P) in the Region is Liaison Officer of the Region who is assisted by a Manager/Assistant, who is in-charge of SC/ST Cell.

3.6 When asked whether the representative of the Ministry visits the Headquarters/Zonal/Regional/Depot offices to check the rosters, the Committee were informed in a post evidence reply that from time to time, the Department holds review meeting in connection with implementation of reservation policies for SCs/STs. FCI has a well knitted set up for monitoring of implementation of reservation policies for SCs/STs at Depot/Regional/Zonal/ Headquarters level.

3.7 In reply to a query as to what additional works have been assigned to the Liaison Officer at Regional/Zonal/Headquarters level besides the responsibilities of looking after the works relating to SC/ST welfare, it was stated that in addition to work of SC/ST welfare, the Liaison Officer looks after the work of grievance officer. In case of extreme shortage of staff, work of other Divisions may also be assigned at Zonal and Regional level. However, CLO in Headquarters an officer of the rank of DGM and is looking after the liaison work exclusively. The designation of Liaison Officers appointed in the FCI at Head Office, Zonal Office, Regional Office and District Office are as under:-

Head Office	Chief Liaison Officer of the rank of Deputy General Manager
Zonal Office	Zonal Liaison Officer of the rank of Deputy General Manager/Assistant General Manager
Regional Office	Regional Liaison Officer of the rank Assistant General Manager
District Office	Area Manager/Manager

3.8 Asked whether the Chief Liaison Officer/Liaison Officer holds periodic meeting with SC/ST Employees Associations to redress their grievances and the periodicity of

such meeting, it was informed that meetings are held whenever the representatives desire.

3.9 The Committee note that an SCT Cell is functioning in the Department of Food & Public Distribution which scrutinizes the rosters and other matters relating to reservation in respect of PSUs including FCI as and when sent by the Administrative Divisions in the Department. The SCT Cell comprises an Under Secretary, Section Officer and a dealing hand. The Committee also note that a Liaison Officer has been appointed in the Department to look into the implementation of reservation policies for SCs/STs and welfare of SCs/STs. The Liaison Officer appointed in the Department is of the rank of Deputy Secretary. The Committee further note that besides the works relating to SCs and STs, the Liaison Officer has been assigned the duties of administrative matters of S&R Division, Public Grievance Officer of EOP Division. The Committee feel that putting additional responsibility beyond his capacity may dilute the whole purpose of his appointment as Liaison Officer. It may be difficult for him to concentrate on his specific duties enumerated in para 15.1 of the Brochure on Reservation for SCs and STs in Services which are cumbersome enough to keep him engaged. The Committee, therefore, recommend that the Liaison Officer should not be over-burdened so that his specific duties remain unaffected.

3.10 The Committee express their serious concern over the reply of the Government that rosters are scrutinised by the SCT Cell in the Ministry as and when sent by the Administrative Division of FCI in the Department. The Committee are of the view that it is the suo moto duty of the officials of the SCT

Cell of the Ministry to inspect the establishments of the FCI and check the rosters periodically and strongly recommend that this Cell should not wait for the rosters to be sent to them for scrutiny and in future, its officials shall visit the FCI establishments and scrutinise the rosters and if any discrepancy is found, it should be brought to the notice of the Head of the FCI as well as Secretary of the Ministry for getting the same rectified.

3.11 Similarly, Liaison Officers have also been appointed at Head Office, Zonal Offices, Regional Offices and District Offices of FCI. SC/ST Cells have also been set up in the headquarters and 5 Zonal Offices of FCI. The Committee stress that Liaison Officer appointed in the Department of Food & Public Distribution should not be burdened with any other work except the work relating to SCs and STs in the Department and in respect of all PSUs under the administrative control of Department. The Committee desire that Liaison Officers and the incumbents working in the SC/ST Cells of the Department and the FCI should be appointed only if they are knowledgeable about reservation policy so that the Liaison Officers and staff working in SC/ST Cells can do justice to the work assigned to them. If need be, the Liaison Officers and Staff working in SCT Cells should be given training on reservation matters before their posting.

C. Rosters

3.12 The Committee have been informed that roster registers in respect of direct recruitment and promotions for Category-I are maintained in Headquarters. At Zonal Offices, rosters are maintained in respect of recruitment for Category-II and promotion rosters for Category-II and III posts, whereas recruitment roster for

Category III & IV and promotion roster for Category IV are maintained at Regional level. No roster is maintained in depot office.

3.13 The Committee have also been informed that the Appointing Authorities in the FCI are required to maintain rosters in accordance with the instructions issued by the Department of Personnel and Training who are the nodal Department in respect of reservation policy. These registers are required to be scrutinized by the respective Liaison Officers. In FCI, there are Liaison Officers for SCs/STs at the Regional, Zonal and Headquarters for the purpose of checking and scrutiny of the rosters. A fully functional safeguard mechanism for SCs/STs is thus available in the FCI itself.

3.14 Asked as to whether these rosters are inspected by the Liaison Officers of FCI regularly, it was stated that it is inspected normally once in a year by respective Liaison Officer and the CLO inspected the rosters of four zones last year. When asked whether any discrepancies have been noticed during inspection, it was informed that discrepancies noticed have been pointed out to concerned office for rectification. When asked whether those rosters have been inspected by the Liaison Officer of the Ministry, the reply was negative.

3.15 The Committee note that certain discrepancies in the roster had been noticed in FCI by Liaison Officers and were pointed out to concerned office for rectification. The Ministry, however, did not explain the details of the discrepancies. The Committee would like to stress that it is the duty of the Liaison Officer to submit report of cases of negligence or lapses in the matter of following the reservation policy and other issues relating to SCs and STs coming to light through inspection, carried out by him to the Head of Department. The Committee, therefore, desire that discrepancies should not be

taken lightly but brought to the notice of the Head of Department for his necessary directions.

3.16 The Committee take serious note of the fact that the Liaison Officer of the Ministry has not inspected the roster and strongly recommend the Ministry to ensure that their Liaison Officer inspects these rosters periodically and discrepancy, if any, bring to the notice of the Head of FCI as well as Secretary of the Ministry to get the same rectified.

D. Complaints/Grievances

3.17 The Committee have been informed that FCI has set up Liaison Cells under overall charge of the Liaison Officers at Headquarters, Zonal, Regional and District levels to look into the grievances of SC/ST employees and take up the same with concerned officers for redressal. In Headquarters, the grievances are received in Liaison Cell from officers/Officials and from SC/ST Welfare Associations and same are promptly forwarded to concerned offices in Headquarters, Zonal or Regional offices, as the case may be, for taking appropriate remedial measures to redress the grievances. Apart from above, SC/ST staff bodies are given periodical meetings at Headquarters, Zonal, Regional and District levels to discuss the grievances of SC/ST employees across the table. The decisions taken in these meetings are examined for implementation by the concerned offices of the Corporation.

3.18 When asked whether any complaint register was being maintained showing the records of the complaints/grievances of SC/ST employees together with their disposal, it has been stated that the complaints received from SC/ST employees are generally in the form of representation which are registered in general receipt register

alongwith other letters received in Liaison Cell and referred to concerned offices for redressal.

3.19 The Committee were informed that the nature of complaints relate to promotion, compassionate appointments, retention in same place on promotion, transfer, additional increment, pay fixation, grant of selection grade, etc.

3.20 The Committee have been informed that complaints/grievances are received from officers/officials and SC/ST Welfare Association at Regional/Zonal level and the same are promptly forwarded to concerned offices for taking appropriate remedial measures to redress the grievances.

3.21 The year-wise break-up of complaints as received are as under:-

2004	7
2005	4
2006	7
2007	17
Total	35

3.22 In the post evidence replies to the Committee it has been stated that time limit to dispose of complaints is given as per the nature and subject matter of the complaints.

3.23 The Committee note that the complaints received from SC/ST employees are generally in the form of representation which are registered in general receipt register alongwith other letters in Liaison Cell and referred to concerned officer for redressal. The Committee are of view that since most of these complaints/grievances are related to promotion, appointment on compassionate grounds, retention in same place on promotion, transfer, additional increment, pay fixation, grant of selection grade, etc., these need to be recorded properly, clearly indicating the nature of each case and its disposal. The Committee, therefore, recommend that a separate register for

recording complaints received from SCs and STs should be maintained in all the zones as also at its Headquarters. The Committee also urge that the Executive Directors of the concerned zone should monitor these registers periodically to see that all complaints/grievances of SC/ST Officers are redressed properly and ensure that there is no laxity on the part of Liaison Officers. The Committee should also be provided with the present position in regard to details of complaints and grievances received and their redressal during the years 2008 and 2009.

E. Training abroad

3.24 The year-wise details of officers/employees sent abroad for attending seminars/symposia/conference etc. during the years 2003-2004, 2004-2005, 2005-2006, 2006-2007 and 2007-2008 and number of SCs/STs among them are as under:-

Year	No. of officers trained abroad	SC	ST
2003-2004	4	-	-
2004-2005	11	-	-
2005-2006	16	1	-
2006-2007	5	-	-
2007-2008	14	2	1

3.25 Asked about the eligibility criteria for selection of employees for training/ attending seminar/symposia/conference, etc. abroad, the Ministry in their post evidence note have stated that these depend upon their job profile, past training experience and requirement of Institution/Organisation, keeping in view deficiency of

skills/knowledge, number of years left in service, suitability of an employee for a particular training.

3.26 The Committee note that FCI are sending its employees for training/ attending seminars/symposia/conference, etc. abroad depending upon their job profile, past training experience and requirement of Institution/Organisation, upgrading skills/knowledge, number of years left in service, suitability of an employee for a particular training. The Committee regret to note that not a single SC/ST employee was sent for training abroad during the years 2003-2004, 2004-2005 and 2006-2007. Out of 16 persons sent abroad for training during the year 2005-2006, only one person belonged to SC category, and in the year 2007-2008, out of 14 persons, only 2 SC and 1 ST candidates were sent abroad for training. The Committee would like the Ministry to ensure that FCI give fair opportunity to SC/ST officers while nominating candidates for foreign training which is essential for wholesome development of their personality.

F. In-service Training

3.27 The Committee have been informed that the eligibility criteria for selection of employees for in-service training/attending seminars/symposia, conference, etc. depend upon their job profile, past training experience and requirement of Institution/Organisation, etc. keeping in view deficiency of skills/knowledge, number of years left in-service, suitability of an employee for a particular training. No percentage has been prescribed for reservation in training under the Government of India rules which are followed in FCI.

3.28 The year-wise details of the number of employees belonging to general category and also SC/ST employees trained in Institute of Food Security, Gurgaon as well as other Institutions within the country during the years 2004, 2005, 2006 and 2007 (till date) are as under:-

Institute of Food Security, Gurgaon

Year	Total officers trained	SC/ST Officers trained
2004	1507	356
2005	722	94
2006	1278	274
2007 (till date)	195	54

External training within the country:

Year	Total officers trained	SC/ST Officers trained
2003-04	47	6
2004-05	65	9
2005-06	50	12
2006-07	45	8
2007 (till date)	68	8

3.29 The Committee note that the eligibility criteria for selection of employees for in-service training is also same as it is for attending seminars/symposia, conference etc. abroad. The Committee were informed that no percentage has been prescribed for reservation for SCs/STs in training under the Government of India rules which are followed in FCI. Despite the fact that there is no reservation for SCs/STs in imparting training to them, the Committee feel that it is essential to enhance skills substantially both for career development and capacity building of SC/ST employees. The Committee, therefore, recommend that more SC/ST employees should be nominated for in service training.

CHAPTER – IV

MISCELLANEOUS

A. Cases of False Caste Certificates

4.1 The Committee were informed that 10 cases of securing employment on the basis of false case certificates have been reported from the Zonal Management of FCI during the years 2004, 2005, 2006 & 2007 (till date). The Committee have also been informed that those officials have been terminated from the services of FCI by the concerned Zonal EDs, but three persons have got stay from various courts against the termination orders.

4.2 The Committee have further been informed that 372 and 52 old cases of false caste certificates are pending in West and South Zones respectively, which are being verified from the concerned authorities. So far, report in 71 cases of West Zone has been received in which their certificates have been found genuine.

4.3 When asked about the dates from which those old complaints are pending and reasons for pendency, the Committee were informed that the complaints are pending from 1999 onwards.

4.4 When asked the zone-wise position in regard to 372 and 52 old cases, it was stated as under:-

Sl. No.	Various cases in South Zone	No. of cases
1.	Verification Report pending at State Govt./DVC/Distt. Collector.	23
2.	Pending at Court against the Collector order.	07
3.	No. of cases proved bogus & terminated from service and pending at Court.	04
4.	No. of cases proved bogus and terminated from service.	07
5.	No. of cases proved bogus & terminated from service, reinstated as per Court order pending at Court.	04
6.	No. of cases retired without terminal benefits and pending at Court.	07
7.	Total	52

Sl. No.	Various cases in West Zone	No. of cases
1.	No. of cases verified by Caste Scrutiny Committee	83
2.	No. of case verified by Distt. Collector.	182
3.	Verification report pending with Caste Scrutiny Committee/Distt. Courts.	77
4.	Officials are not approaching CSC from Maharashtra Region.	29
5.	Officials not submitted E&F form of CSC from Zonal Office.	01
7.	Total	372

4.5 When asked the reasons for not initiating criminal cases against the officials securing employment in FCI with false caste certificates in the first instance, the Committee have been informed that instructions of Government for filing of criminal cases in such instances have been issued to all zones and regions. These instructions are also reiterated from time to time. Criminal case could not be filed in some instances because the guilty officials have obtained stay order against the report of the Collector.

4.6 When asked about the steps taken to get the stay vacated given by courts, it was stated that timely action is being taken to direct the Standing Counsels to contest the community cases pending in the court and to get the stay vacated at the earliest.

4.7 The Committee observe that during the years 2004, 2005, 2006 and 2007, 10 cases of securing employment on the basis of false caste certificates had been reported in FCI and that the services of those officials had been terminated from FCI by concerned ED(Zones). However, 3 persons are reported to have got stay from various courts against the termination order. The Committee fail to understand as to how the three persons terminated from FCI managed to get stay from the courts against the termination order. The Committee would like to be apprised of the details of persons alongwith date of their termination as also the details of Hon'ble Court from where they obtained

stay order. The Committee note that there are 372 cases of false caste certificate in West Zone and 52 cases in South Zone which are pending due to various reasons like pending in courts and for verification with State Government authorities. The Committee note that 23 and 77 cases are pending for verification with Caste Scrutiny Committee in South Zone and West Zone respectively. The Committee recommend that the State Governments should be urged to complete the verification within a stipulated time. If the information sought in those cases is not received from the State Government authorities within the stipulated period, the Committee strongly feel that the Government should initiate prompt action to file criminal cases against the employee for obtaining employment on the basis of false caste certificate. It should, however, be ensured that genuine SC/ST employees are not harassed and their cases should be finalized at the earliest. The Committee are concerned that in 29 cases in Maharashtra region, the officials are not approaching Caste Scrutiny Committee. The Committee should be apprised of the reasons thereof and recommend to ensure that the officials approach the Caste Scrutiny Committee at regular intervals. The Committee also note that in South Zone, 22 cases are pending in courts due to various reasons. The Committee recommend that all efforts should be made to get the stay vacated/cases expedited in courts on priority basis. The Committee further recommend that extra care should be taken while examining the caste certificate at the time of offering appointment letter itself by insisting on the production of original caste certificate issued by competent authority and by resorting to compulsory verification of all caste certificates at entry level.

B. Appointment on Compassionate Grounds

4.8 The Committee have been informed that as per Government of India instructions, appointments on compassionate ground can be made to maximum of 5% of direct recruitment quota in group C & D posts. The number of employees appointed on compassionate ground and SC/ST among them in category III and IV posts during the years 2004, 2005, 2006 and 2007 (till date) is as under:-

Year	Category	Total No. of posts filled	Posts filled by	
			SC	ST
2004	III	70	23	2
	IV	34	9	-
2005	III	16	2	-
	IV	-	-	-
2006	III	16	2	-
	IV	2	1	-
2007 (till date)	III	-	-	-
	IV	-	-	-

4.9 The number of pending SC and ST cases for appointment on compassionate grounds are stated to be 315 and 52 respectively. Asked since when those cases are pending, the Committee were informed that the cases are pending from the year 2004 and during the same period a total of 487 applications had been received. The reasons for pendency are that appointment on compassionate ground have been made upto the prescribed ceiling in the corporation whereas there is less number of available vacancies and large number of applications for appointment on compassionate grounds. As on 1.1.2008, the total number of pending SC and ST cases are stated to be 322 and 58 respectively.

4.10 When asked regarding the time by which FCI proposes to dispose of those pending cases, the Ministry vide their post evidence reply have stated that as and when posts are available, the cases will be placed before the committee for consideration of the same.

4.11 During evidence when enquired whether there is an alternative arrangement for providing lump-sum amount in lieu of appointment on compassionate grounds, the representative of the Ministry stated that presently they have no such rule.

4.12 The Committee observe that in FCI, applications for appointment against compassionate quota are in excess of the number of vacancies available for compassionate appointment. As on 1.1.2008, FCI had 380 applications received from dependents of deceased SC/ST employees pending for appointment on compassionate grounds. As per the Government of India instructions, appointment on compassionate grounds in Group 'C' and 'D' posts is fixed at 5% of the direct recruitment quota in a year. The Committee are of the view that because of this restriction, it might not be possible to give appointment on compassionate grounds to all applicants in near future, even though the concerned Department would like to act very compassionately to the bereaved families in distress. The Committee note that the FCI does not have any proposal presently for providing lumpsum amount in lieu of providing job on compassionate grounds. The Committee, therefore, urge the FCI to introduce monetary assistance scheme in lieu of providing job on compassionate grounds and recommend expeditious action in the matter.

C. Housing facilities

4.13 The Committee have been informed that FCI is providing housing facilities to its employees as under:

- i) Private lease accommodation
- ii) Self lease accommodation
- iii) Allotment of FCI own flats (available at few places) as per roster

4.14 The details of type-wise breakup of accommodation allotted to SCs/STs are as under:-

Type of quarters	Category	Total number of quarters allotted	Quarters allotted to	
			SC	ST
Type III & IV	Officers quarters	90	20	3
Type II	Staff quarters	54	7	2
Type I	Watchman quarters	78	15	11
Total		222	42	16

4.15 When asked as to why no percentage of residential accommodation has been fixed for SCs/STs in allotment of flats, it has been replied that the flats are being allotted to the Officer on first come first serve basis as per roster maintained for this purpose. However, due care has been taken to allot a large number of residential quarters to SC/ST Officers/Officials based on their availability.

4.16 The Committee note that there is no reservation fixed in allotment of residential accommodation for SC/ST employees. The Committee desire that FCI should reserve quota in accommodation for SC/ST employees in line with office orders of Government of India on the subject vide G.O.I., M.U.D., Dir. of Estates O.M. No. 12035 (10)/84-Pol.II, dated 25.11.1985 and G.I., Dir. of Estates, O.M. No. 12035 (10)/84-Pol. II, dated 7.4.1986.

D. Socio-economic development of SCs/STs

4.17 The Committee were informed that food-grains are being allotted by the Government of India, Ministry of Consumer Affairs, Food and Public Distribution at subsidized prices in favour of SC/ST/OBC hostels or other welfare institutions and hostels (including SC/ST/OBC hostels) being run by the State Governments to meet their requirement of food grains. The FCI releases foodgrains against the allotment

made by the Government of India to the State Governments/their nominated agencies.

4.18 The details of allotment and offtake of food grains under welfare institution and hostel are as under:-

(In LMT)

Year	Wheat		Rice	
	Allotment	Offtake	Allotment	Offtake
2004-05	4.80	0.75	6.06	1.94
2005-06	2.44	0.27	4.81	2.37
2006-07	057	0.25	3.25	2.75

4.19 It has been stated that separate bifurcation of allotment and offtake made especially for SC/ST/OBC hostels are not available with FCI. When asked about the reasons for not keeping record for allotment and offtake of food grains meant for SC/ST/OBC hostel, the Ministry in their post evidence reply have stated that the offtake data is being maintained on the pattern as the allocations are made by the Government of India. In the instant case during the years 2004-2005 to 2006-2007, Government of India made allocation under the head "welfare institutions and hostels" as under:-

(In LMT)

Year	Wheat			Rice		
	Allocation		Offtake	Allocation		Offtake
	Welfare Institutions & Hostels	SC/ST/OBC	Welfare Institutions and Hostels & SC/ST/OBC Hostels	Welfare Institutions & Hostels	SC/ST/OBC	Welfare Institutions and Hostels & SC/ST/OBC Hostels
2004-05	4.80	0.00	0.75	6.06	0.00	1.94
2005-06	2.44	0.00	0.27	3.47	1.34	2.37
2006-07	0.43	0.14	0.25	1.63	1.62	2.75

4.20 The Committee have been informed that separate allotment under SC/ST/OBC Hostels was made only to the State of Andhra Pradesh during 2005-06 and to Andhra Pradesh and Karnataka during 2006-07. During 2006-07, offtake utilized for SC/ST/OBC Hostels was 0.17 LMT of wheat and 2.00 LMT of rice. The bifurcation of offtake under SC/ST/OBC and Welfare Institutions and Hostels is as under:-

(In LMT)

Month	2006-07			
	Wheat		Rice	
	SC/ST/OBC	Welfare Inst. & Hostels	SC/ST/OBC	Welfare Inst. & Hostels
April	3.78	0.00	19.59	0.00
May	1.60	0.00	2.38	0.00
June	0.67	0.57	9.47	4.40
July	0.31	0.00	0.39	4.33
August	0.78	0.00	6.76	12.05
September	3.56	1.13	13.10	7.65
October	1.00	1.09	1.15	1.96
November	1.97	0.91	2.21	11.89
December	1.69	1.03	11.63	7.74
January	1.29	2.15	25.98	8.42
February	0.02	0.13	90.58	5.34
March	0.33	1.24	17.15	11.13
Total	17.00	8.25	200.36	74.91

4.21 The Committee were also informed that the allocations made under the Head “Welfare Institutions and Hostels” are utilized by the State/UT Governments, for the Welfare Institutions such as Anganwadi, Orphanages, Institutions aided by Government, Old Age Homes as well as SC/ST/OBC Hostels. The portion of allocations utilized specially for SC/ST/OBC Hostels except for 2006-2007 is not readily available. Hence, the offtake data of the above said schemes is being maintained at FCI Headquarters level under one head i.e. “Welfare Institutions & Hostels”, including the offtake against the allocation made under SC/ST/OBC Hostels especially.

4.22 The Committee note that whereas the foodgrains are being allotted by the Ministry of Consumer Affairs, Food & Public Distribution at subsidized prices in favour of SC/ST/OBC hostels or other welfare institutions and hostels (including SC/ST/OBC hostels) being run by the State Governments to meet their requirement of foodgrains, the FCI releases foodgrains against the allotment to State Governments and their nominated agencies. However, separate bifurcation of allotment and offtake made specially for SC/ST/OBC hostels are not available with FCI, even though separate allotment under SC/ST/OBC hostels was made only to the States of Andhra Pradesh in the year(s) 2005-06 and 2006-07 and in Karnataka in the year 2006-07. The Committee, however, have not been apprised as to why separate allotment under SC/ST/OBC hostels was made only to the States of Andhra Pradesh and Karnataka. The Committee view that FCI should have maintained separate allotment under SC/ST/OBC hostels for all the States/UTs too so that it would have been easier to monitor the food grains meant for such hostels have actually been allotted and utilized. The Committee, therefore, recommend that FCI should keep separate allotment and offtake data in regard to allocation made to SC/ST hostels in each State/UT. The Committee also observe that the offtake of wheat and rice made available under the Head “Welfare Institutions and Hostels” during the years 2004-05, 2005-06 and 2006-07 was much less than the allocation made. The Committee should be apprised as to the reasons for lesser offtake of foodgrains under the Head by States and UTs. The Committee strongly recommend that FCI should ensure that all the State Governments/UTs to take advantage of allocation made under the Head

“Welfare Institutions and Hostels” so that allocated food grains are utilized for the welfare of SC/ST staying in SC/ST hostels.

**New Delhi;
December, 2009
Agrahayana, 1931(Saka)**

**(GOBINDA CHANDRA NASKAR)
Chairman
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes**

APPENDIX – A

MINUTES

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(2007-2008)**

(FOURTEENTH LOK SABHA)

**TWENTY-FIRST SITTING
(02.04.2008)**

The Committee sat from 1500 to 1700 hrs.

PRESENT

Shri Ratilal Kalidas Varma - Chairman

MEMBERS

Lok Sabha

2. Shri Kailash Baitha
3. Shri Jual Oram
4. Shri Virchandra Paswan
5. Smt. K. Rani
6. Shri Vanlalzawma

Rajya Sabha

7. Shri Krishan Lal Balmiki
8. Shri Lalhming Liana
9. Shri Mahendra Sahn
10. Shri Jesudas Seelam
11. Shri Nandi Yellaiah

SECRETARIAT

1. Shri P.K. Misra – Joint Secretary
2. Shri Gopal Singh – Director
3. Ms. J.C. Namchyo – Deputy Secretary
4. Smt. Maya Lingi – Under Secretary

WITNESSES**REPRESENTATIVES OF THE MINISTRY OF CONSUMER AFFAIRS, FOOD AND PUBLIC DISTRIBUTION (DEPARTMENT OF FOOD AND PUBLIC DISTRIBUTION)**

1. Shri N.K. Raghupathy, AS & FA
2. Shri Siraj Hussain, JS (P & FCI)
3. Shri Naveen Prakash, JS (Admn. & Stg.)

FOOD CORPORATION OF INDIA (FCI)

1. Shri Alok Sinha, CMD, FCI
2. Mrs. Anjali Anand Srivastava, ED (Pers.)
3. Shri J.P. Sharma, ED (North)
4. Shri S.S. Bhatoa, ED (South)
5. Shri Surinder Singh, ED (West)
6. Shri A.K. Roy, ED (East)
7. Shri G.P. Pandey, ED (North East)

2. At the outset the Chairman welcomed the representatives of the Ministry of Consumer Affairs, Food and Public Distribution (Department of Food and Public Distribution) and the Food Corporation of India (FCI).

3. The Committee then took evidence of the representatives of the Ministry of Consumer Affairs, Food and Public Distribution (Department of Food and Public Distribution) and the Food Corporation of India (FCI) on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Food Corporation of India (FCI)".

4. The evidence was completed.

(The witnesses then withdrew)

5. A verbatim record of the proceedings was kept.

The Committee then adjourned.

APPENDIX – B

**MINUTES
COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED
TRIBES
(2009-2010)**

(FIFTEENTH LOK SABHA)

**SEVENTH SITTING
(11.11.2009)**

The Committee sat from 1500 to 1600 hrs. in Committee Room No. 'G-074', Parliament Library Building (PLB), New Delhi.

PRESENT

Shri Gobinda Chandra Naskar - Chairman

MEMBERS

Lok Sabha

2. Shri M. Anandan
3. Shri Tara Chand Bhagora
4. Shri Harishchandra Chavan
5. Shri Bhudeo Choudhary
6. Shri Biren Singh Engti
7. Smt. Paramjit Kaur Gulshan
8. Shri Kamal Kishor 'Commando'
9. Shri Virendra Kumar
10. Shri Sohan Potai
11. Shri Gajendra Singh Rajukhedi
12. Shri Ashok Kumar Rawat
13. Shri Bajju Ban Riyan
14. Shri Bhausheb Rajaram Wakchaure

Rajya Sabha

15. Shri Krishan Lal Balmiki
16. Shri Lalhming Liana
17. Shri D. Raja
18. Shri Praveen Rashtrapal
19. Shri Thomas Sangma
20. Shri Veer Singh
21. Shri Brij Bhushan Tiwari
22. Miss Anusuiya Uikey

SECRETARIAT

1. Dr. R.K. Chadha – Joint Secretary
2. Ms. J.C. Namcho – Director
3. Smt. Maya Lingi – Deputy Secretary

At the outset, the Chairman welcomed the Members of the Committee. The Committee then considered the draft report on the subject “Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Food Corporation of India (FCI)” and adopted the same with minor modifications.

2. The Committee authorized the Chairman to finalize the Report in the light of consequential changes and present the same to both the Houses of Parliament.

The Committee then adjourned with a vote of thanks to the Chair.

APPENDIX – C
(Vide para 4 of Introduction)

SUMMARY OF CONCLUSIONS/RECOMMENDATIONS CONTAINED IN THE REPORT

Sl. No.	Para No.	Conclusions/Recommendations
1.	2.	3.
1.	1.12	<p>The Committee note that as on 4.7.2007, the Board of Directors comprised Chairman & Managing Director(FCI); three Directors of Central Ministries dealing with Food, Finance and Co-operation; MD, Central Warehousing Corporation (CWC) and one non-official Director. The Committee note with concern that as on 4.7.2007 five posts of non-official Directors were lying vacant. The Committee also regret that none of the present incumbent on the Board of Directors belongs to SC/ST communities and even the records of past details of persons belonging to SC/ST in the Board are not available with the Government. Whereas the Committee note that no constraints/difficulties are faced by the Government while appointing atleast one SC/ST person on the Board yet, the Committee fail to understand Government's inaction in the matter. The Committee, therefore, recommend that concerned Ministry should ensure that posts of non-official Directors on the Board do not remain unfilled for long and also urge both the Ministry of Consumer Affairs, Food and Public Distribution and FCI to ensure representation of atleast one SC/ST member on Board of Directors in future to deal with issues related to SC and ST employees and in all other matters of FCI. The Committee should also be apprised of the latest composition of the Board of Directors.</p>
2.	2.13	<p>The Committee note that appointment procedure for direct recruitment to various grades is laid down under Regulation of the FCI (Staff) Regulations, 1971. The percentage of reservation for SCs and STs in Category I and II posts is reported to be 15% and 7.5% respectively while in Category III and IV, the percentage of reservation for recruitment differs from State to State/UT as determined by the Government. The Committee note that reservation orders are applicable to all category of posts in FCI except the posts of Chief General Manager</p>

(CGM) and Executive Directors (EDs) as these are senior Class I posts and are generally filled either by promotion of executives within the organization or by taking deputationists. The Committee do not agree with this reply of the Government, since, there is a Constitutional provision under Article 16(4A) which says that "Nothing in this article shall prevent the State from making any provision for reservation in matters of promotion to any class or classes of posts in the services under the State in favour of the Scheduled Castes and the Scheduled Tribes which in the opinion of the State are not adequately represented in the services under the State". The Committee would like to know why the posts of Chief General Managers and Executive Directors have been left out of the purview of reservation. In such a situation, how the representation of SCs and STs as 15% and 7.5% prescribed for all categories of posts is ensured in FCI. The Committee feel that allowing such situation to prevail in the FCI amounts to violation of provisions of the Constitution made for the welfare of SCs and STs. In view of above proviso of the Constitution, the Committee strongly recommend to Government to take necessary steps so that reservation is made applicable to all categories of posts. As per the procedure as laid down under Regulation 9 of the FCI (Staff) Regulations 1971, for making appointment to Category I and II posts, the vacancies are notified to Regional Employment Exchanges as also advertised in prominent newspapers and Employment News. Similarly, recruitment to Category III and IV posts is made through local employment exchanges and through newspapers. Despite the exercise, the Committee note that FCI has not been able to fill up the SC/ST posts during the year in which these had occurred. As a result, over the years the backlog of SC/ST posts have accumulated. The reason for not filling up SC/ST posts is that FCI conducts direct recruitment only on approval from the Ministry. It has been reported that 907 posts of SC/ST in different categories were advertised during the year 2005 under Special Recruitment Drive. Yet, the Committee note that in the year 2006, the SC and ST posts were carried forward in all categories of posts. The Committee would like to know why such a large number of SC/ST vacancies persist in FCI. The Committee strongly recommend that the FCI should make all out efforts to fill up all posts reserved for SCs and STs in all categories within a time frame. The Committee also recommend that the FCI

should provide the details of recruitment carried out in the years 2007, 2008 and 2009 as requested by this Secretariat in their O.M. No. 20/1/1/SCTC/2007, dated 16th April, 2009. The Committee should also be provided with the number of employees who took Voluntary Retirement Scheme in the year 2005-06 as also the number of SCs and STs out of them.

3. 2.21

The Committee note that the prescribed percentage of reservation given to SC and ST employees while considering for promotion is 15% and 7.5% respectively. The Committee also note that certain relaxation in favour of SCs and STs are available in the matter of promotion. The Committee observe that there was shortfall in filling up of SC/ST vacancies in promotion in all categories during the years 2004, 2005 and 2006. The main reason for the shortfall in promotion is stated to be non-availability of suitable SC/ST candidates in the feeder cadre of Accounts/Technical/Engineering having qualifying service even in the extended zone of consideration. When specifically asked about the details of backlog vacancies of SC/ST posts (Accounts, technical and Engineers separately) in category I, II, III and IV as shown in the year 2006, the Committee had been provided with the information which, however do not fully satisfy them. The reason as to why the promotion to SC/ST candidates not given due to non-availability of suitable candidates need to be enquired by the Ministry. According to information as at para No. 2.17, the total of SC and ST backlog/shortfall vacancies are 291 and 225 respectively whereas the total number of SC and ST backlog vacancies due to non-availability of SC and ST in feeder cadre of Accounts, Technical and Engineers posts comes to mere 140 and 54. The Committee recommend that if requisite number of SC/ST are not found suitable in the feeder cadre to promotion to the next grade, the Government should fill up the shortfall by temporarily diverting the promotional post to direct recruitment for SCs and STs as per Ministry of Personnel, Public Grievances and Pension (Department of Personnel & Training) Office Memorandum No. AB(14017/30/89-Estt.(RR), dt. 10.7.90) so that there is no room for backlog vacancies to be carried forward. The Committee, however, note that SC/ST promotional posts are still to be filled up in FCI. The Committee, therefore, recommend FCI to conduct Special Recruitment Drive at the earliest to wipe out all SC/ST backlog posts.

4. 2.22 As on 1.1.2008, the categorywise backlog position in promotion was reported to be 122 SC and 44 ST in Category II, 417 SC and 742 ST in Category III and 142 SC and 137 ST in Category IV posts. The Committee should be provided with the post-wise backlog position as on 1.1.2008 and how the backlog vacancies have since then been filled up till date.
5. 2.23 The Committee also observe that the prescribed percentage in promotion is 15% for SCs and 7.5% for STs in all categories of posts whereas the prescribed percentage for direct recruitment of SCs and STs varies from State to State in category III & IV posts. In such a situation, the Committee would like to know how the FCI is trying to maintain the prescribed percentage in promotion.
6. 2.29 The Committee note that there was shortfall of ST employees in the category II, III and IV (safaiwala) according to the statement provided to them. As on 1.1.2007, the number of shortfall in respect of ST employees in category II, III and IV (safaiwala) was 91, 276 and 15 respectively. The reply of the Ministry that the shortfall in respect of SCs and STs against their reserved quota is due to non-availability of eligible candidates does not convince the Committee and is misleading as many SC/ST educated youth can apply for these posts especially in direct recruitment provided the posts are publicized in SC/ST dominated areas. The Committee recommend that FCI should make earnest efforts to wipe-out all ST shortfall in all posts by advertising the posts not only in local newspapers of respective regions of FCI but in areas predominantly lived by ST people so that they may get opportunity to apply for the posts and that the reserved vacancies do not remain unfilled.

The Committee feel that there are no such jobs in FCI where SC and ST candidates could not measure upto the essential qualifications required for a job so advertised. The Committee urge the Ministry of Consumer Affairs, Food and Public Distribution to institute a detailed inquiry to look into the process of recruitment of SCs and STs in the FCI so as to check whether candidates with the essential qualifications have been refused jobs in the FCI. The Committee stress that if any SC/ST candidate was refused job on

the basis of desirable qualifications or other extraneous qualifications fixed by the Selection Board then stringent punishments should be given to those officials who were involved in such denial of jobs to SC and ST candidates on frivolous reasons like non-availability of eligible candidates.

7. 2.36 The Committee note that backlog vacancies of SC/ST identified under special recruitment drive during 2004-05 in category I was under process. In case of category II posts, It has been stated that remaining posts could not be filled due to non-availability of eligible candidates/ verification of character and antecedents/court cases/ dispute raised by ST Association in South Zone due to incorrect calculation of ST backlog. The Committee are concerned that the target date of filling up the backlog vacancies as per the instructions for filling up Special Recruitment Drive 2004 was 30.6.2005 and the same had not been completed by the specified date. The Committee urge FCI to make all out efforts to fill up all the vacancies identified under Special Recruitment Drive within a time frame. The Committee are surprised that vacancies meant for SCs/STs could not be filled up due to ban on recruitment and that resulted in accumulation of backlog. The FCI has misled the nation and the Committee by giving false declaration that there was a ban on recruitment. They have denied jobs to SCs and STs by citing ban whereas such a ban does not apply on backlog recruitment. Since 2004, the Government had intensified orders to fill up backlog of SC and ST reservations. This is a deliberate mischief planted by the officials of FCI who need to be booked under relevant laws for flouting Government instructions on filling up of SC and ST backlog. The Committee urge the Ministry to initiate immediate action to fill up SC/ST backlog vacancies by holding more Special Recruitment Drive in a time bound manner and also should immediately initiate suitable departmental action against the erring officials who have falsely denied jobs citing ban on recruitment.
8. 2.37 The Committee observe that main dispute raised by ST Association was incorrect identification of vacancies pertaining to STs. The Committee note that Zonal Office (South) has been directed to complete the post based roster in order to correct number of vacancies and release appointment letters of selected candidates of special recruitment drive 2004-2005. The Committee

strongly recommend to complete the post based roster correctly in South Zone without any further delay. The Department should facilitate and ensure promptness in release of appointment letters. The Committee should be apprised of the latest position in this regard.

9. 3.9 The Committee note that an SCT Cell is functioning in the Department of Food & Public Distribution which scrutinizes the rosters and other matters relating to reservation in respect of PSUs including FCI as and when sent by the Administrative Divisions in the Department. The SCT Cell comprises an Under Secretary, Section Officer and a dealing hand. The Committee also note that a Liaison Officer has been appointed in the Department to look into the implementation of reservation policies for SCs/STs and welfare of SCs/STs. The Liaison Officer appointed in the Department is of the rank of Deputy Secretary. The Committee further note that besides the works relating to SCs and STs, the Liaison Officer has been assigned the duties of administrative matters of S&R Division, Public Grievance Officer of EOP Division. The Committee feel that putting additional responsibility beyond his capacity may dilute the whole purpose of his appointment as Liaison Officer. It may be difficult for him to concentrate on his specific duties enumerated in para 15.1 of the Brochure on Reservation for SCs and STs in Services which are cumbersome enough to keep him engaged. The Committee, therefore, recommend that the Liaison Officer should not be over-burdened so that his specific duties remain unaffected.
10. 3.10 The Committee express their serious concern over the reply of the Government that rosters are scrutinised by the SCT Cell in the Ministry as and when sent by the Administrative Division of FCI in the Department. The Committee are of the view that it is the *suo moto* duty of the officials of the SCT Cell of the Ministry to inspect the establishments of the FCI and check the rosters periodically and strongly recommend that this Cell should not wait for the rosters to be sent to them for scrutiny and in future, its officials shall visit the FCI establishments and scrutinise the rosters and if any discrepancy is found, it should be brought to the notice of the Head of the FCI as well as Secretary of the Ministry for getting the same rectified.

11. 3.11 Similarly, Liaison Officers have also been appointed at Head Office, Zonal Offices, Regional Offices and District Offices of FCI. SC/ST Cells have also been set up in the headquarters and 5 Zonal Offices of FCI. The Committee stress that Liaison Officer appointed in the Department of Food & Public Distribution should not be burdened with any other work except the work relating to SCs and STs in the Department and in respect of all PSUs under the administrative control of Department. The Committee desire that Liaison Officers and the incumbents working in the SC/ST Cells of the Department and the FCI should be appointed only if they are knowledgeable about reservation policy so that the Liaison Officers and staff working in SC/ST Cells can do justice to the work assigned to them. If need be, the Liaison Officers and Staff working in SCT Cells should be given training on reservation matters before their posting.
12. 3.15 The Committee note that certain discrepancies in the roster had been noticed in FCI by Liaison Officers and were pointed out to concerned office for rectification. The Ministry, however, did not explain the details of the discrepancies. The Committee would like to stress that it is the duty of the Liaison Officer to submit report of cases of negligence or lapses in the matter of following the reservation policy and other issues relating to SCs and STs coming to light through inspection, carried out by him to the Head of Department. The Committee, therefore, desire that discrepancies should not be taken lightly but brought to the notice of the Head of Department for his necessary directions.
13. 3.16 The Committee take serious note of the fact that the Liaison Officer of the Ministry has not inspected the roster and strongly recommend the Ministry to ensure that their Liaison Officer inspects these rosters periodically and discrepancy, if any, bring to the notice of the Head of FCI as well as Secretary of the Ministry to get the same rectified.
14. 3.23 The Committee note that the complaints received from SC/ST employees are generally in the form of representation which are registered in general receipt register alongwith other letters in Liaison Cell and referred to concerned officer for redressal. The Committee are of view that since most of these complaints/grievances are related to promotion, appointment on compassionate grounds, retention in

same place on promotion, transfer, additional increment, pay fixation, grant of selection grade, etc., these need to be recorded properly, clearly indicating the nature of each case and its disposal. The Committee, therefore, recommend that a separate register for recording complaints received from SCs and STs should be maintained in all the zones as also at its Headquarters. The Committee also urge that the Executive Directors of the concerned zone should monitor these registers periodically to see that all complaints/grievances of SC/ST Officers are redressed properly and ensure that there is no laxity on the part of Liaison Officers. The Committee should also be provided with the present position in regard to details of complaints and grievances received and their redressal during the years 2008 and 2009.

15. 3.26 The Committee note that FCI are sending its employees for training/attending seminars/symposia/conference, etc. abroad depending upon their job profile, past training experience and requirement of Institution/Organisation, upgrading skills/ knowledge, number of years left in service, suitability of an employee for a particular training. The Committee regret to note that not a single SC/ST employee was sent for training abroad during the years 2003-2004, 2004-2005 and 2006-2007. Out of 16 persons sent abroad for training during the year 2005-2006, only one person belonged to SC category, and in the year 2007-2008, out of 14 persons, only 2 SC and 1 ST candidates were sent abroad for training. The Committee would like the Ministry to ensure that FCI give fair opportunity to SC/ST officers while nominating candidates for foreign training which is essential for wholesome development of their personality.
16. 3.29 The Committee note that the eligibility criteria for selection of employees for in-service training is also same as it is for attending seminars/symposia, conference etc. abroad. The Committee were informed that no percentage has been prescribed for reservation for SCs/STs in training under the Government of India rules which are followed in FCI. Despite the fact that there is no reservation for SCs/STs in imparting training to them, the Committee feel that it is essential to enhance skills substantially both for career development and capacity building of SC/ST employees. The Committee, therefore, recommend that more SC/ST employees should be nominated for in service training.

17.

4.7

The Committee observe that during the years 2004, 2005, 2006 and 2007, 10 cases of securing employment on the basis of false caste certificates had been reported in FCI and that the services of those officials had been terminated from FCI by concerned ED(Zones). However, 3 persons are reported to have got stay from various courts against the termination order. The Committee fail to understand as to how the three persons terminated from FCI managed to get stay from the courts against the termination order. The Committee would like to be apprised of the details of persons alongwith date of their termination as also the details of Hon'ble Court from where they obtained stay order. The Committee note that there are 372 cases of false caste certificate in West Zone and 52 cases in South Zone which are pending due to various reasons like pending in courts and for verification with State Government authorities. The Committee note that 23 and 77 cases are pending for verification with Caste Scrutiny Committee in South Zone and West Zone respectively. The Committee recommend that the State Governments should be urged to complete the verification within a stipulated time. If the information sought in those cases is not received from the State Government authorities within the stipulated period, the Committee strongly feel that the Government should initiate prompt action to file criminal cases against the employee for obtaining employment on the basis of false caste certificate. It should, however, be ensured that genuine SC/ST employees are not harassed and their cases should be finalized at the earliest. The Committee are concerned that in 29 cases in Maharashtra region, the officials are not approaching Caste Scrutiny Committee. The Committee should be apprised of the reasons thereof and recommend to ensure that the officials approach the Caste Scrutiny Committee at regular intervals. The Committee also note that in South Zone, 22 cases are pending in courts due to various reasons. The Committee recommend that all efforts should be made to get the stay vacated/cases expedited in courts on priority basis. The Committee further recommend that extra care should be taken while examining the caste certificate at the time of offering appointment letter itself by insisting on the production of original caste certificate issued by competent authority and by resorting to compulsory verification of all caste certificates at entry level.

18. 4.12 The Committee observe that in FCI, applications for appointment against compassionate quota are in excess of the number of vacancies available for compassionate appointment. As on 1.1.2008, FCI had 380 applications received from dependents of deceased SC/ST employees pending for appointment on compassionate grounds. As per the Government of India instructions, appointment on compassionate grounds in Group 'C' and 'D' posts is fixed at 5% of the direct recruitment quota in a year. The Committee are of the view that because of this restriction, it might not be possible to give appointment on compassionate grounds to all applicants in near future, even though the concerned Department would like to act very compassionately to the bereaved families in distress. The Committee note that the FCI does not have any proposal presently for providing lumpsum amount in lieu of providing job on compassionate grounds. The Committee, therefore, urge the FCI to introduce monetary assistance scheme in lieu of providing job on compassionate grounds and recommend expeditious action in the matter.
19. 4.16 The Committee note that there is no reservation fixed in allotment of residential accommodation for SC/ST employees. The Committee desire that FCI should reserve quota in accommodation for SC/ST employees in line with office orders of Government of India on the subject vide G.O.I., M.U.D., Dir. of Estates O.M. No. 12035 (10)/84-Pol.II, dated 25.11.1985 and G.I., Dir. of Estates, O.M. No. 12035 (10)/84-Pol. II, dated 7.4.1986.
20. 4.22 The Committee note that whereas the foodgrains are being allotted by the Ministry of Consumer Affairs, Food & Public Distribution at subsidized prices in favour of SC/ST/OBC hostels or other welfare institutions and hostels (including SC/ST/OBC hostels) being run by the State Governments to meet their requirement of foodgrains, the FCI releases foodgrains against the allotment to State Governments and their nominated agencies. However, separate bifurcation of allotment and offtake made specially for SC/ST/OBC hostels are not available with FCI, even though separate allotment under SC/ST/OBC hostels was made only to the States of Andhra Pradesh in the year(s) 2005-06 and 2006-07 and in Karnataka in the year 2006-07. The Committee, however, have not been apprised as to why separate allotment under SC/ST/OBC hostels was made only to the States of Andhra Pradesh and Karnataka. The

Committee view that FCI should have maintained separate allotment under SC/ST/OBC hostels for all the States/UTs too so that it would have been easier to monitor the food grains meant for such hostels have actually been allotted and utilized. The Committee, therefore, recommend that FCI should keep separate allotment and offtake data in regard to allocation made to SC/ST hostels in each State/UT. The Committee also observe that the offtake of wheat and rice made available under the Head "Welfare Institutions and Hostels" during the years 2004-05, 2005-06 and 2006-07 was much less than the allocation made. The Committee should be apprised as to the reasons for lesser offtake of foodgrains under the Head by States and UTs. The Committee strongly recommend that FCI should ensure that all the State Governments/UTs to take advantage of allocation made under the Head "Welfare Institutions and Hostels" so that allocated food grains are utilized for the welfare of SC/ST staying in SC/ST hostels.