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SCTC NO. 596

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(2000-2001)**

(THIRTEENTH LOK SABHA)

**SIXTH REPORT**

**DEPARTMENT OF TOURISM**

[Action taken by the Government on the recommendation contained in the Third Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Twelfth Lok Sabha—Reservation for and Employment of Scheduled Castes and Scheduled Tribes in India Tourism Development Corporation Ltd.)]



*Presented to Lok Sabha on 23.11.2000  
Laid in Rajya Sabha on 23.11.2000*

**LOK SABHA SECRETARIAT  
NEW DELHI**

*November, 2000/Agrahayana, 1922 (Saka)*

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES (2000-2001)

Shri Kariya Munda—*Chairman*

MEMBERS

*Lok Sabha*

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30. Shri Nagendra Nath Ojha

SECRETARIAT

1. Shri Joginder Singh — *Joint Secretary*
2. Shri B.R. Kanathia — *Director*
3. Shri Shiv Singh — *Assistant Director*

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\* Ceased to be a member of the Committee on his demise from Rajya Sabha with effect from 12th August, 2000.

@ Ceased to be a member of the Committee on his demise from Rajya Sabha with effect from 3rd December, 2000.

## 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 Sixth Report (Thirteenth Lok Sabha) on Action Taken by Government on the recommendations of the Committee contained in their 3rd Report (12th Lok Sabha) on the Department of Tourism regarding Reservation for and Employment of Scheduled Castes and Scheduled Tribes in India Tourism Development Corporation Limited.

2. The Draft Report was considered and adopted by the Committee on 13 June, 2000.

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

- CHAPTER I Report
- CHAPTER II Recommendations/Observations which have been accepted by the Government.
- CHAPTER III Recommendations/Observations which the Committee do not desire to pursue in view of replies of the Government.
- CHAPTER IV Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
- CHAPTER V Recommendations/Observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the 3rd Report of the Committee is given in the Appendix. It would be observed therefrom that out of 19 recommendations made in the Report, 9 recommendations *i.e.* 47% have been accepted by the Government. The Committee do not desire to pursue 5 recommendations *i.e.* 26% of the total recommendations in view of the Government's replies. There are 3 recommendations *i.e.* 16% in respect of which replies of Government has not been accepted by the Committee and required further reiteration. In respect of 2 recommendations *i.e.* 11% Final replies of the Government have not been received.

NEW DELHI;  
November, 2000  

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Agrahayana, 1922 (Saka)

KARIYA MUNDA,  
Chairman,  
Committee on the Welfare of Scheduled Castes  
and Scheduled Tribes.

## CHAPTER I

### REPORT

The Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in the Third Report (Twelfth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Department of Tourism regarding, Reservation for and Employment of Scheduled Castes and Scheduled Tribes in India Tourism Development Corporation Ltd.

1.2 The Third Report was presented to Lok Sabha on 4.12.98. It contained 19 recommendations/observations. Replies of the Government in respect of these recommendation/observation have been examined and may be categorised as under:—

- (i) Recommendations/observations which have been accepted by the Government (Sl. Nos. 1, 2, 3, 4, 5, 6, 7, 13, 16).
- (ii) Recommendations/observations which the Committee do not desire to pursue taking into consideration of the replies of the Government (Sl. Nos. 8, 9, 12, 14, 15).
- (iii) Recommendations/observations replies to which have not been accepted by the Committee and which need reiteration (Sl. No. 10, 11, 18).
- (iv) Recommendations/observations in respect of which final replies have not been received (Sl. No. 17, 19).

1.3 The Committee will now deal with the action taken replies of the Government which need reiteration or further comments.

#### *Reservation in Services*

#### **Recommendation (Sl. No. 2.8)**

1.4 In Para 2.8 of the Third Report (Twelfth Lok Sabha) the Committee had recommended that serious efforts should be made by ITDC to clear the backlog of SCs/STs as early as possible.

#### **Reply of Government**

1.5 The Department of Tourism in their Action Taken Reply have stated that keeping in view backlog position the current

reservation points and also availability of vacancies which are required to be filled due to operational needs through direct recruitment action has already been initiated to fill up the posts.

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

**1.6 The Committee desire that the I.T.D.C. should formulate a perspective Plan for further recruitments (including Special Recruitments) for selection of candidates to various categories of posts and by allowing more concessions/relaxations to Scheduled Castes/Scheduled Tribes candidates. The Committee would also like to be apprised of the outcome of the direct recruitment process after the finalisation of the result.**

#### *Promotion*

#### **Recommendation (Sl. No. 2.18)**

**1.7 The Committee had recommended that all out efforts should be made to clear the shortfall of SC/ST employees in promotion by giving them some further concessions/relaxations including the period of service. The Committee also recommended that in case eligible SC/ST employees are not available in the feeder cadre then promotional posts should be diverted to direct recruitment post and should be filled in from amongst the SC/ST candidates.**

#### **Reply of the Government**

**1.8 In their reply the Government have stated that as per I.T.D.C. recruitment, promotion and seniority rules, different percentage of posts have been earmarked to be filled in through departmental promotions in various categories. As such promotions in these categories have to be made from the departmental candidates. There has been shortfall in recruitment of SC/ST candidates at the initial stages due to non-availability of candidates especially belonging to ST category, which is continuing. As such candidates belonging to SC/ST categories are not available for promotion from within. As per Government directives, reservation applies in promotion to the lowest rung in Group 'A', Group 'C' to 'B' and 'D' to 'C'. The departmental candidates in these categories/groups are unionised. As such any move to divert posts meant for departmental promotion to direct recruitment quota is likely to be resisted by the Unions and may create industrial relations problem. The Committee was thus informed that there are no candidates belonging to reserved categories, especially Scheduled Tribes in the feeder cadre for promotion to the reserved posts. I.T.D.C. has been making efforts to recruit Scheduled Tribe candidates in the past in the feeder cadre, but the results have not been encouraging.**

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

**1.9 The Committee appreciate the efforts made by the I.T.D.C. to recruit Scheduled Tribe candidates in the feeder cadre. The Committee, however, desire that some serious efforts are required to be made by I.T.D.C. to recruit SC/ST candidates particularly Scheduled Tribes in the**

feeder cadre by giving wide publicity of such posts in vernacular newspapers. Since the SC/ST candidates are not available in the feeder cadre, the Committee reiterate that promotional posts should be diverted to direct recruitment and the backlog of reserved posts should be filled up at the earliest.

### *Complaints/Grievances*

#### **Recommendation (Sl. No. 3.4)**

1.10 The Committee had recommended that separate Grievances/ Complaint register should be maintained at all the units as well as Head Office of I.T.D.C. for the SC/ST employees and it should be ensured that prompt disposal of Complaint/Grievances are made which are received from SC/ST employees. Since most of the Complaints/Grievances of SC/ST employees are relating to promotion, the authorities of I.T.D.C. should be very careful in handling those complaints.

#### **Reply of the Government**

1.11 An office order has since been issued advising the various units to maintain separate register in all recruitment centres for maintaining record of Grievances of Scheduled Caste/Scheduled Tribe employees which should be promptly looked into and resolved.

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

1.12 The Committee feel that by merely issuing orders advising various units to maintain separate register for maintaining the record of grievances of SC/ST employees may not be fruitful unless some effective mechanism is evolved to ensure strict implementation of order and this can be achieved only when periodical returns are called from various units in this regard. The Committee is of the opinion that this will not only act as deterrent against recalcitrant units but the very purpose of issuing orders to various units on the subject will be served. The Committee would like to be apprised of the action taken in the matter.

### *Roster*

#### **Recommendation (Sl. No. 3.8, 3.9)**

1.13 The Committee had recommended that department should inspect the rosters immediately and also ensure that the rosters are maintained by I.T.D.C. properly and the same should also be checked regularly in future.

1.14 The Committee are also unhappy to note that several discrepancies/deficiencies were found during the inspection of rosters of Ashok Yatri Niwas. The Committee had recommended that the authorities of I.T.D.C. should be careful in maintaining the rosters in future so that such discrepancies/deficiencies do not occur and these shortcomings are rectified immediately.

### **Reply of the Government**

1.15 Recently the rosters of Hotel Ashok, Bangalore, Hotel Hassan Ashok, LMPH, Mysore were inspected by the Ministry. The Inspection report of all these hotels have been sent to all the HCE units with the instructions to prepare their rosters as per the Government guidelines and various observations made in the above inspection report. All Delhi based units have also been instructed to get in touch with the Department and get their rosters inspected early.

1.16 So far as Ashok Yatri Niwas is concerned necessary instructions have been issued to remove discrepancies in the Scheduled Caste/ Scheduled Tribe rosters, instructions have also been issued not to fill the reserved vacancies with the appointment of general candidates. They have also been instructed to complete the rosters and get these signed by the authorised officers.

### **Comments of the Committee**

1.17 The Committee are confident that this commitment will be fulfilled by the Government in both letter and spirit. The Committee also desire that outcome of the progress made in this regard may be intimated to them.



## CHAPTER II

### RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

#### Recommendation (Sl. Nos. 1—5, Para Nos. 1.8 to 1.12)

The Committee note that the Board of Directors of ITDC consist of three full time functional Directors including the Chairman and Managing Director, two official Directors and Four Non-official Directors but none of them belong to SC/ST category.

The Committee are perturbed to note that reasons for not appointing SC/ST person on the Board of Directors of ITDC are not available in the file of the Department.

As per para 2.1 of the Brochure on Reservation for SCs and STs (8th edition) brought out by the Department of Personnel, Public Grievances & Pensions, there is reservation of 16.2/3% and 7% for SCs and STs in all appointments to group filled by direct recruitment through nomination/advertisement.

Further it has been stated that no post except some scientific and technical posts is exempted from the purview of reservation orders. Therefore, the reply of the Department that there is no reservation for appointment to the post of Directors is not in accordance with the provisions of the reservation policy of the Government of India.

The Committee strongly recommend that serious efforts should be made by the Government to find a suitable SC/ST person, official or non-official for appointment as Director on the Board and Directors of ITDC.

#### Reply of the Government

A (ST) candidate has been appointed on 22.12.1998 as a non-official part time Director on the Board of ITDC. His appointment is for a period of 2 years.

[Vide Ministry of Tourism OM No. 1/19/97-PSU(T) dated 14.6.1999]

#### Recommendation (Sl. No. 6, Para No. 2.8)

The Committee note that there is huge backlog of reserved posts in almost all categories of posts except in category 'B'. The Committee are unhappy to note that instead of clearing the earlier backlog the ITDC has failed to fill up even the current reserved vacancies. The plea of non-availability of suitable SC/ST candidates is not at all convincing to the Committee. The Committee feel that no serious and sincere efforts have been made by the ITDC in the past to clear the backlog. The Committee are distressed to note that the reserved vacancies are not advertised in

All India Radio and Doordarshan. What anguished to the Committee more is that the copies of advertisements are not sent even to the recognised SC/ST Welfare Associations and also SC/ST candidates are interviewed alongwith the general candidates on the same day. The Committee recommend that serious efforts should be made by ITDC to clear the backlog of SCs/STs as early as possible.

**Recommendation (Sl. No. 7, Para No. 2.9)**

The Committee also recommend that in order to clear the backlog, reserved vacancies should be advertised through All India Radio and Doordarshan besides sending the copies of the same to the recognised All India SC/ST Associations. The Committee also recommends that in order to give justice to the SC/ST candidates they should be interviewed on a day other than the days when general candidates are interviewed.

**Reply of the Government**

The backlog of reserve vacancies for the year 1994, 1995 and 1996 are as per the vacancy-based rosters which were being maintained previously now with the introduction of new post-based rosters w.e.f. 2.7.1997 the backlog position as on 31.3.1998 is as follows:—

Category of Post	Backlog Position		
	SC	ST	OBC
Group A	02	10	35
Group B	—	—	01
Group C	41	24	73
Group D	17	27	93

Keeping in view the above backlog position the current reservation points and also availability of vacancies which are required to be filled due to operational needs through direct recruitment, action has already been initiated to fill up the following posts:—

Category of Posts	SC	ST	OBC
Group A	03	06	12
Group B	—	—	01
Group C	07	03	12
Group D	06	09	18

The recruitment action of the above has already been initiated apart from notifying the non-executive vacancies to the local Employment Exchange. SC/ST Associations have also been sent a copy of the notification. The suitability of the candidates belonging to reserve category is assessed by the Selection Committee first followed by the candidates of general category. This practice is being followed as number of candidates

belonging to reserve category is not enough so as to fix interviews on the different dates. As recommended by the Committee the copies of advertisement will be sent to All India Radio and Doordarshan in future.

[Vide Ministry of Tourism OM No. 1/19/97-PSU(T) dated 14.6.1999]

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

Please see Chapter I (Para 1.6)

#### **Recommendation (Sl. No. 13, Para No. 3.4)**

The Committee find that there is no separate grievance redressal procedure in ITDC for its SC/ST employees and no separate complaint register is maintained for SC/ST employees. They, therefore, recommend that separate grievances/complaint register should be maintained at all the units as well as Head Office of ITDC for the SC/ST employees and it should be ensured that prompt disposal of complaint/grievances are made which are received from SC/ST employees. Since most of the complaints/grievances of SC/ST employees are relating to promotion the authorities of ITDC should be very careful in handling those complaints.

#### **Reply of the Government**

An Office Order No. Misc(P)/PC-WOSCST/96 has since been issued on 5.2.1999 advising the various units to maintain separate register in all recruitment centres for maintaining record of grievances of SC/ST employees which should be promptly looked into and resolved.

[Vide Ministry of Tourism OM No. 1/19/97-PSU(T) dated 14.6.1999]

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

Please See Chapter I (Para 1.12)

#### **Recommendation (Sl. No. 16, Para No. 4.3)**

The Committee are unhappy to note that out of the seven officers given foreign posting during the years 1994 and 1995 not even a single SC/ST officer was posted abroad. The Committee are also distressed to note that out of the nine officers sent for training abroad none of these belonged to SC/ST community. The Committee strongly recommend that ITDC should make sincere efforts in future to send SC/ST persons for posting abroad and also adequate number SC/ST employees should be sent abroad for training, seminars, symposia, conference etc.

#### **Reply of the Government**

As recommended, Director(C&M) has been advised that sincere efforts should be made to send SC/ST persons abroad for training/seminar/symposia etc. in future. Vice-President (Hotels) has also been advised to make sincere efforts in future to send SC/ST persons for posting abroad.

[Vide Ministry of Tourism OM No. 1/19/97-PSU(T) dated 14.6.1999]

## CHAPTER III

### RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE TAKING INTO CONSIDERATION THE REPLIES OF THE GOVERNMENT

#### Recommendations (Sl. No. 8, Para No. 2.11)

The Committee observe that there is still backlog of vacancies of SC/ST candidates despite the fact that Special Recruitment Drive has been undertaken in 1993. The Committee fail to understand as to why Special Recruitment Drives have not been undertaken by ITDC after 1993 to clear the backlog of reserved vacancies. The Committee observe that ITDC have not made serious efforts to minimise the backlog of SCs/STs. The Committee, therefore, strongly recommend that ITDC should make vigorous efforts including launching of special recruitment drives to wipe out the backlog of SC/ST reserved vacancies.

#### Reply of the Government

Vigorous efforts have been made by ITDC during the last two years to recruit employees belonging to reserved categories. Special drive was launched by ITDC in the year 1997 and two advertisements, one exclusively for SC/ST under Special Recruitment Drive and one both for SC/ST and General were released in July 1997.

Similarly, in 1996 also various posts reserved for SC/ST were identified and advertised in the newspaper. Photocopies of 3 advertisements are placed at Annexure-I, II & III. Similar efforts were made at the unit level also. A statement showing staff strength of ITDC including the number of SC/ST against them as on 1.1.96 to 1.1.98 is placed at Annexure-IV. From the statement it would be seen that the intake of employees belonging to reserved category has increased and the shortfall has decreased. During the year 1998 also, recruitment action is in hand in respect of 16 SC and 18 ST posts of various categories.

In this connection, it would be relevant to mention that ITDC by and large has not been able to get candidates belonging to ST categories during the last two years. Even, the Employment Exchange as well as Directorate General of Resettlement had sent non-availability certificate in respect of ST candidates.

Efforts are, however, being made to recruit these candidates at the feeder level so that they can be considered for promotion against reserved post.

[Vide Ministry of Tourism OM No. 1/19/97—PSU(T) dated 14.6.1999]

**Recommendation (Sl. No. 9, Para No. 2.14)**

The Committee note with concern that there has been a continuous shortfall of ST people in all the categories of posts and SC Employees particularly in Group A and B posts in ITDC. The usual plea of non-availability of adequate number of suitable/eligible SC/ST candidates is hardly convincing. The Committee regret to note that there was lack of serious efforts on the part of ITDC to recruit adequate number of SC/ST persons to fill up the shortfall. The Committee, therefore, recommend that vigorous efforts should be made by the ITDC to find suitable candidates particularly STs to fill up the shortfall within a period of six months.

**Reply of the Government**

Efforts are being made to fill up the vacancies reserved for SC/ST. As many as 18 vacancies under different categories belonging to ST categories have been advertised/notified and action is in hand to fill them up.

[Vide Ministry of Tourism OM No. 1/19/97—PSU(T) dated 14.6.1999]

**Recommendation (Sl. No. 12, Para No. 2.23)**

The Committee note that various training is imparted to the employees of ITDC including those of SCs/STs after their selection to various posts/trainee etc. The Committee are unhappy to note that at present there is no scheme in ITDC for imparting pre-recruitment training to SC/ST candidates except initially appointing as trainees and making campus recruitments for selecting Management Trainees. The Committee also note that the intake of ST candidates in the campus recruitment for selecting Management Trainees was very poor in ITDC. During the years 1994-95 and 1995-96 nobody was selected from ST category and during the year 1996-97 only one ST candidate was selected. The Committee urge upon the Management of ITDC to immediately start imparting pre-recruitment training to SC/ST candidates which in their opinion would lead to an improved intake of these candidates especially in view of the existing shortfall in various categories of posts. The Committee also recommend that while selecting the candidates for Management Trainees through campus interviews/selection proper representation of ST candidates be given in future.

**Reply of the Government**

During the last two years commencing 1997, the intake of candidates belonging to reserve category through Campus Recruitment is as under:—

Batch	SC	ST	OBC	General	Total
1997	04	03	07	15	29
1998	03	01	02	12	18

So far as pre-recruitment training is concerned, ITDC is imparting apprentice training in various fields to about 190 candidates under the Apprentice Act. The representations of SC/ST as per rules is provided at the time of appointment of Apprentices. During the last two years apprentices in various fields have been appointed as under:—

Batch	SC	ST	OBC	General	Total
1997	17	01	31	50	99
1998	23	04	13	46	86

We are also appointing Management Trainees in various disciplines who are imparted pre-recruitment training. After successful completion of the training, they are appointed as Asstt. Managers in the concerned discipline. Recently, we have advertised 26 posts of Management Trainees as per details given below:—

SC	ST	OBC	General	Total
01	05	10	10	26

[Vide Ministry of Tourism OM No. 1/19/97—PSU(T) dated 14.6.1999]

**Recommendation (Sl. No. 14, Para No. 3.8)**

The Committee note with concern that during the last three years the representatives of the Department of Tourism have not visited the Head Office/Regional Offices of ITDC to inspect the rosters. It is also a matter of concern that these rosters have not been checked specially by ITDC and the Department. The Committee, therefore, recommended that Department should inspect the rosters immediately and also ensure that the rosters are maintained by ITDC properly and the same should also be checked regularly in future.

**Recommendation (Sl. No. 15, Para No. 3.9)**

The Committee are also unhappy to note that several discrepancies/deficiencies were found during the inspection of rosters of Ashok Yatri Niwas. The Committee recommend that the authorities of ITDC should be careful in maintaining the rosters in future so that such discrepancies/deficiencies do not occur and these shortcomings are rectified immediately.

**Reply of the Government**

Recently the rosters of Hotel Ashok, Bangalore, Hotel Hassan Ashok, LMPH, Mysore were inspected by the Ministry. The Inspection report all these hotels have been sent to all the HCE Units with the instructions to

prepare their rosters as per the Govt. guidelines and various observations made in the above inspection report. All Delhi based units have also been instructed to get in touch with the Ministry and get their roster inspected early.

So far as Ashok Yatri Niwas is concerned, necessary instructions have been issued to remove discrepancies in the SC/ST rosters, instructions have also been issued not to fill the reserve vacancies with the appointment of general candidates. They have also been instructed to complete the rosters and get these signed by the Authorised officers.

[Vide Ministry of Tourism OM No. 1/19/97—PSU(T) dated 14.6.1999]

**Comments of the Committee**

**Please See Chapter I (Para No. 1.17)**

## **CHAPTER IV**

### **RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION**

#### **Recommendation (Sl. No. 10, Para No. 2.17)**

The Committee are distressed to note that there is huge backlog of SCs in Group B & C posts and STs almost in all the categories of posts. The major reason for this backlog is stated to be non-availability of SC/ST candidates within the zone of consideration in the respective categories.

#### **Recommendation (Sl. No. 11, Para No. 2.18)**

The Committee recommend that all-out efforts should be made to clear the shortfall of SC/ST employees in promotion by giving them some further concessions/relaxation including the period of service. The Committee also recommend that in case eligible SC/ST employees are not available in the feeder cadre then promotional posts should be diversified to direct recruitment posts and should be filled in from amongst the SC/ST candidates.

#### **Reply of the Government**

As per ITDC Recruitment, Promotion and Seniority Rules, different percentage of posts have been earmarked to be filled in through departmental promotions in various categories. As such promotions in these categories have to be made from the departmental candidates. There has been shortfall in recruitment of SC/ST candidates at the initial stages due to non-availability of candidates especially belonging to ST category, which is continuing. As such candidates belonging to SC/ST categories are not available for promotion from within.

As per Govt. directives, reservation applies in promotion to the lowest rung in group 'A', group 'C' to 'B' and 'D' to 'C'. The departmental candidates in these categories/groups are unionised. As such any move to divert posts meant for departmental promotion to direct recruitment quota is likely to be resisted by the unions and may create industrial relation problem.

The Committee was thus informed that there are no candidates belonging to reserved categories, especially, Schedule Tribes in the feeder cadre for promotion to the reserved posts.

ITDC has been making efforts to recruit ST candidates in the past in the feeder cadre, but the results have not been encouraging.

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

Please see Chapter I (Para No. 1.9)



**Recommendation (Sl. No. 18, Para No. 4.6)**

The Committee note that one case of false caste certificate has been detected and ITDC issued charge sheet to the person concerned. The Committee feel that mere issuing of charge sheet to the victim is not enough and penal action should have been initiated against him. The Committee therefore, recommend that besides the termination of services of such employees should be prosecuted for making false claim. The Committee also recommend that Govt. should issue necessary guidelines to the Ministry of Tourism that person who obtain employment on the basis of false caste certificate should be prosecuted for making false claim to avoid recurrence of such cases in future.

**Reply of the Government**

So far as the present case of false caste certificate as stated in the report is concerned, the Competent Authority has already taken decision and a penalty of stoppage of eight increment has already been imposed upon the defaulting employee. The recommendations of the Committee have been noted for future guidance. It may however be pointed out that in the said case the concerned employee had not produced false caste certificate to ITDC and drawn any benefits from us. This caste certificate was submitted by him to ITI Kanpur for obtaining employment there without applying through proper channel. This fact came to their notice and ITI terminated his services during probation. ITDC has charged for double employment and without applying through proper channel.

## CHAPTER V

### RECOMMENDATIONS AND OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

#### **Recommendation (Sl. No. 17, Para No. 4.4)**

The Committee strongly feel that the officers responsible for not selecting SC/ST candidates for foreign training should be identified and necessary panel action be taken against them.

*Reply received: NIL*

#### **Recommendation (Sl.No. 19, Para No. 4.7)**

The Committee feel that there is a deliberate attempt on the part of ITDC Management for non-implementation of reservation provisions and the same should be thoroughly examined by concerned Department and necessary action taken in this regard may be intimated to this Committee within three months.

*Reply received: NIL*

NEW DELHI;  
*November, 2000*

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*Agrahayana 1922 (Saka)*

KARIYA MUNDA,  
*Chairman,*  
*Committee on the Welfare*  
*of Scheduled Castes and*  
*Scheduled Tribes.*

## APPENDIX

(Vide para 4 of the Introduction)

Analysis of the Action Taken by the Government on recommendations contained in the 3rd Report (Twelfth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes:

1.	Total Number of Recommendations	19
2.	Recommendations/Observations which have been accepted by the Government ( <i>vide</i> recommendation Sl. Nos. 1,2,3,4,5,6,7,13 and 16)	
	Number	9
	Percentage to Total	47%
3.	Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies ( <i>vide</i> recommendation Sl. Nos. 8,9,12,14, and 15)	
	Number	5
	Percentage to Total	26%
4.	Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration ( <i>vide</i> recommendation Sl. Nos. 10,11 and 18)	
	Number	3
	Percentage to Total	16%
5.	Recommendations/Observations in respect of which final replies of the Government have not been received ( <i>vide</i> recommendation Sl. Nos. 17 and 19)	
	Number	2
	Percentage to Total	11%

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

(2000-2001)

(THIRTEENTH LOK SABHA)

**SECOND SITTING**

(13-6-2000)

The Committee sat from 1100 hrs. to 1215 hrs.

**PRESENT**

Shri Kariya Munda—*Chairman*

*MEMBERS*

*Lok Sabha*

2. Shri Mahendra Baitha
3. Shri Padmanava Behera
4. Shri Ananda Mohan Biswas
5. Smt. Santosh Choudhary
6. Shri Jarbom Gamlin
7. Shri Thawar Chand Gehlot
8. Shri Rajaiah Malyala
9. Smt. Jaskaur Meena
10. Shri Rup Chand Murmu
11. Shri Salkhan Murmu
12. Shri Pravin Rashtrapal
13. Shri Harpal Singh Sathi
14. Sardar Buta Singh

*Rajya Sabha*

15. Dr. Faguni Ram
16. Dr. Alladi P. Rajkumar
17. Shri N. Thalavai Sundaram
18. Chaudhary Chunni Lal
19. Shri Sangh Priya Gautam
20. Shri Sukhdev Singh Libra
21. Shri Nagendra Nath Ojha

**SECRETARIAT**

1. Shri Joginder Singh, Joint Secretary
2. Shri B.R. Kanathia, Director

2. The Committee considered the Draft Action Taken Report on 3rd Report (12th Lok Sabha)—“Reservation for and employment of Scheduled Castes and Scheduled Tribes in India Tourism Development Corporation” and adopted the same without any modification.

3. The Committee then authorised the Chairman to finalise the report and present to both the Houses of Parliament.

*The Committee then adjourned.*