

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1977-78)**

(SIXTH LOK SABHA)

FOURTH REPORT

MINISTRY OF TOURISM AND CIVIL AVIATION

Action taken by Government on the recommendation contained in the Thirty-ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Ministry of Tourism and Civil Aviation—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the India Tourism Development Corporation.



PRESENTED TO LOK SABHA ON—

LAI D IN RAJYA SABHA ON—

**LOK SABHA SECRETARIAT
NEW DELHI**

November, 1977/Kartika.1899 (Saka)

Price : Rs. 1.50 Paise

**LIST OF AUTHORISED AGENTS FOR THE SALE OF LOK SABHA
SECRETARIAT PUBLICATIONS**

Sl. No.	Name of Agent	Agency No.	Sl. No.	Name of Agent	Agency No.
ANDHRA PRADESH					
1.	Andhra University General Cooperative Stores Ltd., Waltair (Visakhapatnam)	8	12.	Charles Lambert & Company, 101, Mahatma Gandhi Road, Opposite Clock Tower, Fort, Bombay.	30
2.	G.R. Lakshminpathy Chetty and Sons, General Merchants and News Agents, Newpet, Chandragiri, Chittoor District.	94	13.	The Current Book House, Maruti Lane, Raghunath Dadaji Street, Bombay-1.	60
			14.	Deccan Book Stall, Ferguson College Road, Poona-4.	65
ASSAM					
3.	Western Book Depot, Pan Bazar, Gauhati.	7	15.	M/s. Usha Book Depot, 585/A, Chira Bazar, Khan House, Girgaum Road, Bombay-2 B.R.	5
BIHAR					
4.	Amar Kitab Ghar, Post-Box 78, Diagonal Road, Jamshedpur.	37	MYSORE		
			16.	M/s. Peoples Book House, Opp. Jaganmohan Palace, Mysore-1	16
GUJARAT					
5.	Vijay Stores, Station Road, Anand.	35	RAJASTHAN		
6.	The New Order Book Company Ellis Bridge, Ahmedabad-6.	63	17.	Information Centre, Government of Rajasthan, Tripolia, Jaipur City.	38
HARYANA					
7.	M/s. Prabhu Book Service, Nai Subzmandi, Gurgaon, (Haryana).	14	UTTAR PRADESH		
			18.	Swastik Industrial Works, 59, Holi Street Meerut City.	2
MADHYA PRADESH					
8.	Modern Book House, Shiv Vilas Palace, Indore City.	13	19.	Law Book Company, Sardar Patel Marg, Allahabad-1	48
MAHARASHTRA					
9.	M/s. Sunderdas Gianchand, 601, Girgaum Road, Near Princess Street, Bombay-2.	6	WEST BENGAL		
10.	The International Book House (Private) Limited 9, Ash Lane, Mahatma Gandhi Road, Bombay-1	22	20.	Granthaloka, 5/1, Ambica Mookherjee Road, Belgaria, 24 Parganas.	10
11.	The International Book Service, Deccan Gymkhana Poona-4	26	21.	W Newman & Company Ltd, 3, Old Court House Street, Calcutta	44
			22.	Firma K.L. Mukhopadhyay, 6/1A, Banchharam Akkur Lane, Calcutta 12.	82
			23.	M/s. Mukherji Book House, 8B, Duff Lane, Calcutta-6	4

C O N T E N T S

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
COMPOSITION OF STUDY GROUP II (ON ACTION TAKEN REPORTS)	(v) (vii)
INTRODUCTION	
CHAPTER I Report.	1
CHAPTER II Recommendations/ Observations which have been accepted by Government	8
CHAPTER III- Recommendations/ Observations which the Committee do not desire to pursue in view of the Government replies .	19
CHAPTER IV Recommendations/ Observations in respect of which rep- lies of Government have not been accepted by the Commi- tee and which require reiteration	20
CHAPTER V Recommendations/ Observations in respect of which final replies of Government have not been received	26
APPENDIX I Analysis of the action taken by Government on the reco- mmendations	28

MILWAUKEE
 Reference Serv
 Dept Publication
 Acq. No. 48596
 Date 6-17-77

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (1977-78)

**Shri Ram Dhan—*Chairman*

MEMBERS

Lok Sabha

2. Shri T. Balakrishnaiah
3. Shri B. Bhanwar
- *4. Shri Chand Ram
5. Shri Somjibhai Damor
6. Shri Biren Singh Engti
7. Shri Hukam Ram
8. Shri Hukam Chand Kachwai
9. Shri B. C. Kamble
10. Shri Lahanu Shidava Kom
11. Shri Rama Chandra Mallick
- *12. Shri Karia Munda
13. Shri Nathuni Ram
14. Shri Natwarlal Parmar
15. Shri Amar Roy Pradhan
16. Shri K. Pradhani
17. Shri B. Rachaiah
18. Shri Purna Sinha
- ***19. Shri Suraj Bhan
20. Shri Bhausahab Thorat

Rajya Sabha

21. Prof. N. M. Kamble
22. Shrimati Saroj Khaparde

*Ceased to be members of the Committee on their appointment as Minister of State w.e.f. the 14th August 1977.

**Proceeded abroad on the 23rd September, 1977.

***Appointed by the Speaker as Chairman with effect from the 23rd September, 1977 as during the absence of Shri Ram Dhan, proceeded abroad.

23. Shri S. Kumaran
24. Shri P. K. Kunjachen
25. Shri Yogendra Makwana
26. Shri Bhaiya Ram Munda
27. Shri Parbhu Singh
28. Shri V. C. Kesava Rao
29. Shri Leonard Soloman Saring
30. Shri Mahendra Bahadur Singh

SECRETARIAT

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

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

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (1977-78)

STUDY GROUP II
(ON ACTION TAKEN REPORTS)

1. Shri Ram Dhan—*Chairman*
2. Prof. N. M. Kamble—*Convener I*
3. Shri Natwarlal Parmar—*Convener II*
4. Shri Biren Singh Engti
5. Shri Purna Sinha
6. Shri Leonard Solomon Saring
7. Shri Parbhu Singh
8. Shri Somjibhai Damor
9. Shri K. Pradhani
10. Shri Bhausahab Thorat
11. Shri Bhaiya Ram Munda

SECRETARIAT

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

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

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report, on their behalf, present this Fourth Report (Sixth Lok Sabha) on Action Taken by Government on the recommendations contained in their Thirty-Ninth Report (Fifth Lok Sabha) on the Ministry of Tourism and Civil Aviation—Reservations for and employment of, Scheduled Castes and Scheduled Tribes in the India Tourism Development Corporation.

2. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1976-77) adopted the draft Report at their sitting held on the 30th December, 1976, but could not present it to the Houses of Parliament due to the sudden dissolution of Lok Sabha on the 18th January, 1977.

3. The Committee (1977-78) considered and adopted the Report on the 3rd September, 1977.

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

I. Report.

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

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

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

V. Recommendations/Observations in respect of which final replies of Government have not been received.

5. An analysis of the action taken by Government on the recommendations contained in the Thirty-ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix I. It would be observed therefrom that out of 29 recommendations made by the Committee in their Thirty-ninth Report, 18 recommendations i.e., 62 per cent have been accepted by Govern-

ment; the Committee do not desire to pursue I recommendation, i.e., 3.4 per cent of their recommendations in view of the Government's reply and 7 recommendations i.e., 24.1 per cent in respect of which replies of Government have not been accepted by the Committee require reiteration, and replies are awaited in respect of 3 recommendations, i.e., 10.3 per cent.

NEW DELHI;
November 4, 1977.
Kartika 12, 1899 (S).

SURAJ BHAN
Chairman,
Committee on the Welfare of
Scheduled Castes and
Scheduled Tribes.

CHAPTER I

REPORT

This Report of the Committee deals with action taken by Government on the recommendations contained in the 39th Report (Fifth Lok Sabha) of the Committee on the Ministry of Tourism and Civil Aviation—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in the India Tourism Development Corporation. The 39th Report of the Committee was presented to both the Houses of Parliament on the 6th January, 1976 and the Ministry of Tourism and Civil Aviation were requested to furnish Government's replies to the recommendation contained in that Report within three months of the date of presentation of the Report to the Houses of Parliament i.e. upto the 5th April, 1976. However, the Ministry of Tourism and Civil Aviation furnished their action taken replies on the 3rd November, 1976 i.e. after about 10 months after the date of the presentation of the Report. The Committee desire that the Action Taken replies should be furnished by Government within the stipulated period of three months.

1.2. The Committee, in para 1.8 of their 39th Report (Fifth Lok Sabha) had noted that the Cell constituted in the Ministry of Tourism and Civil Aviation had not been adequately manned in as much as there was just one Assistant who looked after the work of that Cell. In view of the important role the Cell had to perform, the Committee had recommended that the strength of the Cell should be suitably augmented.

1.3. The Ministry in their reply had stated 'the question of augmenting the strength of the Cell, which is at present manned by one Assistant, is being reviewed with a view to providing additional help if justified'.

1.4. The Committee are not satisfied with the reply of the Government. The Committee are definitely of the view that the Cell with its present strength of one Assistant can not effectively discharge its duties. The Committee, therefore, desire that the strength of the Cell should be suitably augmented to enable it to work efficiently and effectively. The Committee re-iterate its earlier recommendation.

1.5. The Committee, in para 3.22 of their 39th Report (Fifth Lok Sabha) had desired that the India Tourism Development Corporation

should make all out and sincere efforts to recruit Scheduled Castes and Scheduled Tribe candidates so as to wipe out the back-log within a period of three years. In order to achieve that object the Committee had suggested that, as far as possible, all future vacancies arising in the India Tourism Development Corporation should be filled by the Scheduled Caste and Scheduled Tribe candidates only till their quota in the services is completed.

1.6. In their reply, dated the 3rd November, 1976, the Ministry of Tourism and Civil Aviation, have stated as follows:

“In the Tourism industry it will not be possible to keep certain posts vacant for any length of time as that would be self-defeating with reference to the industry and tourist promotion and consequent earnings in foreign exchange. In the larger interest, therefore, it will be difficult for the Corporation to freeze all future recruitment till the full representation quota prescribed for Scheduled Caste/Scheduled Tribe is filled up. However, all out sincere efforts will be made to increase the intake of Scheduled Caste/Scheduled Tribe candidates upto the required limit.”

1.7. The Committee regret that the Ministry of Tourism and Civil Aviation have not considered the recommendation of the Committee in proper perspective. It was not the intention of the Committee that there should be a freeze on all future requirements till the full quota of representation for Scheduled Castes and Scheduled Tribes is filled up. The Committee are anxious that the back-log should be cleared within a period of three years, and for that purpose, if necessary, the India Tourism Development Corporation should resort to special recruitment confined to Scheduled Caste and Scheduled Tribe candidates only.

1.8. The Committee in para 3.46 of their above said Report had expressed their unhappiness about the intake of Scheduled Caste and Scheduled Tribe candidates under the various Apprenticeship Schemes by the India Tourism Development Corporation, which were very low. In the view of the Committee vacancies in places led to national wastage. The Committee had recommended that in future all seats under the various Apprenticeship Schemes of the India Tourism Development Corporation should be filled up and the representation of Scheduled Castes and Scheduled Tribes be strictly according to the quota reserved for them.

1.9. The Ministry of Tourism and Civil Aviation in their reply dated the 3rd November, 1976 have stated that in the year 1975-76 against 261 vacancies, 248 have been actually filled up as on 1-5-76. Out of these 53 belong to reserved communities .

1.10. The Committee are constrained to note that in the year 1975-76 against 266 vacancies under the various Apprenticeship Schemes only 248 vacancies were filled up by the India Tourism Development Corporation leaving 13 seats unfilled. Had these seats been filled up the quota for Scheduled Castes and Scheduled Tribes naturally would have gone up. The Committee desire that no seat should be allowed to go unfilled. The quota for Scheduled Castes and Scheduled Tribes should be calculated on the basis of the total seats available and filled accordingly.

1.11. In para 3.47 of their same Report, the Committee had noted that the advertisement issued by the India Tourism Development Corporation in Hindu dated the 1st July, 1975 inviting applications from candidates for training under Apprenticeship Training Schemes in the hotel Ashoka, Bangalore was wanting in many respects namely that it did not indicate (i) the total number of training places available (ii) the concessions/relaxations available in favour of Scheduled Castes and Scheduled Tribes (iii) the boarding and lodging arrangements for the apprentices and that the time of 10 days given for submitting application was too short and the rates of stipend were low. The Committee suggested that India Tourism Development Corporation should keep these points in view while issuing advertisements in future.

1.12. The Ministry of Tourism and Civil Aviation in their reply dated the 3rd November, 1976, explaining the position have stated that after 1st July, 1975 the induction into this Scheme has not been through open advertisement. Induction has been carried out through Employment Exchange and Directorate General of Employment and Training sources. In all such cases the total number of places available and the quota for reserved vacancies have been intimated. The rate of stipend is regulated by orders issued by Apprenticeship Authority who are already seized with the matter. In the hotels there is paucity of a commodation even for its own operational staff, therefore, provision of lodging facilities in the hotels is not possible. Subsidised meal facilities are open to them as in the case of other employees.

1.13. The Committee note that after 1st July, 1975 induction into the Apprenticeship Training Scheme in the hotel industry is being done through Employment Exchange and Directorate General of Employment and Training sources. The Committee fail to understand why the India Tourism Development Corporation have dispensed with the system of issuing advertisements in newspapers to fill up the training places. The Committee desire that besides sending requisitions to Employment Exchanges, the India Tourism Development Corporation should also advertise the vacancies. The number of training places actually reserved for Scheduled Castes and Scheduled Tribes should be clearly mentioned in the advertisements as also in the requisitions sent to the Employment Exchanges. Copies of the advertisements should also be sent to the Associations etc. recognised as representative of Scheduled Castes and Scheduled Tribes as also to the Secretariat of the Parliamentary Committee for circulation to the Members of the Committee.

1.14. The Committee in para 4.4 of the same Report had observed that one of the reasons for shortfalls in the intake of Scheduled Castes and Scheduled Tribes in the services of the India Tourism Development Corporation was that the India Tourism Development Corporation had not codified its recruitment rules with the result that the various recruitment authorities in the India Tourism Development Corporation had recruited persons without strictly applying for reservation orders in favour of Scheduled Castes and Scheduled Tribes. The Committee had recommended that India Tourism Development Corporation should codify their recruitment rules immediately.

1.15. The Ministry of Tourism and Civil Aviation in their reply dated the 3rd November, 1976, to the above noted recommendation have stated as follows:

“The Committee have already been informed of the actual reasons for shortfall in the intake of Scheduled Castes and Scheduled Tribes candidates in certain classes of services in the India Tourism Development Corporation i.e. non-availability of technically qualified personnel as to the requirement of growing industry like Tourism with which **India** Tourism Development Corporation is concerned. It may, not, therefore, be correct to hold that absence of codified recruitment rules in India Tourism Development Corporation is the reason for such shortfalls. It may, however, be stated that action is in hand to notify the India Tourism Development Corporation Recruitment Rules.

A codified procedure to this effect for implementation by all Public Enterprises has since been issued by Bureau of Public Enterprises in the form of a Brochures and the same has been supplied to all appointing authorities/recruitment centres of the India Tourism Development Corporation for strict compliance.”

1.16. The Committee do not agree with the view expressed by the Ministry that the shortfalls in the intake of Scheduled Caste and Scheduled Tribe candidate is due primarily to the non-availability of technically qualified personnel. The Committee, would therefore, like to be furnished with a statement showing (i) the number and category of technical posts which were advertised during the last three recruitment years, (ii) the number of posts among them reserved for Scheduled Castes and Scheduled Tribes, (iii) the number of applications received from Scheduled Castes and Scheduled Tribes and (iv) the number of Scheduled Castes and Scheduled Tribes actually called for test, the number selected and the number to whom appointment letters were issued and the number actually appointed. The Committee would further desire that a copy of the recruitment rules as codified by the India Tourism Development Corporation may be furnished to them.

1.17. In the same Report (Para 4.14) the Committee had suggested that the Liaison Officer in the India Tourism Development Corporation should always be associated in screening of applications from Scheduled Caste and Scheduled Tribe candidates and he should be made personally responsible to ensure that sufficient number of applications had been received from Scheduled Caste and Scheduled Tribe candidates and that the prescribed relaxations and concessions were actually applied in the case of each such applicant. Where sufficient number of applications were not received from Scheduled Caste and Scheduled Tribe candidates, the action to advertise and re-advertise the reserved vacancies as laid down by the Ministry of Home Affairs should invariably be taken.

1.18. The Ministry of Tourism and Civil Aviation in their reply to the above recommendation have stated that it may not always be possible for the Liaison Officer of India Tourism Development Corporation with headquarters in New Delhi to associate himself with the local recruitment which may be made from time to time, and in different units of the Corporation spread all over the country. Therefore, appointing authorities/recruitment centres are being advised by India Tourism Development Corporation to carefully screen the

applications from Scheduled Caste and Scheduled Tribe candidates to ensure that sufficient number of applications have been received from them and that the prescribed relaxations and concessions were actually applied in the case of each such application. Where sufficient number of applications were not received from them the action of advertise or re-advertise the reserved vacancies as per directives be taken. However, their activities will be closely watched by the Liaison Officer through a system of reports, returns and inspection.

1.19. The Committee fail to understand as to how it would not be possible for Liaison Officer at the headquarters to associate himself with the local recruitment which may be made at different units of the Corporation. The Committee desire that there should be a Liaison Officer at every recruitment centre. These Liaison Officers should be made personally responsible to ensure that the prescribed relaxations and concessions are actually applied in the case of Scheduled Caste and Scheduled Tribe candidates. The Committee, would therefore, like to reiterate their earlier recommendation.

1.20. The Committee in para 4.15 of their same Report had suggested that the Chief Personnel Officer of the India Tourism Development Corporation in his capacity as the Liaison Officer should collect and collate the statistics regarding the reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges and should also maintain complete record and progress of recruitment of Scheduled Castes and Scheduled Tribes. He should examine them critically and pass on the same to the respective Employment Exchanges and also to the Directorate General of Employment and Training, Government of India, New Delhi, so that schemes for over-coming the deficiencies noticed, if any, could be devised.

1.21. The Ministry of Tourism and Civil Aviation in their reply to the above said recommendation of the Committee have stated that the reasons for rejection of Scheduled Castes and Scheduled Tribes as per the provisions of the Directives are being intimated to the concerned Employment Exchanges by the India Tourism Development Corporation. In view of the fact that the recruitment procedures are already time consuming, additional central control of the nature suggested by the Committee would make it more time consuming. The Directives and the recommendations of the Committee will be binding on all the appointing authorities of the Corporation. Suitable instructions are issued by the Corporation in that regard. Liaison Officer, India Tourism Development Corporation will also during inspections satisfy himself about the compliance of the Directives and take remedial measures where necessary.

1.22. The Committee fail to understand why it should be difficult for the Chief Personnel Officer of the India Tourism Development Corporation to collect and collate information about the recruitment of Scheduled Caste and Scheduled Tribe candidates by the different recruiting agencies of the Corporation. The Chief Personnel Officer should be informed by all the recruiting agencies about the reasons given by them for the rejection of Scheduled Caste and Scheduled Tribe Candidates. The Committee would therefore like to reiterate their earlier recommendation.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 2, Para No. 1.9)

The Committee further desire that a note on the activities of the Cell in the Ministry of Tourism and Civil Aviation should be included in Annual Report of the Ministry.

Reply of Government

A note on the activities of the Cell in the Ministry of Tourism and Civil Aviation has been included in the Annual Report of this Ministry for the year 1975-76.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 3, Para 1.10)

The Committee commend the decision to set up a separate Cell within the India Tourism Development Corporation. The Committee, however, desire that no time should be lost in constituting the Cell and giving it the necessary personnel to carry on the work. The India Tourism Development Corporation should appoint its Chief Personnel Officer as Liaison Officer to watch the implementation of the various orders pertaining to the Scheduled Caste/Tribe employees. The Committee need hardly emphasise that the Chief Personnel Officer of the India Tourism Development Corporation should maintain effective coordination with the Liaison Officer of the Ministry of Tourism and Civil Aviation.

Reply of Government

Accepted.

The post of Personnel Manager is at present vacant. Till the post is filled up, a Deputy Personnel Manager is carrying out these functions.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Recommendation (S. No. 4, Para No. 1.16)

The Committee have noted that although the Ministry of Home Affairs issued a circular on the 4th March, 1964 to all the Ministries/Departments of the Government of India asking them to provide for reservations for Scheduled Castes and Scheduled Tribes in the services of Public Undertakings under their control, no effective action could be taken by the then Ministry of Works and Housing, which was the controlling Ministry, in respect of reservations for Scheduled Caste/Tribe candidates in the Public Undertakings under them. All that they did was to circulate the copy of the Ministry of Home Affairs' letter dated the 4th March, 1964 to the Ashoka Hotels Ltd. and the Janpath Hotels Ltd. and ask them to take necessary action and also to send annual returns to the Ministry of Home Affairs. It is only when the Articles of Associations of the India Tourism Development Corporation were amended that the Governmental directive could be issued on 8th November, 1971, providing for reservations for Scheduled Caste/Tribe employees.

Reply of Government

The observations have been noted.

[Ministry of Tourism & Civil Aviation O.M. No. A. 14014/1/76-SCT, dated the 3rd November, 1976].

Recommendation (S. No. 5, Para No. 1.17)

The Committee are unhappy that for seven years, the Ministry allowed things to drift and take their own course. The Committee desire that now that the Governmental Directive to the India Tourism Development Corporation has been issued, the Ministry of Tourism and Civil Aviation should lose no further time in ensuring that all the instructions contained in the Presidential Directive and other orders pertaining to Scheduled Castes and Scheduled Tribes which are issued by the Government of India from time to time, are promptly and fully implemented and enforced in the India Tourism Development Corporation.

Reply of Government

Adequate measures have been taken to enforce the provisions of the Presidential Directive and other orders on the subject issued from time to time by the Department of Personnel and Administrative Reforms and the Bureau of Public Enterprises. The Liaison Officer will ensure their implementation.

[Ministry of Tourism & Civil Aviation O.M. No. A. 14014/1/76-SCT, dated the 3rd November, 1976].

Recommendation (S. No. 7, Para No. 2.12)

The Committee note that the India Tourism Development Corporation has agreed in principle to apply the Government of India orders for reservations for Scheduled Castes and Scheduled Tribes in promotions and the Corporation has circulated those orders to all its Units for implementation. The Committee feel that mere circulation of the orders to the various units of the India Tourism Development Corporation is not enough. The Committee would like the India Tourism Development Corporation to ensure that all its Units strictly comply with those orders and they should be made accountable for any lapse or non-compliance of those orders on their part. The Committee would also like the Liaison Officer, in the India Tourism Development Corporation to be more vigilant and exercise proper check in this regard.

***Reply of Government**

The Liaison Officer of the India Tourism Development Corporation has taken steps to ensure strict compliance of reservation orders:

*“At the time of the consideration of the Report by the Committee (1977-78) the following further information was furnished by the Ministry.

The Inspection of the Communal Rosters of the following 9 units of the Corporation has been carried out/completed:—

- (a) Ashoka Hotel, New Delhi.
- (b) Qutab Hotel, New Delhi.
- (c) Lodhi Hotel, New Delhi.
- (d) Ranjit Hotel, New Delhi.
- (e) Airport Hotel, Calcutta.
- (f) Kovalam Hotel, Kovalam.
- (g) Hotel Ashoka, Bangalore.
- (h) Lalitha Mahal Palace Hotel, Mysore.
- (i) Hassan Hotel, Hassan.

The Inspection of the following remaining units has yet to be carried out/completed:—

- (a) ITDC, Headquarter.
- (b) Hotel Division.
- (c) Hotel Janpath.
- (d) Akbar Hotel.
- (e) Regional Office (South).
- (f) Regional Office (Bombay).

The Inspection of these remaining six units of the Corporation will be carried out/completed by the end of December, 1977.

by all its subsidiary units. The programme for completion of the inspection of communal rosters has been chalked out so that complete cycle of inspection would be carried by the end of December, 1976.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

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

The Committee regret to note that the India Tourism Development Corporation has failed to follow a proper or uniform procedure for grouping of isolated or small cadre posts for the purposes of application of the reservation orders for Scheduled Castes and Scheduled Tribes. The Committee urge that the Government of India orders in this respect vide the Ministry of Home Affairs O. M. No. 42/21/49-NGS, dated the 28th January, 1952 and Department of Personnel and Administrative Reforms O. M. No. 1/4/70-Est. (SCT), dated the 11th November, 1971, should be scrupulously followed.

Reply of Government

The recommendation of the Committee has been noted for compliance.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

"Comments of the Committee

The Committee would like to know since when this is being done and the posts which have been so grouped together".

Recommendation (S. No. 11, Para No. 2.32)

The Committee are unhappy to note that a large number of vacancies reserved for Scheduled Castes/Tribes in Class III have been carried forward by the India Tourism Development Corporation during the years 1973 and 1974. In the opinion of the Committee, a vacancy reserved for Scheduled Castes/Tribes, as soon as it is carried forward to the subsequent recruitment year, is as good as a vacancy dereserved. The Committee, therefore recommend that before a vacancy reserved for a Scheduled Caste/Tribe candidate is carried forward to the subsequent recruitment years, the following

essential steps as contained in the Presidential Directive to the India Tourism Development Corporation should be meticulously followed:

- (i) The vacancies in posts and services recruitment to which is made on all India basis should be advertised in newspapers.
- (ii) Vacancies in Class III or Class IV recruitment to which normally attracts candidates from a locality or a region should be advertised in such newspapers as the appointing authority may consider suitable for the purpose if candidates are not likely to be available through the employment exchanges.
- (iii) All vacancies should be simultaneously notified to the local or the regional employment exchange in the form prescribed for the purpose.
- (iv) Copies of the advertisement at should also be endorsed to the regional or local employment exchange.
- (v) When a local employment exchange is unable to nominate any suitable candidate, it will refer the vacancy or vacancies to the Director General of Employment Exchanges who maintain All India list of Scheduled Castes and Scheduled Tribes registered with Employment Exchanges.
- (vi) Where direct recruitment (otherwise than through examination) is to be made to a vacancy or vacancies reserved for Scheduled Castes or Scheduled Tribes only, (and not to any unreserved vacancy/vacancies as well), advertisement will be issued inviting applications only from the candidates belonging to the Scheduled Castes, and/or the Scheduled Tribes, as the case may be, and not from general candidates.

Reply of Government

Accepted.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Recommendation (S. No. 12, Para No. 2.33)

The Committee also desire that the Board of Directors and the Chairman, India Tourism Development Corporation who are the competent authorities for India Tourism Development Corporation to approve de-reservation of reserved vacancies, should be more strict in agreeing to de-reservation proposals where the above-mentioned instructions have not been followed properly.

Reply of Government

Accepted.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 13, Para 3.21)

The Committee regret to note the meagre representation of Scheduled Castes and almost nil representation of Scheduled Tribes in the services of the India Tourism Development Corporation. From the Statement showing the number of vacancies that occurred in the India Tourism Development Corporation from the 1-1-1972, after the issue of the Presidential Directive for reservations for Scheduled Castes and Scheduled Tribes, the Committee are distressed to find that against 32 vacancies in Class I and 81 vacancies in Class II, not a single Scheduled Caste and only one Scheduled Tribe in Class II has been recruited by the India Tourism Development Corporation. In Class III, 172 Scheduled Castes and nine Scheduled Tribes have been recruited against 1225 vacancies, which is much below the quota reserved for them. The Committee regret that the Presidential Directive regarding reservations for Scheduled Castes and Scheduled Tribes in the services of the India Tourism Development Corporation, has not been given the serious attention it deserved and that there has been laxity on the part of the India Tourism Development Corporation in the Compliance of the Directive.

Reply of Government

Continued efforts are being made to improve the position in this regard.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 15, Para 3.31)

The Committee note that India Tourism Development Corporation is imparting in-service on-the job training to all its employees irrespective of the fact whether they come from Scheduled Castes/Tribes or other Communities. The Committee, are however, surprised to find that the number of Scheduled Caste/Tribe employees undergoing training in the India Tourism Development Corporation at present is negligible as compared to other employees. It is hardly 9 per cent as against 23 per cent (16-2/3 per cent for Scheduled Castes and 7½ per cent for Scheduled Tribes) the quota

reserved for them. The Committee feel that unless a special drive is made by the India Tourism Development Corporation to recruit more and more Scheduled Caste and Scheduled Tribe candidates at the base with relaxed standards and to give them in-service on-the-job training to make them proficient in their work to take up higher jobs, it may be difficult for the India Tourism Development Corporation to meet its obligation to fill the quota reserved for Scheduled Castes and Scheduled Tribes. The Committee would like to see a better performance in future.

Reply of Government

Action is in hand to induct more reserved candidates at the source level through the training schemes like Apprenticeship Scheme, Junior Executive Training, Hotel Operation Training. Already relaxation in the standards of recruitment has been adopted by the India Tourism Development Corporation.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Comments of the Committee

The Committee would like the ITDC to have a time bound programme to recruit SC & ST candidates at the base, give them in-service training and wipe out the shortfalls.

Recommendation (Sl. No. 16, Para 3.45)

The Committee suggest that the India Tourism Development Corporation should maintain a close liaison with the Institutes of Hotel Management, Catering Technology and Applied Nutrition and Food Craft Institutes and inform them well in advance the types of special knowledge or skills required for the various skilled and semi-skilled jobs in the India Tourism Development Corporation so that the Institutes may be in a position to train and sponsor sufficient number of Scheduled Caste and Scheduled Tribe candidates to fill the reserved vacancies in the India Tourism Development Corporation and, if necessary they may reorientate their courses to suit the requirements of the Hotel Industry.

Reply of Government

Close liaison will continue to be maintained with Hotel Management & Catering Institutions for our requirement of skilled staff from

time to time. Action has also been taken to intimate the requirements of India Tourism Development Corporation on a very rough basis indicating the requirements in the coming few years.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

.. Recommendation (Sl. No. 20, Para 4.13)

The Committee recommend that the India Tourism Development Corporation should invariably mention the specific number of vacancies reserved for Scheduled Castes and Scheduled Tribes respectively while notifying the same to the Employment Exchanges or while advertising them in the newspapers.

Reply of Government

India Tourism Development Corporation have accepted the recommendation for compliance in future.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 23, Para 4.20)

The Committee recommend that all the concessions/relaxations for Scheduled Castes and Scheduled Tribes should be mentioned in all the notifications sent to the Employment Exchanges and in the recruitment advertisements published in newspapers so that the Scheduled Caste and Scheduled Tribe candidates, who become eligible because of these concessions, could also apply.

Reply of Government

India Tourism Development Corporation have accepted to comply with the Directives and other instructions issued in this regard from time to time.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 24, Para 4.23)

The Committee note that the India Tourism Development Corporation has, on five occasions in the past, associated Scheduled Caste/Tribe members with the Selection Committees formed for the selection and appointment of candidates for clerical, accountants' and Officers' posts. The Committee are, however, not convinced with the arguments advanced by the Ministry of Tourism and Civil Avi-

ation that there is a practical difficulty for the India Tourism Development Corporation in associating representatives of Scheduled Caste/Tribe communities for highly specialised hoteliering and other professional and technical services. There is no dearth of technically qualified Scheduled Castes and Scheduled Tribes these days. The Committee, therefore, urge the India Tourism Development Corporation to take positive steps to include a Scheduled Caste or Scheduled Tribe member in every Selection Committee formed by it for selection and appointment of candidates to ensure that the Scheduled Caste and Scheduled Tribe candidates to get a fair deal in the employment opportunities in the India Tourism Development Corporation.

Reply of Government

Provisions contained in Government of India Directives in this regard are being and will be followed.

[Ministry of Tourism and Civil Aviation O.M. No. A. 14014/1/76
SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 25, Para 5.6)

The Committee feel that rosters are not being maintained properly by the concerned appointing authorities in the India Tourism Development Corporation. The Committee would like the India Tourism Development Corporation to ensure that the instructions regarding the maintenance of rosters are meticulously followed by all the appointing authorities in the India Tourism Development Corporation. There should also be more frequent inspections of the roster.

Reply of Government

India Tourism Development Corporation have already chalked out a programme for regular inspections. They will also report the completion of these programmes to the Ministry of Tourism and Civil Aviation.

[Ministry of Tourism and Civil Aviation O.M. No. A. 14014/1/76
SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 26, Para 5.10)

The Committee recommend that a copy each of the annual statements regarding the representation of Scheduled Castes and Scheduled Tribes in the services of the India Tourism Development Corporation should be sent to the Commissioner for Scheduled Castes

and Scheduled Tribes simultaneously when the India Tourism Development Corporation sends the same to the Bureau of Public Enterprises etc.

Reply of Government

India Tourism Development Corporation have accepted to implement this recommendation. The Annual Report for the year 1975 and onwards will be forwarded to the Commissioner for Scheduled Caste/Scheduled Tribe.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/T/76-SCT, dated the 3rd November, 1976]

Recommendation (Sl. No. 27, Para 5.11)

The Committee also desire that the Liaison Officers in the India Tourism Development Corporation and in the Ministry of Tourism and Civil Aviation should make an analytical study of the annual statements furnished by the India Tourism Development Corporation regarding the representation of Scheduled Castes and Scheduled Tribes in its services and take effective steps to ensure that the shortfalls noticed therein are made good without any delay.

Reply of Government

The Annual Statements are already being studied and will continue to be studied. For any lapse coming to notice, appropriate remedial measures will be taken.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Comments of the Committee

The Committee desire that a brief account of the studies undertaken, lapses noted and action taken to remedy them may also be published in the Annual Reports of the Ministry alongwith the activities of the Cell.

Recommendation (Sl. No. 28, Para 5.12)

The Committee would also like the India Tourism Development Corporation to publish the statistics regarding the representation of

Scheduled Castes and Scheduled Tribes in the services of the India Tourism Development Corporation and the measures taken to increase their representation in the services of the Corporation in its annual reports.

Reply of Government

India Tourism Development Corporation have accepted the recommendation.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

CHAPTER III

RECOMMENDATION/OBSERVATION WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVT.'S REPLY

Recommendation (Sl. No. 8, Para 2.13)

The Committee have been informed that the India Tourism Development Corporation has yet to formulate the revised promotion rules in consultation with the Employees' Unions. The Committee would like to make it abundantly clear that the representation of Scheduled Castes and Scheduled Tribes in the Services is not a matter negotiable with the Employees' Unions. The Committee desire that the India Tourism Development Corporation should finalise the promotion rules expeditiously keeping in view the Government of India orders regarding reservations for Scheduled Castes and Scheduled Tribes employees in promotion.

Reply of Government

The promotion rules are expected to be finalised shortly. In the meantime, reservation orders as per Directives are given effect to in the matter of promotion.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Comments of the Committee

The Committee are concerned about the delay in finalising the promotion rules. They would like the ITDC to finalise the same without further loss of time. A copy of the promotion rules, when finalised should be forwarded to the Committee for their information.

CHAPTER IV

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

Recommendation (Sl. No. 1, Para No. 1.8)

The Committee have noted that a separate Cell has been constituted in the Ministry of Tourism and Civil Aviation in 1970. The Committee are, however, unhappy that the Cell has not been adequately manned in as much as there is just one Assistant who looks after its work.

One of the functions of the Cell in the Ministry is to ensure due compliance of the orders of reservation issued from time to time in favour of Scheduled Castes and Scheduled Tribes, ensuring prompt disposal of the grievances of the employees of these classes and to scrutinise and consolidate the statistical data in respect of all Departments under their control in the prescribed forms circulated by the Ministry in this regard.

In view of the important role the Cell has to perform, the Committee desire that the strength of the Cell should be suitably augmented and the Liaison Officer should be made fully responsible for its proper functioning.

Reply of Government

The question of augmenting the strength of the Cell, which is at present manned by one Assistant, is being reviewed with a view to providing additional help if justified.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Comments of the Committee

Please see Chapter I, para 1.2.

.. Recommendation (Sl. No. 14, Para 3.22)

The Committee, however, have noted the special steps which the India Tourism Development Corporation now propose to take

to augment/fill the reserved posts. The Committee hope that the India Tourism Development Corporation will make all out and sincere efforts to recruit Scheduled Caste and Scheduled Tribe candidates so as to wipe out the backlog within a period of three years. As far as possible, all future vacancies arising in the India Tourism Development Corporation should be filled by the Scheduled Caste and Scheduled Tribe candidates only till their quota in the services is completed.

Reply of Government

In the Tourism Industry it will not be possible to keep certain posts vacant for any length of time as that would be self-defeating with reference to the industry and tourism promotion and consequent earnings in foreign exchange. In the larger interest, therefore, it will be difficult for the Corporation to freeze all future recruitment till the full representation quota prescribed for Scheduled Castes/Scheduled Tribes is filled up. However, all out sincere efforts will be made to increase the intake of Scheduled Castes/Scheduled Tribes candidates upto the required limit.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Comments of the Committee

Please see chapter I, para 1.5.

Recommendation (Sl. No. 17, Para 3.46)

The Committee are also distressed to note that the number of Scheduled Caste and Scheduled Tribe candidates selected under the various Apprenticeship Schemes by the India Tourism Development Corporation is admittedly very low. It was zero per cent in the year 1972, 2.38 per cent in the year 1973 and 1.90 per cent in 1974. On top of it, some seats have been allowed, during these years, to go vacant. The Committee note that in 1972, 1973 and 1974, against 60,84 and 105 training places available in the India Tourism Development Corporation, only 40,48 and 55, respectively, could be filled up. The Committee consider this to be a case of national wastage. When there is a crying need for trained personnel, seats should not have been allowed to lapse. The Committee hope that in future all the seats would be filled up and the representation of Scheduled Castes and Scheduled Tribes be strictly according to the quotas reserved for them.

Reply of Government

In the year 1975-76 against 261 vacancies 248 have been actually filled up as on 1st May, 1976. Out of these 53 belong to reserved communities.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Comments of the Committee

Please see Chapter I, para 1.8.

Recommendation (Sl. No. 18, Para 3.47)

The Committee also note that the advertisement which has been issued by the India Tourism Development Corporation in the *Hindu* dated the 1st July, 1975, inviting applications from candidates for training under the Apprenticeship Training Scheme in the Hotel Ashoka, Bangalore, is wanting in many respects: i.e.

- (i) it does not indicate the total number of training places available and the number of training places reserved for Scheduled Caste and Scheduled Tribe candidates;
- (ii) the time of 10 days given for submitting applications is too short;
- (iii) the stipend ranging from Rs. 90/- to Rs. 144/- per month during the period of training is on the low side;
- (iv) it does not indicate the concessions/relaxations available in favour of Scheduled Caste and Scheduled Tribe candidates at the time of admission and during the course of training etc.; and
- (v) it does not speak about the boarding and lodging arrangements of the apprentices during the course of training etc.

The Committee would like the India Tourism Development Corporation to keep the above points in view while issuing advertisements in future.

Reply of Government

After 1st July, 1975 the induction into this Scheme has not been through open advertisement. Induction has been carried out through Employment Exchange and Directorate General of Em-

ployment and Training courses. In all such cases the total number of places available and the quota for reserved vacancies have been intimated. The rate of stipend is regulated by orders issued by Apprenticeship Authority who are already seized with the matter. In the hotels there is paucity of accommodation even for its own operational staff. Therefore, provision of lodging facilities in the hotels is not possible. Subsidised meal facilities are open to them as in the case of other employees.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-SCT, dated the 3rd November, 1976]

Comments of the Committee

Please see Chapter I para 1.11.

Recommendation (Sl. No. 19, Para 4.4)

The Committee feel that one of the reasons for shortfalls in the intake of Scheduled Castes and Scheduled Tribes in the services of the India Tourism Development Corporation is that the ITDC has not so far codified its recruitment rules, with the result that the various Recruitment Authorities in the India Tourism Development Corporation have recruited persons without strictly applying the reservation orders in favour of Scheduled Castes and Scheduled Tribes.

The Committee would like the India Tourism Development Corporation to codify its recruitment rules immediately.

Reply of Government

The Committee have already been informed of the actual reasons for shortfall in the intake of Scheduled Castes and Scheduled Tribes candidates in certain classes of services in India Tourism Development Corporation, i.e., non-availability of technically qualified personnel as to the requirement of growing industry like Tourism with which India Tourism Development Corporation is concerned. It may not, therefore, be correct to hold that absence of codified recruitment rules in India Tourism Development Corporation is the reason for such shortfalls. It may, however, be stated that action is in hand to notify the India Tourism Development Corporation recruitment rules. A codified procedure to this effect for implementation by all Public Enterprises has since been issued by Bureau of Public Enterprises in the form of a Brochure and the same has been

supplied to all appointing authorities|recruitment centres of India
Tourism Development Corporation for strict compliance.

[Ministry of Tourism and Civil Aviation O.M. No. A. 14014/1/76-
SCT, dated the 3rd November, 1976]

Comments of the Committee

Please see Chapter I para 1.14.

Recommendation (Sl. No. 21, para 2.4)

The Committee also suggest that the Liaison Officer in the India
Tourism Development Corporation should always be associated in
screening of applications from Scheduled Caste and Scheduled
Tribe candidates and he should be made personally responsible to
ensure that sufficient number of applications have been received
from Scheduled Caste and Scheduled Tribe candidates and that the
prescribed relaxation and concessions are actually applied in the
case of each such applicant. Where sufficient number of applica-
tions are not received from Scheduled Caste and Scheduled Tribe
candidates, the action to advertise and re-advertise the reserved
vacancies as laid down in the Ministry of Home Affairs O.M. No. 1|1|
70-Est (ST), dated the 31st July, 1970 should invariably be taken.

Reply of Government

It may not always be possible for the Liaison Officer of the India
Tourism Development Corporation with headquarters in New Delhi
to associate himself with the local recruitment which may be made
for time to time, at different units of the Corporation spread all over
the country. Therefore appointing authorities|recruitment centres
are being advised by India Tourism Development Corporation to
carefully screen the applications from Scheduled Caste/Scheduled
Tribe candidates to ensure that sufficient number of applications
have been received from Scheduled Caste|Scheduled Tribe candi-
dates and that the prescribed relaxations and concessions are actu-
ally applied in the case of each such applicant and where sufficient
number of applications are not received from Scheduled Caste|
Scheduled Tribe candidates, action to advertise or re-advertise the
reserved vacancies as per directive be taken. However, their ac-
tivities will be closely watched by the Liaison Officer through a
system of reports, returns and inspections.

[Ministry of Tourism and Civil Aviation O.M. No. A.14014/1/76-
SCT, dated the 3rd November, 1976]

Comments of the Committee

Please see Chapter I para 1.17.

Recommendation (Sl. No. 22, Para 4.15)

The Committee note that the India Tourism Development Corporation, on receipt of the Supplementary Presidential Directive on the 3rd June, 1974, has advised all its units to intimate to Employment Exchanges the reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by them and also to maintain complete statistics about the progress of recruitment of Scheduled Castes and Scheduled Tribes. The Committee trust that the Chief Personnel Officer of the India Tourism Development Corporation in his capacity as the Liaison Officer will collect and collate these statistics, examine them critically and pass on the same to the respective Employment Exchanges and also to the Director General, Employment and Training, Government of India, New Delhi, so that schemes for overcoming the deficiencies noticed may be devised.

Reply of Government

Reasons for rejection of Scheduled Castes/Scheduled Tribes as per the provisions of the Directives, are being intimated to the concerned Employment Exchanges by the India Tourism Development Corporation. In view of the fact that the recruitment procedures are already time consuming, additional central control of the nature suggested by the Committee would make it more time consuming. The Directives and the Recommendations of the Committee will be binding on all the Appointing Authorities of the Corporation. Suitable instructions are issued by the Corporation in this regard. Liaison Officer India Tourism Development Corporation, will also during inspections satisfy himself about the compliance of the directives and take remedial measures where necessary.

(Ministry of Tourism & Civil Aviation O.M. No. A. 14014/1/76
dated 3-11-76)

Comments of the Committee

Please see Chapter I para 1.20.

CHAPTER V

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

Recommendation (Sl. No. 8, Para 2.4)

The Committee note that prior to November, 1971, where the Directive was issued by the Government to the India Tourism Development Corporation the rules relating to the representation of Scheduled Castes and Scheduled Tribes were being observed in the Corporation as far as possible consistent with 'Maintenance of the Standard of Efficiency' in accordance with the Ministry of Home Affairs' instruction of March, 1964. The Committee are of the view that the plea of 'Maintenance of the Standard of Efficiency' has debarred a number of Scheduled Castes and Scheduled Tribes from entering into the services of the Corporation. Now that the Government have already issued a Directive to the Corporation for adopting the Reservation Orders, the Ministry of Tourism and Civil Aviation should ensure that the number of vacancies for Scheduled Castes and Scheduled Tribes arising in the Corporation are computed from 1964 and efforts are made to give due representation to Scheduled Castes and Scheduled Tribes according to their quota.

Reply of Government

The recommendation is under consideration in consultation with the Bureau of Public Enterprises and a reply in this regard will follow.

(Ministry of Tourism & Civil Aviation O.M. No. A. 14014/1/76-SCT,
dated the 3rd November, 1976).

Recommendation (Sl. No. 9, Para 2.17)

The Committee suggest that the India Tourism Development Corporation while approaching other Departments/Organisations for loan of officers on deputation in the India Tourism Development Corporation, should specifically ask for Scheduled Caste/Scheduled Tribe officers, keeping in view the reservations for Scheduled Castes and Scheduled Tribes and the short-falls of such officers in the India Tourism Development Corporation.

Reply of Government

The recommendation is under consideration in consultation with Bureau of Public Enterprises and reply in this regard will follow. (Ministry of Tourism & Civil Aviation O.M. No. A. 14014/1/76-SCT, dated the 3rd November, 1976).

Recommendation (Sl. No. 2, Para 5.15)

The Committee recommend that out of the housing accommodation available with the India Tourism Development Corporation for allotment to its staff, 10 per cent of the accommodation should be reserved for allotment to the Corporation's Scheduled Caste and Scheduled Tribe employees as has been done by the Ministry of Works & Housing (Directorate of Estates) for the Government of India employees.

Reply of Government

The recommendation is under consideration in consultation with the Bureau of Public Enterprises and a reply in this regard will follow.

(Ministry of Tourism & Civil Aviation O.M. No. A. 14014/1/76-SCT, dated the 3rd November, 1976).

SURAJ BHAN

Chairman.

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

NEW DELHI;

November 4, 1977

Kartika 12, 1899 (S).

APPENDIX

I.	Total number of recommendations	29
II.	Recommendations which have been accepted by Government (Vide recommendation Sl. Nos. 2, 3, 4, 5, 7, 10, 11, 12, 13, 15, 16, 20, 23, 24, 25, 26, 27 and 28)	
	Number	18
	Percentage to total	62
III.	Recommendation which the Committee do not desire to pursue in view of the Government's reply (Vide recommendation Sl. No. 8)	
	Number	1
	Percentage to total	3.4
IV.	Recommendations in respect of which replies of Government have not been accepted and which requires reiteration (Vide recommendation Sl. Nos. 1, 14, 17, 18, 19, 21, and 22)	
	Number	7
	Percentage to total	24.1
V.	Recommendations in respect of which final replies have not been received from Government (Vide recommendation Sl. Nos. 6, 9, and 29)	
	Number	3
	Percentage to total.	10.3