

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

(SIXTH LOK SABHA)

ELEVENTH REPORT

MINISTRY OF HOME AFFAIRS

**Reservation for, and employment of, Scheduled
Castes and Scheduled Tribes in the Delhi Electric
Supply Undertaking.**

Presented to Lok Sabha on

Laid in Rajya Sabha on



**LOK SABHA SECRETARIAT
NEW DELHI**

November, 1977/Kartika, 1899 (Saka)

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

*Shri Ram Dhan—*Chairman*

MEMBERS

Lok Sabha

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3. Shri B. Bhanwar
- **4. Shri Chand Ram
5. Shri Somjibhai Damor
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18. Shri Purna Sinha
- ***19. Shri Suraj Bhan
20. Shri Bhausahab Thorat

*Proceeded abroad on the 23rd September, 1977.

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

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

Rajya Sabha

21. Prof. N. M. Kamble
22. Shrimati Saroj Khaparde
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24. Shri P. K. Kunjachen
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SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer*

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

INTRODUCTION

1. The Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Eleventh Report (Sixth Lok Sabha) on the Ministry of Home Affairs—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Delhi Electric Supply Undertaking.

2. The subject was examined by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1976-77) and necessary information obtained and evidence taken by them. That Committee, however, could not finalise their report due to the sudden dissolution of the Lok Sabha on the 18th January, 1977.

3. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1977-78) have perused the minutes of evidence and have come to their own conclusions which have been embodied in the Report.

4. The Committee (1976-77) took evidence of representatives of the Ministries of Home Affairs and Energy and Delhi Electric Supply Undertaking on the 28th and 31st July, 1976. The Committee wish to express their thanks to the Officers of the Ministries of Home Affairs and Energy and Delhi Electric Supply Undertaking for placing before them the material and information they wanted in connection with the examination of the subject.

5. The Report was considered and adopted by the Committee (1977-78) on the 26th October, 1977.

6. A summary of conclusions|recommendations contained in the Report is appended (Appendix VI).



SURAJ BHAN

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

NEW DELHI;
November 14, 1977.
Kartika 23, 1899 (S).

REPORT

A. INTRODUCTORY

1. The Delhi Electric Supply Undertaking came into existence under the Delhi Municipal Corporation Act, 1957. Before the Act came into existence, Delhi had several Municipalities and Notified Area Committees. There was a separate Electricity Board. When the Delhi Municipal Corporation was set up, Electricity Board which was a statutory body, came under the Municipal Corporation and became a municipal undertaking. In this way it became a part of the Corporation functioning more or less like a public utility enterprise. When the Delhi Electric Supply Undertaking came into existence, all the staff of the erstwhile Electricity Board was taken over by that Undertaking on the same conditions of service.

B. IMPLEMENTATION OF RESERVATION ORDERS

(i) Date of application of reservation orders

2. The Committee have been informed in a written note furnished by Delhi Electric Supply Undertaking that the Delhi Municipal Corporation, Act, 1957 makes provision for consideration of the claims of members of the Scheduled Castes for appointments in the service of the Corporation under Section 92(2) thereof, which reads as follows:—

“The claims of the members of the Scheduled Castes shall be taken into consideration, consistently with the maintenance of efficiency of administration, in the making of appointments of municipal officers and other municipal employees.”

3. The Delhi Electric Supply Undertaking (DESU) has been making recruitment in various grades/services keeping in view the provision of the aforesaid Section and various other rules and orders. Noting that the progress left much to be desired the Delhi Municipal Corporation passed the following Resolution No. 633 at their meeting held on the 12th January, 1970:—

“This meeting of the Corporation resolves that a survey be conducted in the General Wing of the Corporation as well as its three Undertakings to ascertain the total number of employees of Class I, II and III and also the number of

Scheduled Caste employees and what number of such employees falls short according to the rules. It is further resolved that further recruitment of non-Scheduled Caste candidates be stopped until the prescribed quota for the Scheduled Caste candidates is completed and efforts be made to complete the outstanding quota of Harijan candidates in particular.

Approval of Harijan Welfare Board of Delhi Administration and Office of the Commissioner for Scheduled Castes and Scheduled Tribes, Government of India be obtained before declaring such posts unreserved for which suitable Scheduled Caste candidates are not available.

It is further resolved that an Assistant Commissioner with full and final powers be appointed to implement the above proposals with regard to protection of rights of persons belonging to the Scheduled Castes.

Resolved that an *ad-hoc* Committee consisting of seven members to be nominated by the Mayor be constituted to look after the implementation of decisions and orders relating to quota of Scheduled Caste candidates and other allied matters.

This House further resolves that the orders issued by the Government of India dated 11-7-1968 regarding reservation of quota for departmental promotion of Scheduled Caste employees be put into implementation forthwith and the Harijan employees in the Corporation be given promotion immediately."

4. A note pointing out the difficulties in implementing the aforesaid Delhi Municipal Corporation Resolution No. 633 in DESU in view of the technical nature of most of the jobs, was circulated in the meeting of the Delhi Electric Supply Committee on the 24th May, 1972. Efforts were continued to fill up reserved posts but backlog continued. Following a number of representations that adequate posts were not being offered to the Scheduled Caste/Scheduled Tribe candidates, the General Manager (E) constituted a Committee to look into the demands of the DESU Scheduled Castes Workers Association on 10th February, 1975. The Committee was comprised of the official members and 3 members belonging to Scheduled Castes. The Committee decided that—

(i) model rosters regarding reservations in Scheduled Castes/

Scheduled Tribes should be maintained by the appointing authorities with effect from the 1st January, 1975, considering the year 1975 as the first recruitment year and that reservation should be made in future vacancies as per rules;

- (ii) the backlog should be worked out giving effect to the reservation—
 - (a) for direct recruitment posts with effect from the 1st January, 1970;
 - (b) for promotion posts filled through departmental competitive examination with effect from the 11th July, 1968; and
 - (c) for posts filled through promotion on the basis of seniority with effect from the 27th November, 1972.

5. The Committee have also been informed that the Government of India (Department of Personnel and Administrative Reforms) have extended the scheme of reservation for Scheduled Caste/Scheduled Tribe candidates in promotions made by selection from Class III to Class II, within Class II and from Class II to the lowest rung or category in Class I in each grade or the service in which the element of direct recruitment, if any, does not exceed 50 per cent (vide their O.M. No. 10/41/43-Est(SCT) dt. 20-7-1974]. DESU has been following this directive accordingly since then.

(ii) Posts to which reservation orders did not apply

6. In reply to a question, the Committee has been informed during evidence by the representative of DESU that out of 158 Class I officers in DESU as on the 1st April, 1976, 114 officers are working against posts to which reservation orders do not apply. None of these 158 officers belongs to Scheduled Castes/Scheduled Tribes. Asked as to why the reservation orders do not apply to such posts, it has been stated during evidence that reservation orders do not apply to vacancies to be filled by persons on transfer or deputation and these 114 posts have been filled by persons under these categories.

7. When asked why the recruitment rules were not changed so that as many Scheduled Caste and Scheduled Tribe persons as possi-

ble could be taken against such posts, the representative of the Ministry of Home Affairs has stated during the evidence as follows:—

“These are two different things. The point is about changing the rule so that 114 posts are thrown open to direct recruitment instead of being filled by transfer/deputation. This is a probable question and I do not know whether the General Manager (DESU) can say immediately whether this should or should not be done. . . These posts are only for deputationists. There is no obligation to reserve such posts for Scheduled Castes/Tribes. All the same, there is nothing to prevent the authorities from appointing Scheduled Caste/Scheduled Tribe candidates when they are available. This has not been done with a view to avoiding the reservation but there must be administrative reasons.”

8. Elucidating the position further, the General Manager of DESU has explained that there is no recruitment rule for taking people on deputation as such. But whenever people are taken on deputation, this requirement (Reservations for Scheduled Castes/Scheduled Tribes) is never met.

(iii) Application of reservation orders to isolated Posts

9. The Committee have been informed during the evidence by a representative of DESU that the post of Legal Officer in that Undertaking is exempted from the reservation orders. Asked about the reasons to exempt this post, the Municipal Commissioner has stated during the course of evidence as follows:—

“This is only one post in this category. If there are more posts of Legal Officers then we can make some reservation.”

10. Explaining the position further, the General Manager of DESU, quoting from the “Brochure on Reservations for Scheduled Castes and Scheduled Tribes in Services” issued by the Department of Personnel and Administrative Reforms has stated during the evidence as under:—

“According to the rules, the first post should automatically go to the Scheduled Caste/Tribe candidate. But if there is only one vacancy, it should be treated as unreserved.”

11. The Committee then pointed out to the General Manager of DESU that in the same Brochure on services, the instructions are

that if there are a small number of posts, they should be clubbed together. The representative of the Ministry of Home Affairs then stated that as those posts were filled by deputation, the question of grouping them did not arise.

12. In regard to the appointment of an Assistant Labour Welfare Officer in DESU, the representative of DESU has stated during the evidence as follows:—

“One Assistant Labour Welfare Officer was appointed in 1975. According to the roster prescribed by the Ministry of Home Affairs, if appointment is made in a particular year, that post will be treated as unreserved. In accordance with that provision, that post was treated as unreserved.”

13. The Committee then invited the attention of the representative of DESU to Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memorandum dated 29th April, 1975, which reads *inter alia* as follows:—

“While in cases where only one vacancy occurs in the initial recruitment year and the corresponding roster point happens to be for a Scheduled Caste or Scheduled Tribe, it should be treated as unreserved and filled accordingly and the reservation carried forward to subsequent three recruitment years as hitherto. In the subsequent recruitment year, even if there is only one vacancy, it should be treated as “Reserved” against the carried-forward reservation from the initial recruitment year, and a Scheduled Caste/Scheduled Tribe candidate, if available, should be appointed in that vacancy, although it may happen to be the only vacancy in that recruitment year.”

14. Thereupon, the representative of DESU stated that the aforesaid Government orders were not in their knowledge when that appointment of Assistant Labour Welfare Officer was made. He has, however, assured the Committee that when the appointment in question would be regularised, it would be done in accordance with these orders.

15. The Committee noticed that there were certain discrepancies in the material supplied to them by DESU. The Committee, therefore, asked the Commissioner for Scheduled Castes and Scheduled Tribes, who was present during the evidence, that he should make an on-the-spot study of the records of the Delhi Electric Supply

Undertaking in connection with the representation of Scheduled Castes and Scheduled Tribes in the services of that Undertaking in all its aspects and furnish the report to the Committee.

16. Accordingly a study team consisting of certain officers of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes, New Delhi, visited the Central Office of DESU (Shakti Sadan, New Delhi) on 11th and 12th August, 1976 and studied various records maintained by the Administrative authorities of DESU to implement the service safeguards provided for Scheduled Castes and Scheduled Tribes in that organisation. A copy of the Report of the Study Team has since been furnished to the Committee. The relevant observations/suggestions made by that study team have been incorporated at appropriate places in the report.

17. In regard to the implementation of reservation orders in DESU, the Commissioner for Scheduled Castes and Scheduled Tribes has stated in their aforesaid Study Report on DESU (January, 1977) as follows:—

“The DESU started functioning from 1-4-1958 under the Municipal Corporation Act, 1957. The Delhi Municipal Corporation Act, 1957 provided for consideration of the claims of Scheduled Castes. It was evident from the records that at initial stages no efforts whatsoever had been made to implement the constitutional provisions making reservation for Scheduled Castes and Scheduled Tribes in their services. The position continued to be so till 1963-64 when this point was raised in the Municipal Corporation and the latter directed the authorities to implement the Central orders to provide reservation for Scheduled Castes and Scheduled Tribes at 15 per cent and 7½ per cent respectively. Even then no specific efforts appeared to have been made by the authorities in this regard till 1970 and whatever Scheduled Caste/Scheduled Tribe candidates became available on general standards had been taken and shown against the reserved quota. In 1970, in a meeting of the Municipal Corporation it was resolved that a survey be conducted in DESU, alongwith some other bodies, to ascertain the shortfalls and also to implement the Government of India instructions regarding reservations in promotion. Even at this stage, instead of making certain concrete efforts to implement the directive, the authorities started pointing out to the Municipal Corporation difficulties being faced by them. Even in the cate-

gories where the orders had been implemented, no record of carry-forward etc. had been maintained. It was only in 1975 that some serious thought was given at the higher level of the Administration following a number of representations that adequate number of posts based on the reservation quota of 15 per cent for Scheduled Castes were not being offered to the Scheduled Caste candidates. In order to look into the demands of the DESU Scheduled Caste Workers Association, a Committee consisting of official members and 3 Scheduled Caste employees was constituted in 1975. According to the decision taken by the Committee, the authorities were asked to maintain the model rosters with effect from 1-1-1975 with backlog on that date to be shown as reserved vacancies brought forward from previous years."

18. The Committee are unhappy to note that even though the Delhi Municipal Corporation Act, 1957 provides for reservation for Scheduled Castes and Scheduled Tribes in services, no efforts whatsoever have been made at the initial stages to give effect to the constitutional provisions making reservations for Scheduled Castes and Scheduled Tribes in DESU. It was only early in 1977 that some serious thought was given at the higher level of the Administration following a number of representations that adequate number of posts based on the reservation quota were not being offered to the Scheduled Castes and Scheduled Tribes and it was only then decided that model rosters regarding reservation in Scheduled Castes and Scheduled Tribes should be maintained by the appointing authority with effect from the 1st January, 1975, considering the year 1975 as the first recruitment year with backlog on that date to be shown as reserved vacancies brought forward from previous years and that reservation should be made in future vacancies in accordance with the rules issued by the Government of India in this regard. The Committee hope that reservation orders will now be implemented meticulously and that concerted efforts would be made to clear the backlog as early as possible.

19. The Committee note that, as recommended by the Committee of Officers of DESU, the backlog for direct recruitment posts is proposed to be worked out by DESU from 1st January, 1970. The Committee do not find themselves in agreement with the recommendations of the Committee of DESU and recommend that the backlog in respect of direct recruitment posts should be worked out from the year 1958 when DESU came into existence under the Delhi Municipal Corporation Act, 1957, which provided for reservations for Scheduled Castes and Scheduled Tribes.

20. The Committee have no doubt that with a view to clear the backlog, DESU would fill the reserved vacancies upto 50 per cent of the total vacancies in each recruitment year as provided under the existing instructions in this regard.

21. The Committee regret to note that isolated individual posts have been filled up by DESU without applying reservation orders thereby depriving a number of such posts from the purview of reservation orders. The Committee, therefore, suggest that in order to secure adequate representation of Scheduled Castes and Scheduled Tribes in isolated individual posts or in small cadres, posts of similar status and salary should be grouped together in accordance with the extant orders on the subject for the purpose of implementation of orders providing reservations for Scheduled Castes and Scheduled Tribes and prior approval of the Cabinet Secretariat (Department of personnel and Administrative Reforms) should be obtained before such posts are grouped together.

22. The Committee are distressed to note that out of 158 Class I vacancies filled up by DESU, 114 vacancies have been filled up by persons on deputation or transfer to which the reservation orders have not been made applicable and none of these 114 Class I Officers belong to Scheduled Caste or Scheduled Tribe, although there is no provision in the Recruitment Rules of DESU for taking people on deputation as such.

23. The Committee recommend that DESU should take immediate steps to increase the element of direct recruitment in such posts which are at present filled by deputation or transfer and examine the feasibility of changing the Recruitment Rules to this effect, so that the requisite number of vacancies could be filled by Scheduled Caste and Scheduled Tribe candidates.

24. The Committee also recommend that with a view to ensure the appointment of the requisite number of Scheduled Caste and Scheduled Tribe candidates on deputation or transfer, DESU should invariably ask the Ministry/Department concerned to sponsor the requisite number of Scheduled Caste and Scheduled Tribe candidates to serve DESU on deputation/transfer.

C. MECHANISM TO ENSURE COMPLIANCE WITH RESERVATION ORDERS

(i) *Liaison Officer and Special Cell*

25. It has been stated in a written note furnished to the Committee that in September, 1973, the Delhi Electricity Committee had resolved to set up a separate Cell at the headquarters office

of the Delhi Electric Supply Undertaking (DESU) to give effect to, and implement the various orders issued by the Government of India from time to time regarding reservation of vacancies. At present, a full-fledged cell is working under the general supervision of the Liaison Officer who belongs to a Scheduled Caste community. He is Class II Officer. The staff sanctioned for and working in the Cell is stated to be as follows:—

1. Superintendent	One
2. Senior Clerk	One
3. Junior Clerk	One
4. Typist	One
5. Peon	One

26. It has further been stated that by an Office Order dated the 31st October, 1975, the Personnel Officer has been entrusted with the job to review the position regarding implementation of various decisions taken with regard to the reservation of Scheduled Castes and Scheduled Tribes and to submit his report in this regard to the higher officers.

27. In reply to a question, the General Manager of DESU has stated during the evidence that "the Liaison Officer was appointed (in DESU) in 1976. He has been functioning as an Assistant Labour Welfare Officer earlier, and has the requisite experience."

28. When asked whether in addition to his duties as a Labour Welfare Officer, the Liaison Officer would also be able to function effectively as a Liaison Officer, the General Manager (DESU) stated as follows:—

"We have a number of Labour Welfare Officers and it is usually possible to adjust the work among them to make this particular officer to do this work. In any case a whole time Liaison Officer at this stage may not be justified."

29. Asked as to what were the powers of the Liaison Officer and whether cases of promotion were routed through him, the General Manager (DESU) stated during the evidence as follows:—

"We have vested him (Liaison Officer) with the powers as stipulated. We have appointed him as a member of various selection committees and Departmental Promotion Committees upto Class II. He is also a member of

the Allotment Committee for residential accommodation. In respect of senior posts, we have taken a decision to invite a nominee of the Ministry of Energy belonging to Scheduled Castes/Tribes to look after their interests."

30. In reply to another question, it has been stated by the representative of DESU during the course of evidence that no Liaison Officer was appointed in DESU before May, 1976. He has further stated that Delhi Electric Supply Committee which was responsible for the management of DESU was also responsible for not appointing Liaison Officer in the past. No resolution for appointment of the Liaison Officer in DESU has ever been adopted by the Delhi Electric Supply Committee. Clarifying the position further, the representative of the Ministry of Home Affairs has stated that the orders of the Department of Personnel and Administrative Reforms regarding appointment of Liaison Officer had not been implemented in many organisations. But now these have been implemented in all Departments of Delhi Administration.

(ii) *Maintenance of Rosters*

31. It has been stated in a written note furnished to the Committee that rosters are not maintained as yet for each category of post as per orders of the Department of Personnel and Administrative Reforms on the subject. But the same will be prepared in respect of vacancies to which recruitments have been made with effect from 1st January, 1975. The respective sectional heads will be authorised to check that the Rosters are being maintained properly. No checking of Rosters has so far been done because the Rosters have been prepared only recently. However, in future the checking of Rosters will be done quarterly.

32. In reply to a question whether appointments were made by DESU to reserve vacancies without maintaining the proper Roster, the General Manager (DESU) has stated during the course of evidence as follows:—

"I have no particular information to submit except to say that this has been a deficiency and we propose to make it up by certain measures."

33. When the Committee pointed out that non-observance of rosters has deprived Scheduled Caste and Scheduled Tribe people to get their legitimate rights for all these years, the General Manager (DESU) has stated during the course of evidence as follows:—

"They (Rosters) are being followed now. The very fact that they were not followed earlier means that it was not

appreciated. Now it would be done on the basis of the roster that we have stated.

34. In regard to the maintenance of Rosters by DESU, the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on DESU (January, 1977) has stated as follows:—

“An inspection of the roster registers for various categories of posts in the DESU revealed that rosters had been started, as required, with effect from 1st January, 1975 but without indicating the backlog which was still being calculated as reported by the authorities. Entries were made in the register copying the seniority list of the particular category.

The very idea behind the introduction of the system of the maintenance of rosters is to project the recruitment requirements on the roster so as to determine the number of vacancies which should go to the share of the Scheduled Caste|Scheduled Tribe candidates and then proceed to recruit them in accordance with the prescribed procedure. In the event of the non-availability of candidates from the reserved categories against the vacancies reserved for them, despite taking all the prescribed steps, this has to be brought to the notice of the competent authority to dereserve the reserved post before being filled by a general candidate. The reserved posts are thus required to be carried over and shown in the roster as such. This is possible only when the roster system is implemented.

As regards the inspection of the rosters by the Liaison Officer, the study revealed that the rosters had been checked by the Liaison Officer who had given remarks to follow the correct procedure and to show the brought forward vacancies. No inspection report was submitted by the Liaison Officer, as required. The question of the implementation of the reservation orders and submission of the annual inspection report of the rosters was discussed with the Liaison Officer who was present at the time of study. It appeared that the Liaison Officer was not yet clear about the authority to which such a report is to be submitted. In fact there were no clear cut instructions in this regard and the authorities were advised to issue necessary instructions so that the matter can be followed properly. Since the DESU, have decided to follow the Government of India instructions it

would be advisable to submit such a report to the Department of Personnel and Administrative Reforms with copies to Commissioner for Scheduled Castes and Scheduled Tribes and the Municipal Commissioner. It is high time that a quick decision is taken by the appropriate authority so that the orders are actually implemented to benefit the Scheduled Caste|Scheduled Tribe candidates.

The Liaison Officer has been posted at Nizamuddin as the Assistant Labour Welfare Officer whereas he has to attend to his duties as Liaison Officer at the Shakti Sadan, where administrative block, of the DESU has been located. It may further be pointed out that the staff posted in the cell under the Liaison Officer is working in the premises of Rajghat Power House. According to the Government of India instructions a cell has to be set up within the organisation under the direct control of the Liaison Officer. The functions of the cell will mainly be to assist the Liaison Officer to discharge his duties effectively. A note about the activities of the cell has also to be included in the annual report, if any, of the DESU.

While the Liaison Officer was quite conscious about his duties and responsibilities, somehow the things were not working smoothly perhaps due to lack of coordination between the implementing authorities and the Liaison Officer. This has to be looked into so that the interests of the Scheduled Castes and Scheduled Tribes do not suffer.

It was noticed during the course of study that separate rosters had been maintained for each post irrespective of its sanctioned strength. According to the Government instructions, however, in the case of direct recruitment isolated individual posts and small cadres consisting of less than 20 posts have to be grouped with the posts in the same class for the purpose of the maintenance of rosters taking into account the status, salary and qualifications prescribed for the posts in question."

(iii) *Annual Statements*

35. In reply to a question the Committee has been informed during the course of evidence by the representative of DESU that

DESU has been sending Annual Statement of Staff position and recruitment made during each Calendar year in respect of Class III and IV employees, to the Delhi Municipal Corporation. The Committee has further been informed that, in future, DESU would send a copy of such Annual Statement to the Commissioner for Scheduled Castes and Scheduled Tribes also.

36. When asked as to why DESU did not furnish certain information required by the Office of Commissioner for Scheduled Castes and Scheduled Tribes in 1974 with a view to undertake a study of DESU Cell and give advice and to help the DESU to bring all their records and rosters up-to-date, the General Manager (DESU) has stated during the course of evidence as follows:—

“That communication was received but no reason for not having replied to that was probably recorded. It was received and at that time we had this Delhi Electric Supply Committee which is an elected body, but somehow or other the matter did not receive the importance that it deserved.”

37. The Committee regret to note that Liaison Officer was appointed in DESU only in May, 1975 i.e. after the Committee took up for examination the representation of Scheduled Castes and Scheduled Tribes in DESU. The Committee also regret to note that even now a Class II Labour Welfare Officer has been appointed to discharge the functions of a Liaison Officer. The Committee suggest that in accordance with the instructions of the Government of India, Head of the Administration should act as Liaison Officer for the purpose of ensuring proper implementation of orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes in DESU.

38. The Committee hope that the Liaison Officer would function with a sense of dedication and ensure due compliance of the reservation orders so that the shortfalls existing in DESU are wiped out at the earliest. They also hope that the Liaison Officer will focus his attention on the proper maintenance of Rosters by the concerned authorities and would satisfy that the reservation orders are scrupulously implemented by them.

39. The Committee are unhappy to note that at present the Liaison Officer has been posted at Nizamuddin as the Assistant Labour Welfare Officer, whereas he has to attend to his duties of a Liaison Officer at Shakti Sadan where administrative block of the DESU has been located. Further, the staff posted in the Cell under the Liaison Officer is working in the premises of Rajghat Power House,

New Delhi. The Committee need hardly emphasise that the main function of the Cell is to assist the Liaison Officer to discharge his duties effectively. The Committee would, therefore, suggest that the Cell should be set up within the organisation under the direct control of the Liaison Officer.

40. The Committee also desire that a note about the activities of the Cell should be high-lighted in the Annual Report of the Delhi Electric Supply Undertaking.

41. The Committee note that Rosters had been started in the DESU, as required, with effect from the 1st January, 1975 and that too without bringing forward the vacancies carried forward from the date from which the reservation orders were made effective. The Committee attach great importance to the proper maintenance of Rosters, as in their opinion, Rosters are the mechanism by which the progress made in improving the representation of Scheduled Castes and Scheduled Tribes in an organisation could be assessed and effectively watched. The Committee would, therefore, stress that the Rosters should be maintained as per extant orders on the subject and they should be inspected regularly by the competent authorities and all the vacancies reserved for Scheduled Castes and Scheduled Tribes actually filled in and appointments made according to the points mentioned in the Rosters.

42. The Committee note that the annual statements showing the staff position in the DESU and recruitments made during a calendar year in respect of Class III and IV employees were regularly sent by the DESU to the Delhi Municipal Corporation. Copies of these statements have not so far been supplied to the Office of the Commissioner for Scheduled Castes and Scheduled Tribes. The Committee would like that the DESU should ensure that, in future, these statements are prepared on the prescribed forms and are sent in time to the Cabinet Secretariat (Department of Personnel and Administrative Reforms) and also simultaneously to the Office of the Commissioner for Scheduled Castes and Scheduled Tribes. The Committee also desire that these annual statements on receipt from DESU should be critically examined by the Department of Personnel and Administrative Reforms and the deficiencies noticed therein should be pointed out to DESU expeditiously so that they could take corrective measures without any delay.

D. PROCEDURE FOR RECRUITMENT AND STAFF STRENGTH

43. It has been stated in a written statement furnished to the Committee that there are in all a total number of 282 categories of

posts belonging to Class I, II, III and IV in DESU (as mentioned in Appendix I). Out of 30 class I categories of posts, 23 categories of posts are exempted from the purview of reservation orders as these are filled by persons on deputation or by promotion. Out of the remaining 7 categories of posts, 6 are filled by promotion and only one by direct recruitment. Out of 13 Class II categories of posts, two categories are exempted from the purview of reservation orders as they are filled by persons on deputation. Out of the remaining 11 categories, 6 are filled by direct recruitment, 3 by promotion and 2 both by promotion and direct recruitment.

44. In reply to a question, the Committee have been informed in a written note furnished by DESU that copies of recruitment advertisements are sent to the Employment Exchanges and associations and organisations of Scheduled Castes and Scheduled Tribes in order to enable them to sponsor Scheduled Caste/Scheduled Tribe candidates for employment against the reserved vacancies in DESU.

45. In this connection, the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on DESU (January, 1977) has stated as follows:—

“The requisitions/advertisements sent for employment during the years 1973 and 1974 by the DESU did not give any information about total number of vacancies and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes. Such requisitions/advertisements however contained information about the relaxation allowed to Scheduled Caste/Scheduled Tribe candidates in the upper age limit. There was no indication of the admissibility of travelling allowance to Scheduled Caste/Scheduled Tribe candidates called for test/interview. In subsequent years, however, exclusive advertisements/requisitions were sent for recruitment of Scheduled Caste/Scheduled Tribe candidates against vacancies reserved for them. The authorities were accordingly advised to issue advertisements/requisitions for employment clearly indicating the number of vacancies reserved for Scheduled Castes and Scheduled Tribes alongwith the admissibility of various concessions/relaxations to them, so that sufficient number of Scheduled Caste/Scheduled Tribe candidates come forward to avail of the vacancies reserved for them.

Representation of Scheduled Castes and Scheduled Tribes.

46. The figures showing the total number of employees in DESU (as on the 1st April, 1976) in Class I, II, III and IV, the number of Scheduled Tribes among them and their respective percentages to the total employees in each class, as furnished by DESU to the Committee, have been indicated at Appendix II.

47. The information regarding the total vacancies occurred and reserved for Scheduled Castes and Scheduled Tribes as well as the recruitments made in DESU during the years 1972 to 1975 showing the number of Scheduled Castes and Scheduled Tribes among them, separately as furnished by DESU in a written note submitted to the Committee, is indicated at Appendix III.

48. Asked about the recruitment procedure and staff position of certain categories of posts, the representative of DESU has informed the Committee during the course of evidence as follows:—

Sub-station Chargemen:

49. Out of 130 Sub-station Chargemen in position in DESU, 4 persons belong to Scheduled Castes and none of them belongs to Scheduled Tribes.

Public Relation Officers:

50. The posts of PRO (Public Relation Officer) are filled by direct recruitment. Earlier the post of PRO was filled by promotion. But since PRO was an important officer and it was found that the persons who were appointed to those posts by promotion were generally failures, it has now been decided that this post should be filled by direct recruitment. But no new man has so far been recruited for this post and for the present, the person who was promoted earlier as PRO is continuing to hold that post.

Assistant Personnel Officers:

51. The post of Assistant Personnel Officer (APO) has been filled up by promotion as per the draft rules in operation. Earlier, the post of APO was filled by direct recruitment. The person presently working on this post has been appointed through direct recruitment. None of the 11 APOs belong to Scheduled Castes and Scheduled Tribes. From 1970 onwards, the posts of APOs are being filled up by promotion. No Scheduled Caste candidate has so far been promoted to this post. Explaining the reasons therefor, the

General Manager of DESU has stated during the course of evidence as follows:—

“The rules about this promotion are very well known. We try to find out eligible people from the lower category. Qualifications, of course, is not the criterion for promotion, but qualifying service is the criterion. In these cases the records indicate that they did not find Scheduled Caste and Scheduled Tribe personnel with the requisite experience, and, therefore, in the promotion quota they were not taken.”

52. In reply to a question as to why the Scheduled Caste/Tribe candidates were not recruited before 1970 when the posts of APOs were being filled up by direct recruitment, the General Manager of DESU has stated during the evidence as follows:—

“In 1960 only one direct recruit was taken. Thereafter, all the vacancies in this category have been filled by promotion only. These posts are filled from Superintendents with five years' experience and since no superintendents belonging to Scheduled Castes/Tribes with this experience were available, we do not have any Scheduled Castes/Tribes in this category.”

Assistant Engineers:

53. It has been stated by the General Manager of DESU during the course of evidence that the qualifications prescribed for the post of Assistant Engineer was a graduate in electrical, mechanical or civil engineering. Upto 1974, these posts were filled through Union Public Service Commission. In 1975, this power was transferred to the General Manager of DESU but he has not appointed any Class II employee under the powers so delegated to him.... It has also been stated by the General Manager (DESU) during the course of evidence that in 1975 the posts of Assistant Engineers were filled from amongst stipendiaries of Half-a-Million Job Scheme, but there was no Scheduled Caste or Scheduled Tribe person among them. Out of a total of seven Assistant Engineers, only one belongs to Scheduled Caste and none of them belongs to Scheduled Tribe.

54. Asked about the attempts made by DESU to fill up the second post reserved for Assistant Engineer from the market, the General

Manager of DESU has stated during the course of evidence as follows:—

“In so far as recruitment in 1975 is concerned, at that time this matter was not properly considered. The situation arisen out of the recruitment made in 1975 was rectified immediately thereafter by going in for an advertisement for Scheduled Caste candidates only, 4 appointments were made from amongst the Scheduled Caste candidates in 1976 and 3 of them had joined.”

Superintendents (Accounts)

55. Out of 43 Superintendents (Accounts), 6 belong to Scheduled Castes and none of them belongs to Scheduled Tribes. The next post for promotion of Superintendent (Accounts) is that of Assistant Finance Officer or of Assistant Chief Accountant. But between 1970 and 1972 no Superintendent (Accounts) has been promoted as none of them fulfills the prescribed qualifications. According to the rules, in order to become eligible for the post of Assistant Finance Officer or Assistant Chief Accountant, a person should have worked for at least five years as Superintendent (Accounts).

Overseers:

56. None of the 64 Overseers presently working in DESU belongs to Scheduled Castes and Scheduled Tribes. Appointments to these posts are made by direct recruitment. No special efforts were made by DESU to recruit Scheduled Caste and Scheduled Tribe people to these posts. The recruitment was done only in 1974 and after that there has been no vacancy. According to the records of DESU, the Scheduled Caste and Scheduled Tribe persons had not been recruited even in 1973.

Operators:

57. Out of 206 operators working in DESU, only 5 belong to Scheduled Castes and none of them belongs to Scheduled Tribes. Asked about the method of recruitment, the representative of DESU during the course of evidence has stated as follows:—

“Prior to 1975, this was a direct recruitment post and the qualification was a person holding a diploma in Electrical or Mechanical Engineering with three years' experience or a person with diploma from I.T.I. with five years' experience. Thereafter, it is a promotion post from amongst the senior operators.

Assistant Labour Welfare Officer:

58. The Committee pointed out that a Resolution, No. 468, was adopted by Delhi Municipal Corporation on the 29th July, 1974, which provide *inter alia*, that the post of Assistant Labour Welfare Officer should be filled by promotion. When asked as to why that resolution was not implemented by DESU and why the post of Assistant Labour Welfare Officers were filled by direct recruitment, the General Manager of DESU has stated during the course of evidence that the details regarding the implementation of the Resolution in question are not available.

59. Draft recruitment and promotion regulations of DESU in respect of the posts of Assistant Labour Welfare Officers provide that the method of recruitment of personnel for these posts will be direct recruitment and departmental candidates possessing requisite qualifications are to be given preference.

60. Asked whether any advertisement was issued in regard to the appointment of an Assistant Labour Welfare Officer in DESU in 1975, the General Manager of DESU has stated during the course of evidence that "It is true that that post was not advertised.... According to the file this post has been filled by a quota which is called 'blood relation quota'." Explaining the position further, he has stated that DESU have rules for giving employment assistance to blood relations of its employees. These rules were approved by DESU.

61. When the Committee pointed out that such appointments could not be made at the cost of Scheduled Castes and Scheduled Tribes, the General Manager has stated during the course of evidence that this post has been filled up purely on a temporary and *ad-hoc* basis, pending final selection. In selecting a person on a regular basis, this requirement in respect of Scheduled Castes/Tribes will certainly be complied with.

62. The Committee have also been informed in a written note furnished to them that the point at which recruitment to the post of Assistant Labour Welfare Officer was required to be made was reserved for Scheduled Caste community. But since in the year 1975 there was only one vacancy in the grade of Assistant Labour Welfare Officer, this reservation point was treated as un-reserved. Moreover, there was no application from any Scheduled Caste/Scheduled Tribe candidate under the Employment Assistant Scheme for this or any other similar post.

Blood Relation Quota:

63. A copy of the Scheme relating to employment assistance to family members of the officers and other employees of DESU as approved by the Delhi Electric Supply Committee vide its Resolution No. 872 dated 18th March, 1975 is at Appendix IV.

64. The Committee has been informed in a written note furnished to them that the following appointments have been made under the blood relation quota:

(i) Junior Clerks	208
(ii) Typists (English)	29
(iii) Typists (Hindi)	2

65. The Committee has also been informed in a written note that according to the provisions of the Employment Assistant Scheme 1975 (Blood Relation Quota), reservation has also been made in respect of direct recruitment posts as follows:

(i) Category 'A'	Cases of hardship	5%
(ii) Category 'B'	Specified cases	10%
(iii) Category 'C'	Unspecified cases	5%

66. Uptil now the appointments under the Employment Assistance Scheme have been made as under:—

(i) CATEGORY 'A'—CASE OF HARDSHIP—5 PER CENT

Mazdoors	76 (including 26 Scheduled Castes)
Water Treatment Plant Operator	1
Waterwoman	1

(ii) CATEGORY 'B' SPECIFIED CASES—10 PER CENT

Assistant Engineer	2
Assistant Labour Welfare Officer	1

iii) CATEGORY 'C' UNSPECIFIED CASES—5 PER CENT

67. It has been stated that under this scheme, the minimum qualifications prescribed for any post have not been dispensed with in making the appointment as the scheme provides that "in no case educational or professional qualifications be relaxed under this scheme."

68. Commenting on the Blood Relation Scheme, the Commissioner for Scheduled Castes and Scheduled Tribes, in his Study Report on DESU (January, 1977) has stated as follows:—

“Under the scheme of employment assistance to family members of the officers and other employees of the undertaking, it was decided in 1974 that 20 per cent of the vacancies may be earmarked for employment of the Blood relations/employees/ex-employees without any test/interview provided he/she possessed the requisite qualifications prescribed for a particular post. While there may be no objection to the appointment of the dependents on compassionate grounds such a scheme is likely to adversely affect the interests of Scheduled Castes and Scheduled Tribes as there are very few such employees working in the undertaking particularly at the high level. Moreover no reservation appears to have been made in appointment of blood relations in the past. In order to safeguard the interest of the Scheduled Caste/Scheduled Tribe employees, this scheme requires re-consideration at the highest level.”

69. In connection with the procedure for recruitment and representation of Scheduled Castes and Scheduled Tribes in services under DESU, the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on DESU has stated as follows:—

“Statistical information showing the representation of Scheduled Castes and Scheduled Tribes has been summarised in the following tables. Information given in table I indicates the total number of employees and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1-1-1976 in various categories of posts under the DESU. The table II indicates the number of vacancies reserved for Scheduled Castes and Scheduled Tribes during the years 1973, 1974 and 1975 in direct recruitment and the number actually filled by the Scheduled Caste and Scheduled Tribe candidates.”

TABLE I
(Total strength as on 1-1-1976)

Class	Total including Scheduled Castes and Scheduled Tribes	Scheduled Castes No. percentage		Scheduled Tribes No. percentage	
I	158	—	—	—	—
II	241	5	2.09	—	—
III	8292	699	8.43	—	—
IV (excluding sweepers)	13895	3129	22.52	—	—

TABLE II

(Direct Recruitment)

Class of post	No. of vacancies reserved for		No. of vacancies filled by	
	Scheduled Castes	Scheduled Tribes	Scheduled Castes	Scheduled Tribes
I	—	—	—	—
II	11	4	6	—
III (Tech.)	110	50	29	—
(Non-Tech.)	154	76	165	—
Total Class II	264	126	194	—

It will be seen from table I that there is not a single Scheduled Caste Officer in Class I posts. In Class II there are only 5 Scheduled Castes out of 241 officials. Even in Class III posts their representation is far below the minimum percentage of 15 per cent for Scheduled Castes. There is not a single Scheduled Tribe in any of the categories. Even in direct recruitment made in DESU (Table II) during the past three years i.e. 1973, 1974 and 1975 all the vacancies reserved for Scheduled Castes could not be filled by Scheduled Caste candidates. In Class II posts only 6 Scheduled Castes could be recruited as against 11 posts reserved for them. In Class III technical posts also only 29 Scheduled Castes could be appointed against the 110 vacancies reserved for them. In Class III non-technical posts, however, position was quite encouraging though in the overall position in Class III posts there was a shortfall of 70 posts reserved for Scheduled Castes. As regards reservation for Scheduled Tribes not a single Scheduled Tribe could be appointed during the three year period."

V. Concessions/Relaxations

70. The Committee has been informed in a written note furnished by DESU as follows:—

"In the case of recruitment to the posts of English typists made in the year 1973, names of 20 candidates belonging to Scheduled Castes were placed on the panel for appointment

though they had not acquired the minimum prescribed speed in English typewriting, that is 40 w.p.m. Their appointments were allowed to continue on *ad hoc* basis subject to qualifying a test @ 40 w.p.m. and were afforded chances at different intervals to enable them to qualify the test at the rate of 40 w.p.m. 18 candidates have since qualified the test but there are two candidates who could not qualify the test inspite of the chances given to them. It has been found that their speed has been deteriorating as compared to the speed acquired by them initially in 1973 and subsequently in different chances.”

71. In reply to a question whether the condition of 5 years' experience would be relaxed in the case of Scheduled Caste/Scheduled Tribe employees of DESU to become eligible for promotion from Class II to Class I posts, the representative of DESU stated during the course of evidence that DESU would examine this direction of the Committee.

72. The Committee are unhappy to note that there is not a single officer belonging to Scheduled Caste or Scheduled Tribe in Class I post of Delhi Electric Supply Undertaking. Out of 241 officers in Class II, there are only 5 Scheduled Caste officers and in certain categories, there is not a single officer belonging either to Scheduled Caste or to Scheduled Tribes. The recruitment procedure for Assistant Personnel Officers and certain other cadres has also been changed which it is feared has affected the intake of Scheduled Castes and Scheduled Tribes in these cadres. Even in Class III, the representation of Scheduled Castes is not encouraging. Considering the heavy shortfalls, the Committee cannot help concluding that orders/instructions issued by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms were not properly implemented and adequate attention was not given to improve the situation by the Delhi Electric Supply Undertaking. What is needed is concerted action to fill all the posts by Scheduled Castes and Scheduled Tribes and to make good the shortfalls in the various categories of posts in the earliest possible time. The Committee would also like to impress upon the Delhi Electric Supply Undertaking to devise adequate checks to ensure rigid application of relaxed standards in the recruitment of Scheduled Castes and Scheduled Tribes.

73. The Committee would also suggest that the existing procedure for recruitment to all categories of posts should be reviewed by the Delhi Electric Supply Undertaking and the rules suitably revised in order to augment the intake of Scheduled Castes and Scheduled Tribes in their services.

74. The Committee further recommend that special adhoc recruitment exclusively for Scheduled Castes and Scheduled Tribes should immediately be resorted to so that the entire backlog is wiped out within a period not exceeding three years.

75. The Committee also note that there is no employee belonging to Scheduled Tribes in the services of Delhi Electric Supply Undertaking. The Committee would suggest that the Delhi Electric Supply Undertaking should examine the feasibility of recruiting Scheduled Tribes from neighbouring States having large Scheduled Tribes population so that the vacancies reserved for Scheduled Tribes are filled by the candidates from that community.

76. The Committee note that in the advertisements issued by Delhi Electric Supply Undertaking inviting applications for recruitment, the total number of vacancies and the actual number of vacancies reserved for Scheduled Castes and Scheduled Tribes is not indicated. The Committee desire that in all the requisitions sent to the Employment Exchanges and all advertisements issued for the purpose of recruitment, the number of posts reserved for Scheduled Castes and Scheduled Tribes and all the concessions/relaxations admissible to them should be specifically mentioned so that maximum number of Scheduled Caste and Scheduled Tribe candidates come forward to avail of the vacancies reserved for them.

77. The Committee would also suggest that the Delhi Electric Supply Undertaking should intimate to the Central Employment Exchange and also other Employment Exchanges, the type of candidates they require so that a separate list of candidates possessing the requisite qualifications could be maintained by the Employment Exchanges. The Delhi Electric Supply Undertaking should also keep in touch with various technical institutes in the Union Territory of Delhi and impress upon them to fill all reserved seats by Scheduled Castes and Scheduled Tribes and prepare them according to their requirements.

78. The Committee would also like that the reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges should be recorded and communicated so as to facilitate them to sponsor right type of candidates belonging to these communities in future requirements.

79. In order that sufficient number of Scheduled Caste and Scheduled Tribe candidates are available for recruitment, it is necessary

that copies of advertisements are sent not only to the associations of Scheduled Castes and Scheduled Tribes but also to the Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes who may help in sponsoring Scheduled Caste and Scheduled Tribe candidates. Advertisements should also be issued through the All India Radio so that Scheduled Caste and Scheduled Tribe candidates living in remote areas can also respond to the advertisements as per instructions issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms vide their Office Memorandum No. 36022/4/TG-ESTT(SCT) dated the 7th August, 1976.

80. The Committee note that the scheme of employment assistance to family members of the officers and other employees of Delhi Electric Supply Undertaking came into force in 1974 and 20 per cent of the vacancies have been earmarked for the family members of the Delhi Electric Supply Undertaking. The Committee feel that such a scheme is likely to adversely affect the interests of Scheduled Castes and Scheduled Tribes as there are very few employees belonging to these communities working in the Delhi Electric Supply Undertaking who could take advantage of this scheme, and, moreover, no reservations for Scheduled Caste and Scheduled Tribe employees have been made under this scheme. The Committee endorse the suggestion made by the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on Delhi Electric Supply Undertaking (January, 1977) that "in order to safeguard the interests of the Scheduled Caste and Scheduled Tribe employees, this scheme requires reconsideration at the highest level." The Committee would like to be apprised of the decision taken by the Delhi Electric Supply Undertaking in this regard.

E. PROMOTIONS

81. The details regarding the total number of promotions made in various categories of posts in DESU during the years 1973, 1974 and 1975 and the number of Scheduled Caste and Scheduled Tribe employees among them are indicated in Appendix V.

82. Asked whether there are Scheduled Caste and Scheduled Tribe employees in Class II posts in DESU and if so, whether they are due for promotion, the General Manager of DESU has stated during the course of evidence as follows:—

"There are 251 class II posts and the number of Scheduled Caste/Tribe candidates in that category is 5. Now I agree that it is a very small number. As regards considering them for promotion to Class I posts, these officers

are particularly in the lower posts. They have been recruited only during the last couple of years. They are not yet ripe for promotion to Class I posts."

Explaining the position further, the Municipal Commissioner of Delhi has stated during the course of evidence as follows:—

"Out of the 5 Scheduled Caste/Tribe employees in Class II posts, one is working as Assistant Engineer. When he is confirmed as Assistant Engineer, he is due for promotion and after putting in 5 years of service in the post of Assistant Engineer, he will automatically be promoted as Executive Engineer. There is one post of Legal Officer and two Medical Officers. We do not have senior posts for promoting these people. I do not think there is any chance for them in the near future. There is one Labour Welfare Officer. Unless the persons holding the senior posts retire, this person cannot be promoted."

83. In reply to a question as to why the vacancies in the lower categories were not filled up by direct recruitment when it was known that the Scheduled Caste and Scheduled Tribe employees were not available in those categories for promotion and why recruitment rules were changed so as to reserve 100 per cent posts in many categories for promotion, the General Manager of DESU has stated during the course of evidence as follows:—

"Two points have been made. First, since there was no recruitment earlier in Scheduled Castes and Scheduled Tribes, that affected their promotion also. As regards the question of changing rules, I have no hesitation in submitting before the Committee that, as it stands today, we have approved rules and regulations for a very few posts. Recruitment and Promotion Rules for a large majority of the categories of staff have been formulated, and they are under finalisation. This is the position today, though the Undertaking (DESU) came into being in 1957.

84. Elucidating the position further, he has stated:

"For promotion we do not get adequate number of people of Scheduled Castes and Scheduled Tribes. Under the present rules, they can never be appointed. If an LDC comes (for promotion), then we find that he is not confirmed in the lower post and then he should be within the zone of promotion. If he comes within the first 25, then he is considered to be within the zone of promotionActually in this Undertaking previously I think we

were taking people by direct recruitment. But this Undertaking happens to have a very strong Union and there was pressure from the Union and under an agreement between the General Manager and the Union, one of these categories fell under promotion category. Now that we are under Emergency, we will try to bring certain posts under direct recruitment. In these categories (Assistant Engineers) wherever possible we will try to accommodate some percentage through direct recruitment.”

85. Asked about the reasons for not confirming the Scheduled Caste and Scheduled Tribe employees, it has been stated in a written note furnished to the Committee that since large number of employees in DESU are working on *ad hoc* basis, reservations have not yet been made effective in the matter of confirmation.

86. Enquired whether certain Class I posts, which were filled up by promotion, were exempted from reservation orders whereas certain other similar Class I posts were not exempted, the representative of DESU has stated during the course of evidence as follows:—

“There are certain categories of posts where promotion is made from Class I to Class I or where the post is filled up by deputation. According to the guidelines issued by the Home Ministry, there the question of reservation does not apply. As far as those posts which the hon. Member has pointed out are concerned, those posts are being filled up by promotion and not deputation. Therefore, the reservation is applicable there.”

87. It has been stated in a written note furnished to the Committee that an employee should come within the “Zone of Promotion” before he can be considered for promotion. Clarifying the term ‘Zone of Promotion’, it has been stated in a written note furnished to the Committee as follows:—

“For purpose of promotion by selection from Class III to Class II and within Class II and from Class II to the lowest rung or category of Class I, the procedure has been laid down in the Ministry of Home Affairs O.M. No. 1/12/67-Estt.(C) dated 11-7-1968. Para 4-B(a) thereof provides that ‘any promotion made by selection to the employees in the zone of consideration numbering 5 or 6 times the estimated number of vacancies are normally considered for inclusion in the select list’.

Minimum qualifications/experience as laid down in the Recruitment and Promotion Regulations in respect of the post concerned are equally applicable to all persons coming within the zone of promotion.”

88. In reply to a question whether the Scheduled Caste and Scheduled Tribe employees possessing the requisite minimum qualifications/experience are considered for promotion against posts reserved for them even if they do not come within the zone of promotion, the Committee has been informed in a written note furnished by DESU as follows:—

“Promotions are either made on the basis of seniority subject to fitness or by selection. When promotions are made on the basis of seniority, subject to fitness, the Scheduled Caste and Scheduled Tribe officers are considered separately for filling vacancies reserved for these communities. When the posts are filled by selection and a vacancy is reserved for Scheduled Castes and Scheduled Tribes, all candidates belonging to these communities, who fulfil the prescribed qualifications according to the Recruitment and Promotion Regulations in respect of post concerned are considered, irrespective of the fact whether they fall within the zone promotion or outside that zone.”

89. In reply to a question whether DESU would consider the cases of those persons whose promotions had gone by default on account of non-observation of rosters since 1970, the General Manager of DESU has stated during the course of evidence that “their cases would be considered.”

F. RECRUITMENT RULES

90. In reply to a question whether the Recruitment Rules in respect of all categories of posts have been finalised by DESU, the Committee have been informed in a written note furnished to them that recruitment and promotion Regulations of DESU in respect of 38 categories of posts have so far been finalised under Section 98 of the Delhi Municipal Corporation Act. In respect of the remaining categories of posts, the recruitment rules are under various stages of preparation and for the present these categories are governed by the Regulations framed by erstwhile Delhi State Electricity Board.

91. In regard to the Recruitment Rules of DESU, the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on DESU (1977) has stated as follows:—

“One of the reasons put forth for meagre representation of Scheduled Castes and Scheduled Tribes in the services

under DESU was that in some of the orders the recruitment rules had not been finalised and as such promotions had been made on *ad hoc* basis where reservation orders are not applicable. During the course of the study it came to the notice of the team, that the recruitment rules for a number of posts were pending finalisation from the last several years due to administrative relays."

92. In regard to the reservation for Scheduled Castes and Scheduled Tribes in promotions in DESU, the Commissioner for Scheduled Castes and Scheduled Tribes has stated in his study Report on DESU (1977) as follows:—

"The following table shows total number of vacancies reserved for Scheduled Castes and Scheduled Tribes during the years 1973 to 1975 both in the seniority-cum-fitness as well as selection posts and the number of Scheduled Caste/Scheduled Tribe candidates actually appointed:

	No. of vacancies reserved for		No. of vacancies filled by	
	Scheduled Castes	Scheduled Tribes	Scheduled Castes	Scheduled Tribes
I	13	6	—	—
II	14	7	—	—
III	262	136	183	—
IV	97	48	63	—

It will be seen from the above table that not a single Scheduled Caste/Scheduled Tribe officer could be promoted against Class I and II posts. In Class III also 188 Scheduled Castes could be promoted against 262 vacancies reserved for them during the three years period. Even in Class IV promotion posts there was shortfall of 34 posts reserved for Scheduled Castes. In this connection, it may be pointed out that during the year 1975, 7 vacancies of Jr. Mistry had been shown as reserved for Scheduled Castes, but not a single Scheduled Caste was promoted in spite of the fact that 15 Scheduled Caste candidates were available in the eligibility zone. The plea taken by the authorities that in this category, Scheduled Caste candidates were already in excess, was not correct. Reservation has to be applied on the current vacancies on the basis of the points of the roster irrespective of the existing strength of Scheduled Castes and Scheduled

Tribes in the cadre. The shortfall has, however, to be carried over and adjusted against the general vacancies.

According to the decision taken by the Management to start the rosters with effect from 1-1-1975, backlog in respect of the promotion posts had to be worked out on the basis of the dates of the orders issued providing reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion. As in the case of direct recruitment, the position regarding the maintenance of the rosters for promotion posts was also not satisfactory. Moreover, majority of the posts filled in DESU are by promotion from the lower ranks and since there are very few Scheduled Caste/Scheduled Tribe candidates in the feeder posts, especially in the officer categories, the benefit of reservation cannot be given to Scheduled Caste/Scheduled Tribe candidates and the reservation orders are rendered ineffective.

G. SELECTION BOARD

93. Asked about the composition of Recruitment/Selection Board in DESU for recruitment/promotion of employees, the Committee has been informed in a written note submitted to them as follows:—

“The following is the composition of Recruitment/Selection Committee/Board in DESU for recruitment/promotion of employees:

Class I

Union Public Service Commission nominee.
Nominee or nominees of the General Manager.

Class II (Engineering)

General Manager (Engineering)
Chief Engineer
Deputy General Manager

Class II (Non-Engineering & Non-Accounts)

General Manager (Engineering)
Deputy General Manager
Administrative Officer
Medical Officer (In charge) For selection of
Municipal Health Officer (general) M.O./L.M.O.

Class II (Accounts): Consultation of UPSC in such posts not necessary.

General Manager (Engineering)

Deputy General Manager

Financial Adviser & Chief Accounts Officer

In respect of Class III and IV posts, Selection Committees/Departmental Promotion Committees are constituted at each occasion by the Appointing Authorities."

94. In reply to a question whether there is any member from Scheduled Castes/Tribes in such Selection Committees/Boards, the Committee has been informed in a written note submitted to them as follows:—

"A Labour Welfare Officer (Class II) belonging to Scheduled Caste community has now been ordered to be associated with all the Selection Committees constituted in DESU in connection with selection of Scheduled Castes/Scheduled Tribes."

95. The Committee are distressed to observe that a majority of posts in Delhi Electric Supply Undertaking are filled by promotions and since there are very few Scheduled Caste and Scheduled Tribe candidates in the feeder posts, especially in the higher categories, the benefit of reservation cannot be given to Scheduled Caste and Scheduled Tribe candidates and the reservation orders have been rendered practically ineffective. The Committee find from the figures furnished by Delhi Electric Supply Undertaking that during the years 1973—75, 19 and 21 posts were reserved for Scheduled Castes and Scheduled Tribes in Class I and Class II respectively but not a single Scheduled Caste/Scheduled Tribe employee could not promoted against those posts. In Class III also, only 183 Scheduled Castes could be promoted against 401 posts reserved for Scheduled Castes and Scheduled Tribes. Even in Class IV, only 63 Scheduled Caste employees could be promoted against 145 vacancies reserved for Scheduled Castes and Scheduled Tribes.

96. The Committee are surprised to note that inspite of such dismal figures of representation given to Scheduled Castes and Scheduled Tribes in DESU, the Recruitment Rules for filling up vacancies in many categories of posts in Delhi Electric Supply Undertaking have been changed to the effect that majority of posts are now being filled by promotion. The Committee, therefore, recommend that while finalising the Recruitment Rules, which are presently at the drafting or consideration stage, the interests of Scheduled

Caste and Scheduled Tribe Candidates should be kept in view and the element of direct recruitment should be introduced at least to such of the posts where sufficient number of Scheduled Caste and Scheduled Tribe departmental candidates are not available to fill them up.

97. The Committee regret to note that the recruitment rules for a number of posts are pending finalisation for the last several years due to administrative delays. The Committee also understand that non-finalisation of rules is one of the main reasons for shortfall in the representation of Scheduled Castes and Scheduled Tribes in the services of Delhi Electric Supply Undertaking as, in the absence of these rules, promotions have been made on ad hoc basis where reservation orders are not applicable. The Committee, therefore, recommend that recruitment rules should be finalised without further delay so that the interests of Scheduled Caste and Scheduled Tribes employees do not suffer any more.

98. The Committee regret to note that, as observed by the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on Delhi Electric Supply Undertaking (1977), during the year 1975, there were 7 reserved vacancies of Junior Mistry but not a single Scheduled Caste candidate was promoted although 15 Scheduled Caste candidates were available in the eligibility zone in Delhi Electric Supply Undertaking. The Committee do not agree with the plea taken by Delhi Electric Supply Undertaking that in this category Scheduled Caste candidates were already in excess. The Committee agree with the view expressed by the Commissioner for Scheduled Castes and Scheduled Tribes that the reservation has to be applied on the current vacancies on the basis of the points of the roster irrespective of the existing strength of Scheduled Castes and Scheduled Tribes in the cadre in question. The Committee hope that henceforth such lapse would not recur.

99. The Committee need hardly emphasise that any agreement between the management and the union of the employees of Delhi Electric Supply Undertaking should not be allowed to come in the way of implementation of reservation orders for Scheduled Castes and Scheduled Tribes in the matter of promotion. The Committee, therefore, recommend that such agreements should either be scrapped or suitably modified so that the reservation orders may be implemented in Delhi Electric Supply Undertaking without any hindrance.

100. The Committee need hardly emphasise the desirability of including a Scheduled Caste/Tribe Officer in all the Recruitment]

'Selection Committee/Boards constituted by the Delhi Electric Supply Undertaking so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case, a Scheduled Caste/Tribe Officer of the appropriate status is not available in the Delhi Electric Supply Undertaking, a Scheduled Caste/Tribe Officer from another Ministry/Department should be associated with such recruitment/Selection Committees/Boards.

H. SHORTFALLS

101. The figures of backlog as on 1st September, 1976 in each category of post in DESU calculated from 1st January, 1970, (which date has been fixed by DESU as the arbitrary point) for purpose of calculating the backlog, as furnished by DESU, are as follows:—

Sl. No.	Name of category	Backlog Scheduled Castes	Scheduled Tribes
<i>Class I & II Posts</i>			
1	Direct Recruitment	8	5
2	Selection posts	17	7
3	Promotion posts	1	—
<i>Class III & IV Posts</i>			
1	Direct Recruitment	201	692
2	Selection posts	16	10
3	Promotion posts	171	201

102. Asked about the reasons for shortfalls in the employment of Scheduled Castes and Scheduled Tribes against their reserved quotas and the remedial measures taken by DESU to make up the shortfalls, the Committee have been informed in a written note submitted to them as follows:—

“The main reason for shortfall in providing appointment to Scheduled Caste/Scheduled Tribe candidates against various posts is that large majority of the posts in the Undertaking are filled up by promotion from the next below categories and as such the number of candidates promoted to higher posts will depend on the number of candidates in the lower posts. The number of promoted Scheduled Caste/Scheduled Tribe candidates was not

large because prior to 1972 orders of the Government of India, no separate seniority list for Scheduled Caste| Scheduled Tribe employees for promotion was required. The Undertaking propose to fill up the promotion posts by eligible Scheduled Caste/Scheduled Tribe candidates in the next below categories and also to liquidate the backlog keeping in view the guidelines laid down by the Government of India.”

103. In reply to a question as to why the recruitment of non-Scheduled Caste and Scheduled Tribe persons was not stopped until the quota reserved for Scheduled Castes and Scheduled Tribes was completed, as required by resolution No. 633 (see para 3 *ante*) passed by the Delhi Municipal Corporation on 12th January, 1970, the representative of DESU has stated during the course of evidence as follows:—

“When this Resolution of Delhi Municipal Corporation was received by DESU, a preamble was put up to the Delhi Electric Supply Committee in which the difficulties in implementing this Resolution were listed...It was circulated to the members of the Delhi Electric Supply Committee. They did not pass any orders on this and therefore the difficulties were taken as affecting implementation of that Resolution to that extent.”

104. Elucidating the position further, the General Manager of DESU has stated as follows:—

“Perhaps there is a feeling that we passed a Resolution contrary to the Resolution passed by the Delhi Municipal Corporation which was not so. The General Manager (DESU) listed out certain difficulties in implementing that Resolution and submitted a note to the Delhi Electric Supply Committee. That note was circulated but there is no Resolution indicating the views of the Delhi Electric Supply Committee.”

105. General Manager of DESU during the course of evidence has further stated that undoubtedly there is a very large shortfall in the number of Scheduled Caste and Scheduled Tribe employees in DESU. Although general efforts including the special recruitments of Scheduled Castes and Scheduled Tribes have been made to fill up the posts reserved for them but sufficient number of candidates belonging to these communities have not been available.

Besides, some of the Scheduled Caste and Scheduled Tribe employees have left DESU as and when they have got better jobs elsewhere.

106. Asked about the steps taken by DESU to fill up the backlog, the General Manager of DESU has stated during the course of evidence as follows:—

“We propose to recruit from the market very shortly certain number and in that number we shall try to make up the deficiency. This assurance I am making not only for the category of Assistant Engineers, but for all the categories where direct recruitment is made.”

107. In regard to the special efforts made to appoint Scheduled Caste and Scheduled Tribe persons on different posts, the Committee has been informed in a written note furnished to them as follows:—

- “(i) The posts of Assistant Engineers (electrical & mechanical) which were reserved for Scheduled Castes and Scheduled Tribes were advertised inviting applications exclusively from candidates belonging to those communities.
- (ii) Another advertisement inviting applications exclusively from the candidates belonging to the Scheduled Caste and Scheduled Tribe communities was issued on 28th August, 1976 in the local newspapers.
- (iii) Requisition in respect of all Class III and IV posts filled by direct recruitment against reserved posts for Scheduled Castes and Scheduled Tribes are being made to the Scheduled Caste and Scheduled Tribe Agencies for sponsoring candidates specially belonging to these communities.
- (iv) In the case of recruitment to the posts of English Typists made in 1973, names of 20 candidates belonging to the Scheduled Castes were placed on the panel for appointment though they had not acquired the minimum prescribed speed in English Typewriting i.e. at 40 w.p.m. Their appointments were allowed to continue on *ad hoc* basis subject to qualifying the test at 40 w.p.m.”

108. Asked whether DESU propose to hold *ad hoc* recruitment for Scheduled Caste and Scheduled Tribe candidates to make good

the shortfalls, the Committee have been informed in a written note submitted to them as follows:—

“*Ad hoc* appointment of Scheduled Caste/Scheduled Tribe employees for making up the shortfalls can only be resorted to by the General Manager where the posts are to be filled up by direct recruitment. In such cases DESU would initiate action for *ad hoc* recruitment subject to the availability of vacancies.”

109. In regard to the shortfalls of Scheduled Tribes in the services of DESU, the Commissioner for Scheduled Castes and Scheduled Tribes has observed in his study Report on DESU (1977) as follows:—

“There was not a single Scheduled Tribe working in the DESU. Though the rosters adopted to implement reservation orders were the same, providing reservation for both Scheduled Castes and Scheduled Tribes but no special efforts had been made to recruit Scheduled Tribe candidates in the past. This had been attributed to the fact that the Municipal Act under which the working of the DESU is governed, provided for reservation for Scheduled Castes only. In this connection it may be pointed out that since the DESU and also the Municipal Corporation of Delhi have adopted the Government of India instructions, there is no reason why the provision for reservation for Scheduled Tribes could not be effectively implemented.”

110. The Committee are perturbed to note from the figures furnished by the Delhi Electric Supply Undertaking that there are heavy shortfalls in the employment of Scheduled Castes and Scheduled Tribes in all categories of posts. Considering these heavy shortfalls the Committee cannot but conclude that orders on the subject are neither being followed in letter and spirit by the appointing authorities nor adequate attention has been paid to improve the situation. The Committee would, therefore, urge upon the Delhi Electric Supply Undertaking to take immediate corrective steps to ensure that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled by the candidates belonging to these communities.

111. The Committee have no doubt that, as assured by its representative during the course of evidence, Delhi Electric Supply Undertaking would hold *ad hoc* recruitments to wipe out the shortfalls of Scheduled Castes and Scheduled Tribes.

112. The Committee are distressed to note that there is not even a single Scheduled Tribe officer in any of the categories of posts in Delhi Electric Supply Undertaking nor any special efforts have been made to recruit Scheduled Tribe candidates. The Committee do not agree with the argument advanced by the Delhi Electric Supply Undertaking that Delhi Municipal Corporation Act, 1957, which govern the working of Delhi Electric Supply Undertaking, provide for reservation of Scheduled Castes only. The Committee fully agree with the views expressed by the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on Delhi Electric Supply Undertaking that since Delhi Electric Supply Undertaking as well as Delhi Municipal Corporation have adopted the Government of India instructions on reservations, there is no reason why the provision for reservation for Scheduled Tribes should not be effectively implemented. The Committee hope that the Delhi Electric Supply Undertaking would now make earnest efforts to recruit the maximum number of Scheduled Tribe candidates with a view to wipe out the backlog as soon as possible.

113. The Committee also recommend that in the event of not getting the requisite number of Scheduled Tribe candidates even after carrying forward these vacancies for three years, such vacancies should be filled up by Scheduled Caste candidates as per orders contained in Department of Personnel and Administrative Reforms O.M. No. 27/25/68-Estt. (SCT) dated the 25th March, 1970 on the subject.

I. DE-RESERVATION

114. Asked what is the procedure for de-reservation of vacancies and how many vacancies have been de-reserved in each category of posts during each of the last 3 years (1973 to 1975) in DESU, it has been stated in a note furnished to the Committee as follows:—

“No posts reserved for Scheduled Castes and Scheduled Tribes has been got de-reserved till now. However, against the posts reserved for Scheduled Castes/Scheduled Tribes, where the candidates belonging to these communities were not available, provisional appointments from general categories are being made till candidates of these communities become available. The reservations are being carried forward.”

115. In reply to a question as to how many vacancies had been de-reserved during the last 3 years in DESU, the representative of DESU stated during the evidence as follows:—

“For de-reservation, particular procedure that has been prescrib-

ed, is required to be followed. We have been carrying forward vacancies."

116. When the Committee pointed out that the vacancies cannot be carried forward without first de-reserving them and no post can be de-reserved without obtaining the prior approval of the appropriate authority, the representative of the DESU has stated that:—

"That we have not been doing."

117. The Committee are surprised to note that the Delhi Electric Supply Undertaking has no clear understanding of the procedure of de-reservation of vacancies. The Committee would, therefore, suggest that the Delhi Electric Supply Undertaking should immediately organise a training course for its officers dealing with personnel matters with the help of the Department of Personnel and Administrative Reforms so that its officers become fully acquainted with the provisions and procedures of reservations for Scheduled Castes and Scheduled Tribes. The help of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes can also be taken in this connection.

118. The Committee hope that in future the Delhi Electric Supply Undertaking will strictly follow the procedure for dereservation of vacancies for Scheduled Castes and Scheduled Tribes as laid down in Department of Personnel and Administrative Reforms O.M. No. 28/14/74-Estt.(SCT) dated the 12th July, 1976 and take all the necessary steps as mentioned in paras 26 to 27A of the Brochure on Reservations for Scheduled Castes and Scheduled Tribes in Services (Fourth Edition) before making any reference to the Department of Personnel and Administrative Reforms for dereservation

119. The Committee would also like to urge that in view of the poor representation of Scheduled Castes and Scheduled Tribes in the service of Delhi Electric Supply Undertaking, dereservation of vacancies should be stopped.

J. HOUSING FACILITIES

120. In a note furnished to the Committee, it has been stated that the DESU is providing residential accommodation to its employees. The allotment of accommodation is made according to the procedure

followed by the Directorate of Estates, Ministry of Works and Housing, i.e. allotment of type-I to type-IV accommodation is made on the basis of the date of appointment of the employees while for allotment of type-V and above accommodation, their date of entitlement is taken into consideration.

121. Asked whether any reservations are made for Scheduled Caste and Scheduled Tribe employees in the matter of allotment of residential accommodation in DESU, the representative of DESU has stated during the course of evidence as follows:—

“10 per cent reservation has been prescribed by a circular by the Ministry of Works and Housing—10 per cent for Type I and Type II accommodation. In addition to that, for types III and IV, the Ministry has prescribed a percentage of 5 per cent and nothing beyond type IV.”

122. It has also been stated in a note furnished to the Committee that 10 per cent of the available vacant quarters of types I and II are reserved for Scheduled Caste and Scheduled Tribe employees of DESU and allotment is made to them accordingly.

123. In reply to a question, the following figures relating to the Scheduled Caste/Scheduled Tribe employees who have been allotted residential accommodation in DESU have been furnished to the Committee:—

Type I	170
Type II	14
Type III	1
Type IV	Nil

124. Asked about the number of Scheduled Caste/Scheduled Tribe employees who have not so far been allotted residential accommodation, it has been stated in a written note furnished to the Committee that the number of such employees is not readily available in DESU because separate waiting lists for Scheduled Castes and Scheduled Tribes are not being maintained.

125. The Committee regret to note that separate waiting lists for Scheduled Caste and Scheduled Tribe employees for the purpose of allotment of residential accommodation are not being maintained by Delhi Electric Supply Undertaking. The Committee are at a loss to

understand as to how in the absence of such separate waiting lists, the prescribed 10 per cent reservation for Scheduled Caste, and Scheduled Tribe employees in the allotment of type I and type II accommodation is being implemented. The Committee, therefore, desire that separate waiting lists for Scheduled Caste and Scheduled Tribe employees for the purpose of allotment of residential accommodation should be maintained by Delhi Electric Supply Undertaking and reservation orders in this regard should be strictly followed.



SURAJ BHAN,

Chairman,

Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

NEW DELHI;

November 14, 1977

Kartika 23, 1899 (S).

APPENDIX I

(See para 43 of Report)

Statement showing total employees as on 1-4-1976 category-wise and the number of Scheduled Castes and Scheduled Tribes among them.

S. No.	Category	Total No. of employees.	Scheduled Caste	Scheduled Tribe	Percentage Scheduled Caste Scheduled Tribe		Remarks
1	2	3	4	5	6	7	8
1.	General Manager (E)	1	—	—	—	—	By deputation
2.	Chief Engineer	1	—	—	—	—	Do. Now filled by promotion
3.	Dy. General Manager.	1	—	—	—	—	By deputation
4.	F.A. & C.A.O..	1	—	—	—	—	Do.
5.	O.S.D. (Enq.)	1	—	—	—	—	Do.
6.	Addl. C.E.	2	—	—	—	—	Do.
7.	C.L.W.O.	1	—	—	—	—	By deputation. Post upgraded incumbent absorbed.
8.	C.P.O.	1	—	—	—	—	By deputation
9.	Dy. C.E. (Elect/Mech)	1	—	—	—	—	By promotion
10.	Dy. C.E. (Civil)	1	—	—	—	—	Do.
11.	S.E. (Elect./Mech.)	15	—	—	—	—	Do.
12.	X.E.N. (Elect./Mech.)	49	—	—	—	—	Do.
13.	X.E.N. (Civil)	8	—	—	—	—	Do.
14.	Eng.I/C (St.Ltd.)	1	—	—	—	—	Do.
15.	Shift Charge Engr.	9	—	—	—	—	Do.
16.	Administrative Officer	1	—	—	—	—	1/3rd by deputation.
17.	Dy. F.O.	1	—	—	—	—	

1	2	3	4	5	6	7	8
18.	Training Officer	1	—	—	—	—	By deputation
19.	Dy. C.A.	1	—	—	—	—	By promotion
20.	Sr. Asstt. Finance Officer	2	—	—	—	—	Do.
21.	Asstt. Admn. Officer	1	—	—	—	—	By deputation
22.	Legal Officer	1	—	—	—	—	Do.
23.	ACA/AFO/AO (A) etc.	13	—	—	—	—	50% by deputation
<i>Class—I (to whom reservation is applicable) :</i>							
24.	Architect	1	—	—	—	—	By direct recruitment filled in 1964.
25.	Administrative Officer	1	—	—	—	—	} 2/3rd by promotion
26.	Personnel Officer	1	—	—	—	—	
27.	S & P.O. (NT)	1	—	—	—	—	By promotion
28.	ACA/AFO/AO (A) etc.	19	—	—	—	—	Do.
29.	Asstt. X.E.N. (Elect./Mech.)	19	—	—	—	—	Do.
30.	A. XEN (CIVIL)	2	—	—	—	—	Do.
<i>Class-II (Exempted) being on deputation :</i>							
31.	O & M Officer	1	—	—	—	—	By deputation
32.	L & A.O.	1	—	—	—	—	Do.
<i>Class—II (to whom reservation is applicable) :</i>							
33.	A.E. (Elect./Mech.)	159	1	—	0.6%	—	50% by direct recruitment & 50% by promotion
34.	A.E. (Civil)	35	1	—	2.9%	—	Do.
35.	Asstt. Architect	2	—	—	—	—	By direct recruitment
36.	Security Officer	1	—	—	—	—	Do.
37.	Hindi Officer	1	—	—	—	—	Do.

1	2	3	4	5	6	7	8
38.	Asstt. Legal Officer	1	—	—	—	—	By promotion
39.	P. R. O.	1	—	—	—	—	By direct recruitment.
40.	A. S. & P. O. (NT)	2	—	—	—	—	By promotion
41.	Asstt. Personnel Officer	11	—	—	—	—	Do.
42.	A. L. W. O.	5	1	—	20%	—	By direct recruitment.
43.	M.O./L.M.O. including ^a M.O. (I/C) DESU Disps	21	2	—	9.5%	—	Do.
<i>Class- III</i>							
44.	Head Mistress (Middle School)	2	—	—	—	—	
45.	Adrema Supervisor (NT)	1	—	—	—	—	
46.	Architectural Asstt.	2	—	—	—	—	
47.	Chemist	3	—	—	—	—	
48.	Controller (Elect. & Boiler)	39	—	—	—	—	
49.	Editor	1	—	—	—	—	
50.	Erector	2	—	—	—	—	
51.	Foreman (Electronics)	2	—	—	—	—	
52.	Foreman (Hot Lines)	1	—	—	—	—	
53.	Foreman/Foreman (Se- lection Gr.)	108	7	—	6.5%	—	
54.	Head Draftsman	6	—	—	—	—	
55.	P.A. to Chairman	1	—	—	—	—	
56.	P.A. to F.A. & C.A.O.	1	—	—	—	—	
57.	Shift Engineer Gr. II (Diesel & Thermal)	4	—	—	—	—	
58.	Supdt. (Accounts)	43	6	—	14%	—	
59.	Supdt. (Air-condition- ing)	1	—	—	—	—	
60.	Asstt. Shift Engr.	2	—	—	—	—	
61.	Cable Jointer	25	10	—	40%	—	
62.	Certified Welder	2	—	—	—	—	
63.	Control Room Operator	8	1	—	12½%	—	
64.	Cost Accounts Asstt.	4	—	—	—	—	
65.	Foreman Gr.II.	5	—	—	—	—	
66.	Head Cashier	11	—	—	—	—	

1	2	3	4	5	6	7	8
67.	Head Clerk	66	4	—	61%	—	
68.	Horticulture Inspector	2	—	—	—	—	
69.	Inspector Gr. I	151	—	—	—	—	
70.	Inspector Gr.II	631	15	—	2.4%	—	
71.	Inspector (Inter-communication system)	1	—	—	—	—	
72.	Instructor (Mech. & Elect.)	2	—	—	—	—	
73.	Lab. Asstt.	12	1	—	8.3%	—	
74.	Legal Asstt.	5	—	—	—	—	
75.	Librarian	1	—	—	—	—	
76.	Meter Reading Inspector Gr. I	13	—	—	—	—	
77.	Sr. Clerk/Sr. Time Keeper/ Sr. Cash Clerk	800	53	—	6.6%	—	
78.	Jr. Stenographer	49	—	—	—	—	
79.	Steno-typist (English)	114	1	—	0.9%	—	
80.	Vigilance Inspector (Non-Tech.)	10	—	—	—	—	
81.	Armature winder	1	—	—	—	—	
82.	Electric Mistry	2	—	—	—	—	
83.	Mistries (Boiler & Turbine & Workshop/Pump House)	7	2	—	28.6%	—	
84.	Sr. Draftsman	17	—	—	—	—	
85.	Sr. Draftsman Architect	—	—	—	—	—	
86.	Instrument Mechanic	6	—	—	—	—	
87.	Sr. Pharmacist	3	1	—	33.3%	—	
88.	Sr. Work Mistry	4	—	—	—	—	
89.	Lady P.T.I.	2	—	—	—	—	
90.	Asstt. Lady Teacher (Primary)	38	1	—	2.6%	—	
91.	Music Teacher	2	—	—	—	—	
92.	Cable Mistry	17	4	—	23.5%	—	

1	2	3	4	5	6	7	8
93.	Coal Handling Plant Operator	8	—	—	—	—	
94.	Lift Operator	3	1	—	33.3%	—	
95.	Head Mason	1	1	—	100%	—	
96.	Head Mistry.	70	13	—	18.5%	—	
97.	Mobile Crane Operator	1	—	—	—	—	
98.	Motor (Mechanic)	3	—	—	—	—	
99.	Supdt. (Clerical)	38	—	—	—	—	
100.	Supdt. (Foreign Exchange)	1	—	—	—	—	
101.	Supdt. (Fuel & Oil)	1	—	—	—	—	
102.	Supdt. (M.R.S.)	7	—	—	—	—	
103.	Supdt. (Phanimatic)	1	—	—	—	—	
104.	Supdt. (Statistical)	1	—	—	—	—	
105.	Supdt. (Technical)	87	—	—	—	—	
106.	Supdt. (Transformer Repair Cell)	1	—	—	—	—	
107.	Hindi Translator	7	—	—	—	—	
108.	Head Rigger.	2	—	—	—	—	
108A.	Sr. Stenographer	27	—	—	—	—	
108B.	P.A. to G.M. (E)	1	—	—	—	—	
109.	Stenographer (Hindi)	1	—	—	—	—	
110.	Vigilance Asstt. (Deputation)	1	—	—	—	—	
111.	Trained Graduate Lady Teacher/Language Teacher	19	—	—	—	—	
112.	Asstt. Accountant	96	2	—	2.1%	—	
113.	Asstt. Accountant <i>cum</i> -Head Clerk.	28	—	—	—	—	
114.	Asstt. Controller (Boiler, Turbine) Elect. & Maint./Coal Handling	63	1	—	1.6%	—	
115.	Asstt. Labour Warden	6	2	—	33.3%	—	

1	2	3	4	4	6	7	8
116.	Asstt. Security Officer	5	1	—	20%	—	
117.	M.R.I. Gr. II	106	8	—	7.5%	—	
118.	Overseer (Civil)	64	—	—	—	—	
119.	Teleprinter Opr.	2	—	—	—	—	
120.	Sr. Cable Joiner	4	—	—	—	—	
121.	Instrument Repairer (Senior)	2	—	—	—	—	
122.	Sr. Meter Mechanic	1	—	—	—	—	
123.	Sr. Vigilance Inspector (Non-Tech.)	3	—	—	—	—	
124.	Vigilance Inspector (Tech.)	1	—	—	—	—	
125.	Statistical Asstt.	2	—	—	—	—	
126.	Stock Verifier	7	—	—	—	—	
127.	Store Asstt.	1	—	—	—	—	
128.	Sub-Station Chergeman	190	4	—	3.1%	—	
129.	Surveyor/Surveyor- cum-Estimator	15	—	—	—	—	
130.	Sr. Vigilance Inspector (Accounts)	1	—	—	—	—	
131.	Drawing Teacher	2	—	—	—	—	
132.	Head Mistress (Primary School)	2	—	—	—	—	
133.	Lady Health Visitor	2	—	—	—	—	
134.	Sanitary Inspector	2	—	—	—	—	
135.	Security Inspector	10	—	—	—	—	
136.	S/Stn. Shift Incharge Grade I	172	7	—	4.1%	—	
137.	Fork Lift Operator- cum-Mech.	1	—	—	—	—	
138.	Sr. Oil Filter Opr.	1	—	—	—	—	
139.	Sr. Fireman	8	4	—	50%	—	
140.	Sr. Fitter/Steam Fitter/ Sr. Elect. Fitter/Sr. Electronics Fitter	130	19	—	14.6%	—	

1	2	3	4	5	6	7	8
141.	Sr. Operator (Bull dozer)	3	—	—	—	—	—
142.	Sr. Welder	6	—	—	—	—	—
143.	Steno-typist (Hindi)	6	—	—	—	—	—
144.	Boiler Attendant	19	11	—	57.9%	—	—
145.	Bull dozer Operator	3	—	—	—	—	—
146.	Coil Winder	2	—	—	—	—	—
147.	Instrument Mechanic	1	—	—	—	—	—
148.	Instrument Repairer	2	—	—	—	—	—
149.	Jr. Draftsman	45	2	—	4.4%	—	—
150.	Meter Tester	48	4	—	8.3%	—	—
151.	Operators	206	5	—	2.4%	—	—
152.	Pump Driver	22	5	—	22.7%	—	—
153.	Sr. Key Punch Optr.	2	—	—	—	—	—
154.	Senior Loco Operator	4	1	—	25%	—	—
155.	Switch Board Attendant	8	—	—	—	—	—
156.	Turbine Driver	16	2	—	12.5%	—	—
157.	Water Treatment Plant Operator	11	—	—	—	—	—
158.	Meter Checker	39	—	—	—	—	—
159.	Pattern Maker	2	—	—	—	—	—
160.	Carpenter	17	1	—	23.5%	—	—
161.	Cinema Machine Optr.	1	—	—	—	—	—
162.	Comptist	41	1	—	2.4%	—	—
163.	Crane Operator	3	—	—	—	—	—
164.	Diesel Engine Driver	25	6	—	24%	—	—
165.	Driver cum-Pump Operator	8	—	—	—	—	—
166.	Electric Asstt.	1	—	—	—	—	—
167.	Electrician	13	—	—	—	—	—
168.	Ferro Printer	9	1	—	11.1%	—	—

1	2	3	4	5	6	7	8
169.	Fitter/Elect. Fitter/ Plumber/Asstt. Elect. Fitter	172	15	—	8.7%	—	
170.	Jr. Clerk/Jr. Cash Clerk/ Time Keeper/Jr. Clerk-cum-Typist & Job Clerk/Telephone Operator	2114	260	—	12.3%	—	
171.	Key punch Operator	13	—	—	—	—	
172.	Leading Fireman	6	1	—	16.7%	—	
173.	Lineman Gr. I/ Sr. Mistry	620	110	—	17%	—	
174.	Literate Gate-keeper	7	1	—	14.2%	—	
175.	Loco Engine Driver/ Loco Operator	8	—	—	—	—	
176.	Machinist	2	—	—	—	—	
177.	Mason	26	7	—	26.9%	—	
178.	Mason (Pump House)	1	—	—	—	—	
179.	Meter Reader	194	5	—	2.5%	—	
180.	Milling Machine Optr.	1	1	—	100%	—	
181.	S/Stn. Attendant	480	10	—	2.1%	—	
182.	Pharmacist	45	—	—	—	—	
183.	Switchboard Optr.	2	—	—	—	—	
184.	Tracer	14	—	—	—	—	
185.	Asstt. Cable Joints]	36	10	—	27.7%	—	
186.	Electric Mistry]	1	—	—	—	—	
187.	Nursery Teacher	3	—	—	—	—	
188.	Handling Mistry]	6	1	—	16.7%	—	
189.	Jr. Mechanic	4	—	—	—	—	
190.	Mason (Rs. 210-300)	1	—	—	—	—	
191.	Meter Repairer Gr. I	9	2	—	22.2%	—	
192.	Oil Filter Optr.	13	2	—	15.4%	—	
193.	Pump Driver (more than 500 H.P.)	4	1	—	25%	—	
194.	Pump Mistry	1	—	—	—	—	

1	2	3	4	5	6	7	8
195.	Asstt. Chemist	13	—	—	—	—	—
196.	Watch Mechanic	2	—	—	—	—	—
197.	Work Mistry	9	1	—	11·1%	—	—
198.	Adrema Operator	5	—	—	—	—	—
199.	Asstt. Instrument Repairer	2	2	—	100%	—	—
200.	Asstt. Operator	127	6	—	4·7%	—	—
201.	Asstt. Sanitary Inspector	1	—	—	—	—	—
202.	Blacksmith	31	3	—	9·7%	—	—
203.	Cabin Room Attendant	8	—	—	—	—	—
204.	Motor Vehicle Driver	193	21	—	10·9%	—	—
205.	Moulder	2	1	—	50%	—	—
206.	Painter (Rs. 185-300)	11	—	—	—	—	—
207.	Rigger	4	—	—	—	—	—
208.	Shift Electrician	2	—	—	—	—	—
209.	S/Stn. Apprentice	152	12	—	7·9%	—	—
210.	Trained Telephone Opnr.	13	1	—	7·7%	—	—
211.	Turner	11	1	—	9·1%	—	—
212.	Typist (English & Hindi)	137	15	—	10·9%	—	—
213.	Welder	9	1	—	11·1%	—	—
214.	Wireman Gr. I	28	1	—	3·6%	—	—
215.	Workshop Asstt.	2	—	—	—	—	—
216.	Auxilliary Attendant	6	1	—	16·7%	—	—
217.	Coal Crusher Attendant	4	—	—	—	—	—
218.	Dai & Midwife (quali- fied)]	3	—	—	—	—	—
219.	Driver Mech. & Elect. Dredger	2	—	—	—	—	—
220.	Elect. Silt Pump Driver	1	1	—	100%	—	—
221.	Receptionist	1	—	—	—	—	—
222.	Asstt. Handling Mistry	5	1	—	20%	—	—
223.	Dak Rider	1	1	—	100%	—	—

1	2	3	4	5	6	7	B
224.	Meter Repairer Gr. II	29	1	—	3.4%	—	
225.	Sewing & Embroidery Teacher	2	—	—	—	—	
<i>Class IV Posts :</i>							
226.	Asstt. Blacksmith	38	8	—	21%	—	
227.	Asstt. Fitter	12	3	—	25%	—	
228.	Asstt. Sanitary Fitter	7	4	—	57.1%	—	
229.	Batteryman	4	—	—	—	—	
230.	Boiler Khalasi	167	119	—	71.2%	—	
231.	Cable Asstt. Wireman	9	1	—	11.1%	—	
232.	Wireman Grade II	12	2	—	16.7%	—	
233.	Fireman	26	4	—	15.4%	—	
234.	Labour Jamadar	1	—	—	—	—	
235.	Lineman Gr. II	1474	456	—	30.9%	—	
236.	Mason Gr. II	54	21	—	38.9%	—	
237.	Painter	42	7	—	16.7%	—	
238.	Patwari	1	—	—	—	—	
239.	Scooter Driver	3	1	—	33.3%	—	
241.	Storeman	1	—	—	—	—	
241.	Sr. Gesterner Operator	3	—	—	—	—	
242.	Asstt. Adrema Operator	17	1	—	5.8%	—	
243.	Coal Asstt.	1	—	—	—	—	
244.	Coal Supervisor	4	1	—	25%	—	
245.	Daftry Bill Messenger	328	26	—	7.9%	—	
246.	Daftry (Selection Gr.)	2	—	—	—	—	
247.	Dresser	10	2	—	20%	—	
248.	Duplicating Machine Operator	4	—	—	—	—	
249.	Female Attendant	7	1	—	14.3%	—	
250.	Greaser	63	4	—	6.3%	—	
251.	Hammerman	32	8	—	25%	—	

1	2	3	4	5	6	7	8
252.	Handling Mate	6	1	—	16·7%	—	
253.	Head Mali	3	—	—	—	—	
254.	Head Watchman	41	7	—	17·1%	—	
255.	Helper	133	62	—	46·6%	—	
256.	Jamadar Peon	1	—	—	—	—	
257.	Jamadar Stores	3	—	—	—	—	
258.	Jamadar Sweeper	4	4	—	100%	—	
259.	Lab. Khalasi	3	—	—	—	—	
260.	Lady Dresser	2	1	—	50%	—	
261.	Liftman	8	2	—	25%	—	
262.	Mate/Jointer Mate	40	5	—	12·5%	—	
263.	Oil Man/Cleaner RPH/15 M.W.	31	10	—	32·3%	—	
264.	Boorman	9	1	—	11·1%	—	
265.	Pump Attendant	1	1	—	100%	—	
266.	Peelman/Mates	45	10	—	22·2%	—	
267.	Trimmer	14	1	—	7·1%	—	
268.	White Washer/Sewerman	1	1	—	100%	—	
269.	Aya (for Schools)	3	1	—	33·3%	—	
270.	Security Guard/Chowkidar	318	32	—	10·1%	—	
271.	Chowkidar-cum-Mali	2	—	—	—	—	
272.	Cleaner Pump House	9	1	—	11·1%	—	
273.	Gunman	20	—	—	—	—	
274.	Mazdoor/Khalasi/ Caretaker/Line Petroller/Sub Stn. Cleaner.	10934	2433	—	22·3%	—	
275.	Ladderman	88	10	—	11·4%	—	
276.	Mali	25	8	—	32%	—	
277.	Peon	663	125	—	18·8%	—	
278.	Service Boy	6	2	—	33·3%	—	
279.	Store Boy	5	—	—	—	—	
280.	Sweeper	197	196	—	99·5%	—	
281.	Truck Cleaner	107	25	—	23·4%	—	
282.	Waterman	46	10	—	21·7%	—	

APPENDIX II

(See para 46 of Report)

Statement showing the total number of employees (Tec. & Non-Tech.) in D.E.S.U. as on 1-4-1976 and the number of Scheduled Castes and Scheduled Tribes amongst them and their respective percentage to the total employees in each class :—

Classification of posts	Total No. of officers	Scheduled Tribes	Percentage Scheduled Castes	Scheduled Tribes	Remarks
Class—I	158	—	—	—	114 officers are working against posts to which reservation does not apply under Clause I(iii) of Chapter II read with clause I(ii) of Chapter III (including posts filled by deputation)
Class-II	241	5	— 2.09%	—	2 officers on deputation (% after reducing 2 numbers.)
Class—III	8541	706	— 8.27%	—	
Class—IV	15090	3618	— 23.98%	—	

APPENDIX III

(See para 47 of Report)

Statement showing the recruitments made during the years 1972 to 1975 and the Scheduled Castes and Scheduled Tribes among them Separately

Sl. No.	Category of post	No. reserved for SC					No. reserved for ST					Total	No. of SC appointed	No. of ST appointed	No. of SC carried forward	No. of ST carried forward	Remarks
		Total no. of vacancies occurred	Total no. of vacancies actually filled	Carried forward from previous year	Reserved during year	Total	Carried forward from previous year	Reserved during year	Total	No of SC appointed	No. of ST appointed						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15			
1972																	
DIRECT RECRUITMENT																	
1	Cl. I	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
2	Cl. II	11	11	8	2	10	5	..	5	2	..	8	5	..	..	8	5
3	Cl. III	502	502	77	79	156	74	42	114	32	..	126	116	..	..	126	116
4	Cl. IV	142	142	13	23	36	20	12	32	24	..	16	32	..	..	16	32

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1973															
1 Class I															
2 Class II			1	1	1		1	1		1					
3 Class III			522	522	139	93	223	122	38	160	72		167	159	
4 Class IV			183	183	2	33	35	59	12	41	34		6	41	
1974															
1 Class I															
2 Class II			30	30	8	6	14	5	1	6	2		9	5	
3 Class III			739	739	111	113	224	129	56	185	89		141	185	
4 Class IV			110	110	105	18	33	17	12	29	17		24	29	
1975															
1 Class I															
2 Class II			24	24	7	4	11	3	2	5	3		8	5	
3 Class III			329	328	128	54	182	179	24	203	27		156	193	
4 Class IV			3427	3427	37	516	553	226	258	484	1115	4	55	501	

APPENDIX IV

(See para 63 of Report)

Scheme relating to the Employment Assistance to Family Members of the Officers and other employees of the Undertaking.

Approved by the Delhi Electricity Supply Committee *vide* its Resolution 872 dated 18-3-1975.

The Scheme may be known as "The D.E.S.U. Employment Assistance to the family members of the officers and other employees Scheme, 1974". It shall come into force with effect from the date of passing of the resolution by the Delhi Electric Supply Committee.

Short title and date of effect.

The term—

Definitions.

- (i) "family members" will include son; grand son; daughter; grand daughter; wife; widow and real brothers and real sisters dependent upon the officers/employees in service or retired or expired while in service of the Undertaking;
- (ii) "Second Schedule posts" carries the same meaning as assigned to it by Section 90 of the Delhi Municipal Corporation Act, 1957;
- (iii) "First Assistance" means assistance with regard to appointment of one family member of the Officer/employee without any test or interview;
- (iv) "Subsequent Assistance" means assistance with regard to the appointment of a Second or subsequent family members of the Officer/other employees according to the normal method of direct recruitment.

The Scheme is applicable to vacancies which, under the Recruitment and Promotion Regulations, are required to be filled by direct recruitment in Second Schedule posts and wherein certain percentage of vacancies have been reserved to be filled from amongst family members of the Officers and other employees.

Eligibility.

The family members of the following categories of the Officers/other employees of this Undertaking are eligible to be considered against the quota of vacancies reserved for them subject to their being otherwise eligible by qualifications and by age.

- (i) who die due to accident while on duty;
- (ii) who are permanently disabled due to accident while on duty;
- (iii) who die while in service otherwise than by accident;
- (iv) who are suffering from prolonged illness due to accident while on duty;
- (v) who are permanently disabled otherwise than accident while on duty;
- (vi) who have completed 20 years of satisfactory service;
- (vii) who retire from the service of the Undertaking after the Scheme came into force and without availing 'First Assistance' under the Scheme;
- (viii) who resign from the service of the Undertaking after putting in not less than 20 years of loyal and satisfactory service; and
- (ix) whose cases are not covered by any (i) to (viii) above.

**(A)
Cases
of hard-
ship.**

**(B)
Specified
cases.**

**(C)
Unspeci-
fied cases.**

**5. Extent
of assis-
tance
under the
scheme.**

For employment assistance under this Scheme, a certain percentage of vacancies in all direct recruitment posts will be kept reserved in the R&P Regulations of this Undertaking and that quota will be further divided amongst the various categories of Officers/other employees as mentioned in para 4 of this Scheme in the following ratio:—

I FIRST ASSISTANCE.

- (i) Category 'A'—Cases of hardship—5 per cent.
- (ii) Category 'B'—Specified cases—10 per cent.

II. SUBSEQUENT ASSISTANCE.

Category 'C'—Unspecified cases—5 per cent.

Vacancies remaining unfilled under category 'A' and or category 'B' will be carried forward to be filled from category 'C' in addition to 5 per cent of the vacancies reserved for that category. Assistance under the Scheme will, like other recruitment, be sub-

ject to the reservation of vacancies for Scheduled Castes and Scheduled Tribes.

- (i) Under the 'First Assistance' scheme any family member of the officer/other employee will, on receipt of application be considered for appointment against the post for which he or she be eligible by educational/technical qualifications and by age, without any test or interview, unless one family member of such officer/other employee has already been appointed under this para, provided that where qualifications have been prescribed on the basis of proficiency acquired e.g. typist, steno-typist, steno. etc., the applicant will be subject to such test considered necessary to assess his/her suitability for the post.
- (ii) The 'First Assistance' will be available to the categories of officer/other employees mentioned in para 4(i) to 4(viii) of this scheme.
- (iii) In offering such appointment the order of preference will be as given in para 4 of this scheme.
- (iv) Where the number of the applicant of the same category is more than the number of the vacancies available to be offered under the 'First Assistance', the offer of appointment will first be made to the family member of belonging to the lower category in the cases of hardship as per categories mentioned in para 4(i) to 4(v); to the family of one who is to retire first in the case of category mentioned at para 4(vii) above and in other cases as the G.M. (E) may decide.
- (v) G.M. (E) may, at his discretion, relax the age condition by 3 years in deserving cases. In no case educational or proficiency qualifications be relaxed under this Scheme.
- (vi) 'First Assistance' to real brother or real sister will be available under this scheme only to the categories of officers/employees mentioned in para 4(i) to 4(v) and their appointment and continuance in appointment will be subject to their giving undertaking in writing that they will support the family of the deceased/permanently disabled officer/employee to the satisfaction of the G.M. (E) from time to time.

6. Method of Recruitment for 'First Assistance'.

- (vii) 'First Assistance' to widow/wife will likewise be available only to officers/other employees mentioned in para 4(i), to (v) of this scheme.
- (viii) The quota, if any, remaining unfilled under the 'First Assistance' in any year of recruitment will be carried forward to the next year of recruitment and so on and added to the 'First Assistance' quota of that year.
- (ix) A list of the unabsorbed applicants will be prepared in the order of dates of occurrences of events of hardships and the names of those applicants will be placed at the top of the applicants of the next year.

. Mode
of Rec-
ruitment
or
Subse-
quent
assis-
sance.'

The quota of vacancies available for 'Subsequent Assistance' will be open to all categories of employees as mentioned in para 3 above irrespective of any discrimination between the family members of the officers/other employees and will be filled according to the method adopted for direct recruitment. The family members under the 'Subsequent Assistance' scheme will be eligible to apply direct without being nominated by the Employment Exchange; they will be competing amongst themselves for the quota reserved for them and in deserving cases G.M. (E) may relax the age condition upto 3 years.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
--	---	---	---	---	---	---	---	---	---	----	----	----	----	----	----

1974

1 Class I	.	.	16	16	3	3	3	2	2	2	2	3	3	3	3
2 Class II	.	.	14	14	4	4	4	..	1	1	1	4	4	1	1
3 Class III	.	.	21	21	4	2	6	4	2	2	5	1	6	5	5

1975

1 Class I	.	.	28	28	3	7	10	3	2	2	4	10	4	4	4
2 Class II	.	.	29	29	2	5	7	1	2	3	..	7	3	3	3
3 Class III	.	.	28	28	12	8	20	8	2	10	2	18	10	10	10

Promotion by seniority

1972

NIL

1973

1 Class I	.	.	.	.	..	..	..	..	..	..	..	..	..	..	..
2 Class II	.	.	.	.	1	1	1	1	1	1	1	1	1	1	1
3 Class III	.	.	.	.	128	128	128	..	59	60	201	81	49	49	49
4 Class IV	.	.	.	.	93	83	83	..	48	48	56	33	43	43	43

1974

1	Class I	2	2	1	1	1	1	1	1	1	1	1	1
2	Class II	2	2	1	1	1	1	1	1	1	1	1	1
3	Class III	348	348	55	52	107	45	28	73	59	51	74	74
4	Class IV	134	134	29	22	51	38	10	48	24	28	49	49

1975

1	Class III	516	516	64	82	146	78	41	115	33	116	119	119
2	Class IV	52	52	27	8	35	44	1	49	15	24	49	49

APPENDIX VI

(Vide para 6 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

Sl. No.	Reference to para No. in the Report	Summary of Conclusions/ Recommendations
1	2	3
1	18	<p>The Committee are unhappy to note that even though the Delhi Municipal Corporation Act, 1957 provides for reservation for Scheduled Castes and Scheduled Tribes in services, no efforts whatsoever have been made at the initial stages to give effect to the constitutional provisions making reservations for Scheduled Castes and Scheduled Tribes in DESU. It was only early in 1975 that some serious thought was given at the higher level of the Administration following a number of representations that adequate number of posts based on the reservation quota were not being offered to the Scheduled Castes and Scheduled Tribes and it was only then decided that model rosters regarding reservation in Scheduled Castes and Scheduled Tribes should be maintained by the appointing authority with effect from the 1st January, 1975, considering the year 1975 as the first recruitment year with backlog on that date to be shown as reserved vacancies brought forward from previous years and that reservation should be made in future vacancies in accordance with the rules issued by the Government of India in this regard. The Committee hope that reservation orders will now be implemented meticulously and that concerted efforts would be made to clear the backlog as early as possible.</p>

1	2	3
---	---	---

2 19 The Committee note that, as recommended by the Committee of Officers of DESU, the backlog for direct recruitment posts is proposed to be worked out by DESU from 1st January, 1970. The Committee do not find themselves in agreement with the recommendations of the Committee of DESU and recommend that the backlog in respect of direct recruitment posts should be worked out from the year 1958 when DESU came into existence under the Delhi Municipal Corporation Act, 1957, which provided for reservations for Scheduled Castes and Scheduled Tribes.

3 20 The Committee have no doubt that with a view to clear the backlog, DESU would fill the reserved vacancies upto 50 per cent of the total vacancies in each recruitment year as provided under the existing instructions in this regard.

4 21 The Committee regret to note that isolated individual posts have been filled up by DESU without applying reservation orders thereby depriving a number of such posts from the purview of reservation orders. The Committee, therefore, suggest that in order to secure adequate representation of Scheduled Castes and Scheduled Tribes in isolated individual posts or in small cadres, posts of similar status and salary should be grouped together in accordance with the extant orders on the subject for the purpose of implementation of orders providing reservations for Scheduled Castes and Scheduled Tribes and prior approval of the Cabinet Secretariat (Department of Personnel and Administrative Reforms) should be obtained before such posts are grouped together.

5 22 The Committee are distressed to note that out of 158 Class I vacancies filled up by DESU, 114 vacancies have been filled up by persons on deputation or transfer to which the reservation

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orders have not been made applicable and none of these 114 Class I officers belongs to Scheduled Caste or Scheduled Tribe, although there is no provision in the Recruitment Rules of DESU for taking people on deputation as such.

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The Committee recommend that DESU should take immediate steps to increase the element of direct recruitment in such posts which are at present filled by deputation or transfer and examine the feasibility of changing the Recruitment Rules to this effect, so that the requisite number of vacancies could be filled by Scheduled Caste and Scheduled Tribe candidates.

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The Committee also recommend that with a view to ensure the appointment of the requisite number of Scheduled Caste and Scheduled Tribe candidates on deputation or transfer, DESU should invariably ask the Ministry/Department concerned to sponsor the requisite number of Scheduled Caste and Scheduled Tribe candidates to serve in DESU on deputation/transfer.

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The Committee regret to note that Liaison Officer was appointed in DESU only in May, 1976 i.e. after the Committee took up for examination the representation of Scheduled Castes and Scheduled Tribes in DESU. The Committee also regret to note that even now a Class II Labour Welfare Officer has been appointed, to discharge the functions of a Liaison Officer. The Committee suggest that in accordance with the instructions of the Government of India, Head of the Administration should act as Liaison Officer for the purpose of ensuring proper implementation of orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes in DESU.

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The Committee hope that the Liaison Officer would function with a sense of dedication and

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ensure due compliance of the reservation orders so that the shortfalls existing in DESU are wiped out at the earliest. They also hope that the Liaison Officer will focus his attention on the proper maintenance of Rosters by the concerned authorities and would satisfy that the reservation orders are scrupulously implemented by them.

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The Committee are unhappy to note that at present the Liaison Officer has been posted at Nizamuddin as the Assistant Labour Welfare Officer whereas he has to attend to his duties of a Liaison Officer at Shakti Sadan where administrative block of the DESU has been located. Further, the staff posted in the Cell under the Liaison Officer is working in the premises of Rajghat Power House, New Delhi. The Committee need hardly emphasise that the main function of the Cell is to assist the Liaison Officer to discharge his duties effectively. The Committee would, therefore, suggest that the Cell should be set up within the organisation under the direct control of the Liaison Officer.

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The Committee also desire that a note about the activities of the Cell should be high-lighted in the Annual Report of the Delhi Electric Supply Undertaking.

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The Committee note that Rosters had been started in the DESU, as required, with effect from the 1st January, 1975 and that too without bringing forward the vacancies carried forward from the date from which the reservation orders were made effective. The Committee attach great importance to the proper maintenance of Rosters, as in their opinion, Rosters are the mechanism by which the progress made in improving the representation of Scheduled Castes and Scheduled Tribes in an organisation could be assessed and effectively watched. The Committee

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would, therefore, stress that the Rosters should be maintained as per extant orders on the subject and they should be inspected regularly by the competent authorities and all the vacancies reserved for Scheduled Castes and Scheduled Tribes actually filled in and appointments made according to the points mentioned in the Rosters.

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The Committee note that the annual statements showing the staff position in the DESU and recruitments made during a calendar year in respect of Class III and IV employees were regularly sent by the DESU to the Delhi Municipal Corporation. Copies of these statements have not so far been supplied to the Office of the Commissioner for Scheduled Castes and Scheduled Tribes. The Committee would like that the DESU should ensure that in future, these statements are prepared on the prescribed forms and are sent in time to the Cabinet Secretariat (Department of Personnel and Administrative Reforms) and also simultaneously to the Office of the Commissioner for Scheduled Castes and Scheduled Tribes. The Committee also desire that these annual statements on receipt from DESU should be critically examined by the Department of Personnel and Administrative Reforms and the deficiencies noticed therein should be pointed out to DESU expeditiously so that they could take corrective measures without any delay.

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The Committee are unhappy to note that there is not a single officer belonging to Scheduled Caste or Scheduled Tribe in Class I post of Delhi Electric Supply Undertaking. Out of 241 officers in Class II, there are only 5 Scheduled Caste officers and in certain categories, there is not a single officer belonging either to Scheduled Castes or to Scheduled Tribes. The recruitment procedure for Assistant Personnel

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Officers and certain other cadres has also been changed which it is feared has affected the intake of Scheduled Castes and Scheduled Tribes in these cadres. Even in Class III, the representation of Scheduled Castes is not encouraging. Considering the heavy shortfalls, the Committee cannot help concluding that orders/instructions issued by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms were not properly implemented and adequate attention was not given to improve the situation by the Delhi Electric Supply Undertaking. What is needed is concerted action to fill all the posts by Scheduled Castes and Scheduled Tribes and to make good the shortfalls in the various categories of posts in the earliest possible time. The Committee would also like to impress upon the Delhi Electric Supply Undertaking to devise adequate checks to ensure rigid application of relaxed standards in the recruitment of Scheduled Castes and Scheduled Tribes.

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The Committee would also suggest that the existing procedure for recruitment to all categories of posts should be reviewed by the Delhi Electric Supply Undertaking and the rules suitably revised in order to augment the intake of Scheduled Castes and Scheduled Tribes in their services.

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The Committee further recommend that special *ad hoc* recruitment exclusively for Scheduled Castes and Scheduled Tribes should immediately be resorted to so that the entire backlog is wiped out within a period not exceeding three years.

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The Committee also note that there is no employee belonging to Scheduled Tribes in the services of Delhi Electric Supply Undertaking.

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		<p>The Committee would suggest that the Delhi Electric Supply Undertaking should examine the feasibility of recruiting Scheduled Tribes from neighbouring States having large Scheduled Tribe population so that the vacancies reserved for Scheduled Tribes are filled by the candidates from that community.</p>
18	76	<p>The Committee note that in the advertisements issued by Delhi Electric Supply Undertaking inviting applications for recruitment, the total number of vacancies and the actual number of vacancies reserved for Scheduled Castes and Scheduled Tribes is not indicated. The Committee desire that in all the requisitions sent to the Employment Exchanges and all advertisements issued for the purpose of recruitment, the number of posts reserved for Scheduled Castes and Scheduled Tribes and all the concessions/relaxations admissible to them should be specifically mentioned so that maximum number of Scheduled Caste and Scheduled Tribe candidates come forward to avail of the vacancies reserved for them.</p>
19	77	<p>The Committee would also suggest that the Delhi Electric Supply Undertaking should intimate to the Central Employment Exchange and also other Employment Exchanges, the type of candidates they require so that a separate list of candidates possessing the requisite qualifications could be maintained by the Employment Exchanges. The Delhi Electric Supply Undertaking should also keep in touch with various technical institutes in the Union Territory of Delhi and impress upon them to fill all reserved seats by Scheduled Castes and Scheduled Tribes and prepare them according to their requirements.</p>
20	78	<p>The Committee would also like that the reasons for rejection of Scheduled Caste and</p>

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Scheduled Tribe candidates sponsored by the Employment Exchanges should be recorded and communicated so as to facilitate them to sponsor right type of candidates belonging to these communities in future requirements.

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In order that sufficient number of Scheduled Caste and Scheduled Tribe candidates are available for recruitment, it is necessary that copies of advertisements are sent not only to the associations of Scheduled Castes and Scheduled Tribes but also to the Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes who may help in sponsoring Scheduled Caste and Scheduled Tribe candidates. Advertisements should also be issued through the All India Radio so that Scheduled Caste and Scheduled Tribe candidates living in remote areas can also respond to the advertisements as per instructions issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms *vide* their Office Memorandum No. 36022/4/TG-Estt(SCT) dated the 7th August, 1976.

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The Committee note that the scheme of employment assistance to family members of the officers and other employees of Delhi Electric Supply Undertaking came into force in 1974 and 20 per cent of the vacancies have been earmarked for the family members of the Delhi Electric Supply Undertaking. The Committee feel that such a scheme is likely to adversely affect the interests of Scheduled Castes and Scheduled Tribes as there are very few employees belonging to these communities working in the Delhi Electric Supply Undertaking who could take advantage of this scheme, and, moreover, no reservations for Scheduled Caste and Scheduled Tribe employees have been made under this

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scheme. The Committee endorse the suggestion made by the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on Delhi Electric Supply Undertaking (January, 1977) that "in order to safeguard the interests of the Scheduled Caste and Scheduled Tribe employees, this scheme requires reconsideration at the highest level." The Committee would like to be apprised of the decision taken by the Delhi Electric Supply Undertaking in this regard.

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The Committee are distressed to observe that a majority of posts in Delhi Electric Supply Undertaking are filled by promotions and since there are very few Scheduled Caste and Scheduled Tribe candidates in the feeder posts, especially in the higher categories, the benefit of reservation cannot be given to Scheduled Caste and Scheduled Tribe candidates and the reservation orders have been rendered practically ineffective. The Committee find from the figures furnished by Delhi Electric Supply Undertaking that during the years 1973—75, 19 and 21 posts were reserved for Scheduled Castes and Scheduled Tribes in Class I and Class II respectively but not a single Scheduled Caste/Scheduled Tribe employee could be promoted against those posts. In Class III also, only 183 Scheduled Castes could be promoted against 401 posts reserved for Scheduled Castes and Scheduled Tribes. Even in Class IV, only 63 Scheduled Caste employees could be promoted against 145 vacancies reserved for Scheduled Castes and Scheduled Tribes.

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The Committee are surprised to note that in spite of such dismal figures of representation given to Scheduled Castes and Scheduled Tribes in DESU, the Recruitment Rules for filling up vacancies in many categories of posts in Delhi

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Electric Supply Undertaking have been changed to the effect that majority of posts are now being filled by promotion. The Committee, therefore, recommend that while finalising the Recruitment Rules, which are presently at the drafting or consideration stage, the interests of Scheduled Caste and Scheduled Tribe candidates should be kept in view and the element of direct recruitment should be introduced at least to such of the posts where sufficient number of Scheduled Caste and Scheduled Tribe departmental candidates are not available to fill them up.

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The Committee regret to note that the recruitment rules for a number of posts are pending finalisation for the last several years due to administrative delays. The Committee also understand that non-finalisation of rules is one of the main reasons for shortfall in the representation of Scheduled Castes and Scheduled Tribes in the services of Delhi Electric Supply Undertaking as, in the absence of these rules, promotions have been made on *ad hoc* basis where reservation orders are not applicable. The Committee, therefore, recommend that recruitment rules should be finalised without further delay so that the interests of Scheduled Caste and Scheduled Tribe employees do not suffer any more.

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The Committee regret to note that, as observed by the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on Delhi Electric Supply Undertaking (1977), during the year 1975, there were 7 reserved vacancies of Junior Mistry but not a single Scheduled Caste candidate was promoted although 15 Scheduled Caste candidates were available in the eligibility zone in Delhi Electric Supply Undertaking. The Committee do not agree with the plea taken by Delhi Electric Supply Undertaking that in this

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category Scheduled Caste candidates were already in excess. The Committee agree with the view expressed by the Commissioner for Scheduled Castes and Scheduled Tribes that the reservation has to be applied on the current vacancies on the basis of the points of the roster irrespective of the existing strength of Scheduled Castes and Scheduled Tribes in the cadre in question. The Committee hope that henceforth such lapse would not recur.

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The Committee need hardly emphasise that any agreement between the management and the union of the employees of Delhi Electric Supply Undertaking should not be allowed to come in the way of implementation of reservation orders for Scheduled Castes and Scheduled Tribes in the matter of promotion. The Committee, therefore, recommend that such agreements should either be scrapped or suitably modified so that the reservation orders may be implemented in Delhi Electric Supply Undertaking without any hindrance.

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The Committee need hardly emphasise the desirability of including a Scheduled Caste/Tribe Officer in all the Recruitment/Selection Committees/Boards constituted by the Delhi Electric Supply Undertaking so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case, a Scheduled Caste/Tribe Officer of the appropriate status is not available in the Delhi Electric Supply Undertaking, a Scheduled Caste/Tribe Officer from another Ministry/Department should be associated with such recruitment/Selection Committees/Boards.

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The Committee are perturbed to note from the figures furnished by the Delhi Electric Supply Undertaking that there are heavy shortfalls

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in the employment of Scheduled Castes and Scheduled Tribes in all categories of posts. Considering these heavy shortfalls the Committee cannot but conclude that orders on the subject are neither being followed in letter and spirit by the appointing authorities nor adequate attention has been paid to improve the situation. The Committee would, therefore, urge upon the Delhi Electric Supply Undertaking to take immediate corrective steps to ensure that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled by the candidates belonging to these communities.

- 32 111 The Committee have no doubt that, as assured by its representative during the course of evidence, Delhi Electric Supply Undertaking would hold *ad hoc* recruitments to wipe out the shortfalls of Scheduled Castes and Scheduled Tribes.
- 33 112 The Committee are distressed to note that there is not even a single Scheduled Tribe officer in any of the categories of posts in Delhi Electric Supply Undertaking nor any special efforts have been made to recruit Scheduled Tribe candidates. The Committee do not agree with the argument advanced by the Delhi Electric Supply Undertaking that Delhi Municipal Corporation Act, 1957, which govern the working of Delhi Electric Supply Undertaking, provide for reservation of Scheduled Castes only. The Committee fully agree with the views expressed by the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on Delhi Electric Supply Undertaking that since Delhi Electric Supply Undertaking as well as Delhi Municipal Corporation have adopted the Government of India instructions on reservations, there is no reason why the provision for reservation for Scheduled Tribes should not be effectively implemented.

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The Committee hope that the Delhi Electric Supply Undertaking would now make earnest efforts to recruit the maximum number of Scheduled Tribe candidates with a view to wipe out the backlog as soon as possible.

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The Committee also recommend that in the event of not getting the requisite number of Scheduled Tribe candidates even after carrying forward these vacancies for three years, such vacancies should be filled up by Scheduled Caste candidates as per orders contained in Department of Personnel and Administrative Reforms O.M. No. 27/25/68-Estt. (SCT) dated the 25th March, 1970 on the subject.

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The Committee are surprised to note that the Delhi Electric Supply Undertaking has no clear understanding of the procedure of dereservation of vacancies. The Committee would, therefore, suggest that the Delhi Electric Supply Undertaking should immediately organise a training course for its officers dealing with personnel matters with the help of the Department of Personnel and Administrative Reforms so that its officers become fully acquainted with the provisions and procedures of reservations for Scheduled Castes and Scheduled Tribes. The help of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes can also be taken in this connection.

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The Committee hope that in future the Delhi Electric Supply Undertaking will strictly follow the procedure for dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes as laid down in Department of Personnel and Administrative Reforms O.M. No. 28/14/74-Estt. (SCT), dated the 12th July, 1976 and take all the necessary steps as mentioned in paras 26 to 27A of the Brochure on Reservations for Scheduled Castes and Scheduled Tribes in Services

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		(Fourth Edition) before making any reference to the Department of Personnel and Administrative Reforms for dereservation.
37	119	The Committee would also like to urge that in view of the poor representation of Scheduled Castes and Scheduled Tribes in the service of Delhi Electric Supply Undertaking, dereservation of vacancies should be stopped.
38	125	The Committee regret to note that separate waiting lists for Scheduled Caste and Scheduled Tribe employees for the purpose of allotment of residential accommodation are not being maintained by Delhi Electric Supply Undertaking. The Committee are at a loss to understand as to how in the absence of such separate waiting lists, the prescribed 10 per cent reservation for Scheduled Caste and Scheduled Tribe employees in the allotment of type I and type II accommodation is being implemented. The Committee, therefore, desire that separate waiting lists for Scheduled Caste and Scheduled Tribe employees for the purpose of allotment of residential accommodation should be maintained by Delhi Electric Supply Undertaking and reservation orders in this regard should be strictly followed.