

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1978-79)**

(SIXTH LOK SABHA)

THIRTY-SECOND REPORT

**MINISTRY OF AGRICULTURE AND IRRIGATION
(DEPARTMENT OF FOOD)**

Action taken by Government on the recommendations contained in the Twenty-second Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Sixth Lok Sabha) on the Ministry of Agriculture and Irrigation (Department of Food) Reservations for, and employment of Scheduled Castes and Scheduled Tribes in the Food Corporation of India



Presented to Lok Sabha on 26-4-1979

Laid in Rajya Sabha on 26-4-1979

**LOK SABHA SECRETARIAT
NEW DELHI**

April, 1979/Vaisakha, 1901 (Saka)

Price Rs. 1.85

501 42R

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

ANDHRA PRADESH

1. Andhra University General Co-operative Stores Ltd., Waltair (Visakhapatnam).

BIHAR

2. M/s. Crown Book Depot, Upper Bazar, Ranchi (Bihar).

GUJARAT

3. Vijay Stores, Station Road, Anand.

MADHYA PRADESH

4. Modern Book House, Shiv Volas Palace, Indore City.

MAHARASHTRA

5. M/s. Sunderdas Gianchand, 601, Girgaum Road, near Princess Street, Bombay-2.
6. The International Book House Pvt., 9, Ash Lane, Mahatma Gandhi Road, Bombay-1.
7. The International Book Service, Deccan Gymkhana, Poona-4.
8. The Current Book House, Maruti Lane, Raghunath Dadaji Street, Bombay-1.
9. M/s. Usha Book Depot, 585/A, Chira Bazar Khan House, Girgaum Road, Bombay-2.

10. M & J Services, Publishers, Representatives Accounts & Law Book Sellers, Bahri Road, Bombay-15.
11. Popular Book Depot, Dr. Bhadkamkar Road, Bombay-400001.

MYSORE

12. M/s. Peoples Book House, Opp. Jaganmohan Palace, Mysore-1.

UTTAR PRADESH

13. Law Book Company, Sardar Patel Marg, Allahabad-1.
14. Law Publishers, Sardar Patel Marg, P.B. No. 77, Allahabad—U.P.

WEST BENGAL

15. Granthaloka, 5/1, Ambica Mookherjee Road, Belgharia, 24-Parganas.
16. W. Newman & Company Ltd., 3, Old Court House Street, Calcutta.
17. Mrs. Manimala, Buys & Sells, 128, Bow Bazar Street, Calcutta-12.

DELHI

18. Jain Book Agency, Connaught Place, New Delhi.
19. M/s. Sat Narain & Sons, 3141, Mohd Ali Bazar, Mori Gate, Delhi.

CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(v)
CHAPTER I . . . Report	1
CHAPTER II . . Recommendations/Observations which have been accepted by the Government	6
CHAPTER III . . Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies	27
CHAPTER IV . . Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee	29
CHAPTER V . . Recommendations/Observations in respect of which final replies of Government have not been received	36
APPENDIX . . Analysis of the action taken by Government on the recommendations	38

PARLIAMENT LIBRARY
 Library & Reference Service
 Central Govt Publications
 Acc. No. B-53024(4)
 Date 28.9.79

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1978-79)**

Shri Ram Dhan—Chairman

MEMBERS

Lok Sabha

2. Shri T. Balakrishnaiah
3. Shri B. Bhanwar
4. Shri B. S. Chowhan
5. Shri Somjibhai Damor
6. Shri Biren Singh Engti
7. Shri Hukam Ram
8. Shri Hukam Chand Kachwai
9. Shri B. C. Kamble
10. Shri Rama Chandra Mallick
11. Shri Charan Narzary
12. Shri Nathuni Ram
13. Shri Natverlal B. Parmar
14. Shri Amar Roypradhan
15. Shri K. Pradhani
16. Shri B. Rachaiah
17. Shri Ram Charan
18. Shri Purnanarayan Sinha
19. Shri Suraj Bhan
20. Shri Bhausaheb Thorat

(iv)

Rajya Sabha

21. Shri Bhagwan Din
22. Shri Prasenjit Barman
23. Shri Balram Das
24. Shri Sriman Prafulla Goswami
25. Shrimati Saroj Khaparde
26. Shri S. Kumaran
27. Shri P. K. Kunjachen
28. Dr. (Smt.) Sathiavani Muthu
29. Shri Leonard Solomon Saring
30. Shri Parbhu Singh

SECRETARIAT

Shri Y. Sahai—*Chief Legislative Committee Officer.*
Shri H. L. Malhotra—*Senior Legislative Committee Officer.*

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Thirty-Second Report (Sixth Lok Sabha) on Action Taken by Government on the recommendations contained in the Twenty-Second Report (Sixth Lok Sabha) on the Ministry of Agriculture and Irrigation (Department of Food)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Food Corporation of India.

2. The draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at their sitting held on the 20th March, 1979.

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

I. Report.

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

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

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

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

4. An analysis of the action taken by Government on the recommendations contained in the Twenty-second Report (Sixth Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of 55 recommendations made in the Report, 41 recommendations i.e. 74.55 per cent have been accepted by Government; the Committee do not desire to pursue four recommendations, i.e. 7.27 per cent of their recommendations in view of Government's replies; eight recommendations, i.e. 14.54 per cent, in respect of which replies of Government have not been accepted by the Committee and require reiteration; and for two recommendations, i.e. 3.64 per cent, final replies of Government have not been received.

RAM DHAN,
Chairman,

Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

NEW DELHI;
April 4, 1979,
Chaitra 14, 1901 (Saka).

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Twenty-second Report (Sixth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Agriculture and Irrigation (Department of Food)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Food Corporation of India.

1.2. In para 1.4 of their Twenty-second Report, the Committee had observed that there was no provision in the Food Corporations Act, 1964 for the appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Board of Directors of the Food Corporation of India and had desired the Government to examine the feasibility of making a provision in the said Act for appointment of a Scheduled Caste or a Scheduled Tribe Director on the Board of Directors to give it a statutory footing. In their reply dated the 31st August, 1978, the Ministry of Agriculture and Irrigation (Department of Food) have stated that keeping in view the provisions and the practice prevailing in other Public Sector Enterprises, it is not considered necessary to make a statutory provision in the Food Corporations Act, 1964 for appointment of a member of the Scheduled Castes/Scheduled Tribes as a Director on the Board of the Food Corporation of India. The views of the Committee would, however, be kept in mind while making appointments to the Board of Directors of the Food Corporation of India.

The Committee do not agree with the views of the Ministry of Agriculture and Irrigation (Department of Food) and re-iterate their earlier recommendation that a provision may be made in the Food Corporations Act, 1964 for the appointment of a member of Scheduled Castes/Scheduled Tribes as a Director on the Board of Directors of the Food Corporation of India to watch the interests of Scheduled Castes and Scheduled Tribes.

1.3. In para 2.13 of their Report, the Committee had desired that a Cell with adequate staff should be set up in the Department of Food to assist the Liaison Officer and to watch the implementation of reservation orders and other concessions admissible to Scheduled Caste and Scheduled Tribe employees and also to look into the

grievances and complaints of Scheduled Caste and Scheduled Tribe-employees. In their reply dated the 31st August, 1978, the Ministry of Agriculture and Irrigation (Department of Food) have stated that the question of creating a separate Cell for this work is under consideration in consultation with the Ministry of Finance.

The Committee are not satisfied with the reply of the Department of Food and they find no justification in consulting the Ministry of Finance at this stage for setting up a Cell when specific orders issued by the Ministry of Home Affairs as far back as 19th April, 1969 already exist in this regard. The Committee, therefore, urge that a Cell with adequate staff should be set up forthwith in the Department of Food to assist the Liaison Officer in the discharge of his duties effectively.

1.4. In para 3.18 of their Report, the Committee had recommended that all advertisement notices should simultaneously be sent to the local Scheduled Caste and Scheduled Tribe M.L.As. and M.Ps. and also to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes. In their reply dated the 26th December, 1978, the Ministry of Agriculture and Irrigation (Department of Food) while accepting the recommendation to the extent that copies of the advertisements will be sent to the Secretariat of the Committee for circulation amongst its members, have stated that the Food Corporation of India will issue further instructions to its subordinate offices to the effect that copies of advertisements may be supplied to such local Scheduled Caste and Scheduled Tribe M.Ps./M.L.As. who may evince interest in the matter and ask for them.

The Committee reiterate their earlier recommendation that while sending copies of their recruitment advertisements to the Secretariat of the Committee for circulation to its members, the Food Corporation of India should simultaneously send copies of the advertisements to all the local Scheduled Caste and Scheduled Tribe M.L.As. and M.Ps.

1.5. In para 3.43 of their Report, the Committee had recommended that where requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standards are not available to fill the reserved vacancies, the recruiting authorities should select for appointment, the best among the Scheduled Castes and Scheduled Tribes fulfilling the minimum educational qualifications and also do away with the condition of previous experience in so far as Scheduled Caste and Scheduled Tribe candidates are concerned. In their reply dated the 26th December, 1978, the Ministry of Agriculture and Irrigation (Department of Food) have stated that

the Food Corporation of India have reported that they are already following Government's instructions contained in Bureau of Public Enterprises O.M. No. BPE/GI-027/75-MAN[61/75-BPE(IC)] dated 25-9-75 which provides that the qualifications regarding experience for direct recruitment may be relaxed at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes and Scheduled Tribes if this is not prejudicial to efficiency and sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them. It also provides that when vacancies reserved for Scheduled Castes and Scheduled Tribes are advertised or intimated to the Employment Exchange, it should be specifically mentioned in the advertisement/requisition that the period of experience prescribed is relaxable at the discretion of the competent authority in the case of Scheduled Caste and Scheduled Tribe candidates. Since the relaxations already in force are adequate, it is not necessary to further relax or eliminate completely the condition of previous experience for Scheduled Caste and Scheduled Tribe candidates.

The Committee are not convinced with the arguments advanced by the Department of Food and reiterate that the condition of previous experience for recruitment in the Food Corporation of India should be done away with so far as Scheduled Caste and Scheduled Tribe candidates are concerned.

1.6. In paras 3.59 and 4.19 of their Report, the Committee had suggested that the Food Corporation of India should consider the feasibility of enlarging the zone of consideration to 5 to 6 times the number of vacancies or even further extending, if necessary, in the case of Scheduled Caste and Scheduled Tribe employees so that adequate number of Scheduled Caste and Scheduled Tribe employees are available for consideration for promotion to the next grade. In their reply dated the 26th December, 1978, the Ministry of Agriculture and Irrigation (Department of Food) have stated that in promotion by selection in Class III and Class IV where reservations have been provided for Scheduled Castes and Scheduled Tribes under the orders issued on 11-7-1978, there is already a separate zone of consideration for Scheduled Caste and Scheduled Tribe candidates for reserved vacancies. Thus, the Scheduled Caste and Scheduled Tribe candidates who are not within the normal zone of consideration for unreserved vacancies can also be considered for promotion against reserved vacancies, if they are within the separate zone of consideration with reference to number of vacancies provided they are otherwise eligible for promotion according to the recruitment

rules prescribed for the posts concerned. In promotion, on the basis of seniority subject to fitness, there is no zone of consideration as such, as persons who are eligible for such promotion are considered against the available number of vacancies according to seniority and fitness. In the case of vacancies reserved for Scheduled Castes and Scheduled Tribes, candidates belonging to these communities can be considered irrespective of their position in the general seniority list provided they are otherwise eligible for consideration for promotion according to the Recruitment Rules prescribed for the posts concerned. While introducing reservation for Scheduled Castes and Scheduled Tribes in promotion by selection in or to Class I and to the lowest rung of Class I w.e.f. 20-7-1974, it was decided by Government that only those Scheduled Caste and Scheduled Tribe officers who are within the normal zone of consideration should be considered against reserved vacancies. This decision was taken keeping in view mainly the consideration that the morale of the services at these higher levels should not be affected by promoting very junior Scheduled Caste/Scheduled Tribe employees who might find it embarrassing or difficult to supervise the work of their erstwhile seniors under whom they might have worked till then. This would affect adversely the efficiency at higher level. It is, therefore, not considered feasible to have a separate zone of consideration for Scheduled Castes and Scheduled Tribes in promotion by Selection in the above categories of posts (Class II and lowest rung of Class I).

The Committee are not satisfied with the Government's reply and reiterate their earlier recommendation that the zone of consideration for promotion in the Food Corporation of India should be enlarged to 5 to 6 times the number of vacancies or even further extended, if necessary, in the case of Scheduled Caste and Scheduled Tribe employees as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36011/6/75-Estt(SCT) dated 7-5-1975.

1.7. In para 3.87 of their Report, the Committee had suggested that if Scheduled Caste or Scheduled Tribe candidates are not available to fill all the reserved vacancies then the exchange of vacancies should be resorted to in the very first year. In their reply dated the 26th December, 1978, the Ministry of Agriculture and Irrigation (Department of Food) have stated that the Department of Personnel and Administrative Reforms, who have considered this matter in detail in connection with a similar recommendation in the forty-first Report of the Committee, are not in favour of exchange of reserved vacancies between Scheduled Castes and Scheduled Tribes at the end of each year as it may give rise to various complications and

they have advised that the present system of exchanging the vacancies at the end of the third year is a satisfactory arrangement.

The Committee do not agree with the Government's reply and reiterate their earlier recommendation that if the Scheduled Caste and Scheduled Tribe candidates are not available to fill all the reserved vacancies, then the exchange of vacancies between Scheduled Castes and Scheduled Tribes, as the case may be, should be resorted to in the very first year.

1.8. In para 5.11 of their Report, the Committee had desired that petty contracts upto a value of Rs. 10,000 should be given to Scheduled Caste and Scheduled Tribe persons on nomination basis. In their reply dated the 25th January, 1979, the Ministry of Agriculture and Irrigation (Department of Food) have *inter alia* stated that contracts are made either through open tender enquiry or limited tender enquiry from more than one party. If the rates quoted by Scheduled Caste or Scheduled Tribe suppliers are competitive they would get the contract/supply order in normal course. Awarding of contracts on nomination basis to persons belonging to Scheduled Caste and Scheduled Tribe communities is considered not justified.

The Committee are not convinced with the reply of Government and reiterate their earlier recommendation that petty contracts upto a value of Rs. 10,000/- should be given to Scheduled Caste and Scheduled Tribe persons on nomination basis and, if necessary, the rules may be amended accordingly.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Para 4 of Introduction)

The Committee desire that, in the light of the observations made by the Committee in the Report, the Ministry of Agriculture and Irrigation (Department of Food) should review the position relating to reservations for, and employment of, Scheduled Castes and Scheduled Tribes in other offices/Public Sector Undertakings etc. under their control and ensure that such lapses do not occur in these offices/organisations and that the reservation orders are implemented by them *in toto*.

Reply of Government

Noted for careful compliance. As desired by the Committee, the observations made in the Report have been brought to the notice of all offices/Public Sector Undertakings under the administrative control of this Department and the position in this regard is being reviewed.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I dated the 31st August, 1978]

Recommendation (Sl. No. 2, Para 1.10)

The Committee note that a provision has been made in the Food Corporation of India (Staff) Regulation, 1971 that in making appointments in the services of Food Corporation of India, reservations and other concessions would be provided to Scheduled Castes and Scheduled Tribes as directed by the Central Government from time to time and, according to the Chairman, Food Corporation of India, all instructions issued by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms/Bureau of Public Enterprises in this regard have been adopted by the Corporation. The Committee desire that the Food Corporation of India should not only adopt but also implement *in toto* all the orders

and instructions regarding reservations and other concessions/relaxations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time including those relating to promotions etc.

Reply of Government

Food Corporation of India have noted the recommendation for careful compliance.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I dated the 31st August, 1978]

Recommendation (Sl. No. 3, Para 1.11)

The Committee, while conceding that the Corporation being an autonomous body, the Department of Food do not exercise day-to-day check or control over its operations, would nevertheless like to emphasise that the Department of Food should keep a careful and continuous watch to oversee that the reservation orders are not only adopted but implemented in letter and spirit by the Corporation and all its field organisations.

Reply of Government

The recommendation has been noted.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I dated the 31st August, 1978]

Recommendation (Sl. No. 4, Para 2.4.)

Although the Committee have been informed that all orders and instructions issued by the Ministry of Home Affairs/Bureau of Public Enterprises/Department of Personnel and Administrative Reforms received either direct or through the Department of Food are being followed in the Food Corporation of India, the Committee are surprised to note from the material supplied by the Food Corporation of India that none of the orders on reservations issued by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms/Bureau of Public Enterprises after the 19th October, 1974, has been received in the Food Corporation of India. In the circumstances the Committee cannot but deplore that there has been laxity in the Department of Food in sending copies of such orders to the Food Corporation of India or the Food Corporation of India has not

ensured its proper collation at their end. Be that as it may, the co-ordination machinery both in the Department of Food and in the Food Corporation of India requires to be streamlined and strengthened. The Committee would like that the Deputy Secretary nominated as Liaison Officer in the Department of Food should ensure prompt communication and proper implementation of all the orders issued from time to time for reservations and other concessions/relaxations admissible to Scheduled Castes and Scheduled Tribes.

Reply of Government

The recommendation has been noted. Department of Food have forwarded all orders/instructions received in this regard to Food Corporation of India. However, the F.C.I. have now reported that they did not include all orders/instructions in the Statement furnished along with the preliminary material as it was considered that the Parliamentary Committee had desired information only in regard to reservation of posts for Scheduled Castes/Scheduled Tribes. They have further clarified and confirmed that all orders/institutions issued by the Government in this regard from time to time, not only after 19-10-74 but even prior to it, have been adopted *in toto*.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I dated the 31st August, 1978]

Recommendation (Sl. No. 6, Para 2.4)

The Committee also note that Liaison Officers have been nominated in the Head/Zonal/Regional Offices of the Food Corporation of India and a separate Cell under Liaison Officer has been set up in the Head Office and that separate staff is being earmarked for the Cell in Zonal and Regional Offices of the Corporation to look after the work relating to reservations for Scheduled Castes and Scheduled Tribes. The Committee hope that these Cells have started functioning effectively and that as assured by the Chairman, Food Corporation of India during the course of evidence, he has reviewed the position again in this regard and has taken steps for organisational improvement wherever necessary. The Committee are of the view that mere designating a Liaison Officer and his periodically inspecting the offices and reporting the progress is not enough. What is needed is concerted action on the part of Liaison Officer to ensure due compliance by the appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other concessions admissible to them. In order to carry out the duties effectively, it is but essential that he should ensure that the personnel assisting him

are conversant with the duties required for proper and effective implementation of reservation orders. The Committee would, therefore, like that the Food Corporation of India should arrange refresher courses for training the concerned officers and staff and, if necessary, utilise the services of the office of the Commissioner for Scheduled Castes and Scheduled Tribes for arranging such refresher courses during this year for the training of concerned officers.

Reply of Government

Food Corporation of India have noted the recommendation and are taking necessary steps for arranging refresher courses for training the concerned officers and the staff in consultation with the office of the Commissioner for Scheduled Castes and Scheduled Tribes.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 7, Para No. 2.20)

The Committee regret to note that annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Food Corporation of India for the year 1975 and 1976 were submitted by the Food Corporation to the Department of Food on the 8th April, and 30th April, 1977 respectively, although these should have been sent to them latest by the 1st March, every year as laid down in the Department of Personnel and Administrative Reforms O.M. No. 17/3/70-Estt/ (SCT), dated the 1st January, 1972. The Committee feel that the very purpose of submitting these annual statements gets defeated if these statements are not submitted in time. The Committee would, therefore, impress upon the Food Corporation of India that these statements are submitted to the Ministry of Agriculture and Irrigation (Department of Food) in time. Failure to submit these statements in time should be regarded as a serious lapse on the part of concerned officers.

Reply of Government

Food Corporation of India have noted the recommendation. However, it may be mentioned that as per the instructions contained in the Brochure on reservation for Scheduled Castes/Scheduled Tribes issued by Bureau of Public Enterprises, the Annual statements are required to be submitted to the administrative Ministry with copies to Bureau of Public Enterprises, etc. latest by 31st March every year.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 8, Para No. 2.21)

The Committee would also like to suggest that these annual statements, on receipt by the Department of Food should be critically examined and analysed so that prompt and effective measures are taken to remove the deficiencies notices. The Department of Food should also ensure that these statements are submitted by them to the Bureau of Public Enterprises latest by the 31st March every year as laid down in this regard.

Reply of Government

Recommendation has been noted for compliance. However, it may be clarified that as per the instructions contained in Bureau of Public Enterprises O.M. No. 6/33/77-BPE(IC), dated 28th December, 1977, the Annual Statements regarding reservations for Scheduled Castes and Scheduled Tribes under Public Enterprises are required to be furnished by each Enterprise to its administrative Ministry/Department with copies to the Department of Personnel and Administrative Reforms and the Bureau of Public Enterprises latest by the 31st March. The consolidated statements and the Appropriation Report in respect of all public enterprises are required to be forwarded to the Bureau of Public Enterprises by the Administrative Ministry/Department by the end of April every year.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78|FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 9, Para No. 2.22)

The Committee also note that a note on the recruitment, promotion, dereservation of vacancies and supersession of Scheduled Caste and Scheduled Tribe employees in the Food Corporation of India during the year 1977 will be published in the Annual Report of the Department of Food from this year onwards. The Committee desire that such statistics should also be published in the Annual Report of the Food Corporation of India from this year onwards.

Reply of Government

The recommendation has been noted by Food Corporation of India for compliance.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 10, Para No. 3.13)

The Committee note the procedure being followed for recruitment to various categories of posts in the Food Corporation of India. The Committee suggest that in order to give wider publicity to the vacancies reserved for Scheduled Castes and Scheduled Tribes, advertisements for vacancies in Category I and II posts should be issued in all important newspapers published from all regions in the country omitting the stipulation that preference will be given to candidates registered with the Employment Exchanges and for category III and IV posts, advertisements for vacancies reserved for Scheduled Castes and Scheduled Tribes should be published in all the prominent regional/local newspapers issued in the main regional language of that area. All such advertisements should also be published in the "Employment News" and "Rozgaar Samachar".

Reply of Government

It has been decided in consultation with the Ministry of Labour to omit the stipulation in the advertisements of vacancies in category I and II posts that preference will be given to candidates registered with the Employment Exchanges.

As regards wider publicity of the vacancies it has been decided that advertisements whenever required to be issued for category II, III and IV posts will be issued in one of the prominent Regional/Local newspapers of the regional language in addition to advertisement in English and Hindi newspapers, included in the D.A.V.P. List. Besides, advertisements in the Employment News and Rozgaar Samachar will also be issued.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 25th January, 1979]

Recommendation (Sl. No. 11, Para No. 3.14)

The Committee also desire that list of newspapers in which recruitment advertisements are issued by the Food Corporation of India may be reviewed in consultation with the Ministry of Home Affairs/Department of Advertising and Visual Publicity so that all recruitment advertisements are included in all the prominent newspapers in all regional languages, so that Scheduled Caste and Scheduled Tribe people living in remote areas could also apply.

Reply of Government

Recommendation has been noted for compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 26th December, 1978]

Recommendation (Sl. No. 12, Para No. 3.15)

The Committee observe from the list of daily newspapers obtained by the Food Corporation of India from the Directorate of Advertising and Visual Publicity, Ministry of Information and Broadcasting that it does not include any Urdu newspaper although a large population in the North India reads Urdu Newspapers. The Committee, therefore, suggest that the Food Corporation of India, while reviewing the list of newspapers as suggested above, should examine the feasibility of including prominent daily newspapers published in Urdu in the list of daily newspapers and issue their recruitment advertisements in those papers also to enable the Urdu knowing people to know about the vacancies reserved for Scheduled Castes and Scheduled Tribes.

Reply of Government

Food Corporation of India have now taken steps to advertise in Urdu newspapers approved by the Directorate of Advertising and Visual Publicity.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 13, Para No. 3.16)

The Committee would also suggest that specific number of posts reserved for Scheduled Castes and Scheduled Tribes respectively and also concessions/relaxations available to them should invariably be mentioned in each advertisement. The object of indication the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and concessions/relaxations available to the candidates belonging to Scheduled Castes and Scheduled Tribes in the notifications to the Employment Exchanges and advertisements in the newspapers is that adequate number of Scheduled Caste and Scheduled Tribe candidates are sponsored by the Employment Exchanges or otherwise apply in response to the recruitment advertisements.

Reply of Government

Food Corporation of India have noted the recommendation for compliance and have issued necessary instructions to all the concerned authorities in the Corporation.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 14, Para No. 3.17)

The Committee further suggested that with a view to giving wider publicity to reserved vacancies and exploring possibility of securing more candidates belonging to Scheduled Castes and Scheduled Tribes, the Food Corporation of India should intimate the reserved vacancies to the Director of Scheduled Caste/Scheduled Tribe Welfare or Director of Social Welfare in the State/Union Territory concerned as laid down in the Department of Personnel and Administrative Reforms O.M. No. 36034|2|78-Estt. (SCT), dated the 24th February, 1978.

Reply of Government

Food Corporation of India have issued instructions to this effect.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 16, Para No. 3.19)

The Committee further suggest that the vacancies reserved for Scheduled Castes and Scheduled Tribes should also be advertised through the medium of All India Radio as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36022|4|76-Estt. (SCT), dated the 7th August, 1976.

Reply of Government

Food Corporation of India have issued the instructions to this effect.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3|78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 17, Para No. 3.20)

The Committee are unhappy to note that the Food Corporation of India do not communicate the reasons for rejection of Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges although specific orders have been issued by the Government of India in this regard. The Committee would stress that specific reasons for rejection of Scheduled Caste/Tribe candidates who have been sponsored by the Employment Exchanges should invariably be communicated to the Employment Exchanges to enable the Employment Exchanges to sponsor in future the right type of Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

Food Corporation of India have issued necessary instructions in this regard.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated the 31st August, 1978]

Recommendation (Sl. No. 18, Para No. 3.27)

The Committee are unhappy to note that although a fairly large number of employees have been taken on deputation in the Food Corporation of India, the number of Scheduled Caste and Scheduled Tribe employees among them from the State Government/Union Territory Administrations is quite insignificant and it is nil from the Central Government Departments. The Committee, no doubt, agree that it is essential for the Food Corporation of India to maintain cordial relations with the State Governments for its smooth functioning, nevertheless the Committee are confident that State Governments are as keen as the Central Government to implement the constitutional provisions relating to reservations for Scheduled Castes and Scheduled Tribes in Services if properly explained to the State Governments and therefore, at the time of taking persons on deputation, if the State Government are apprised of the fact in specific terms, they should apparently have no objection in considering the cases of eligible Scheduled Caste and Scheduled Tribe employees while nominating persons for posts to be filled by deputation or transfer. The Committee would, therefore, stress that in accordance with the instructions issued by the Department of Personnel and Administrative Reforms *vide* their O.M. No. 36012/7/77-Estt. (SCT), dated the 21st January, 1978, where the number of posts to be filled on deputation is fairly substantial, the Food Corporation of India should ensure that a fair proportion of such posts are filled by employees belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

Food Corporation of India have noted the recommendation. They have issued necessary instructions in this regard to all the appointing authorities in the Corporation.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated the 31st August, 1978]

Recommendation (Sl. No. 19, Para No. 3.36)

The Committee note that the Food Corporation of India has grouped different posts in each category under their control to ensure larger representation of Scheduled Castes and Scheduled Tribes in

the Food Corporation of India. The Committee also note that approval of the Department of Food or the Department of Personnel and Administrative Reforms is not required in such cases and the Board of Directors is competent to take a decision in the matter. The Committee are not aware of the circumstances under which it was not considered necessary to obtain the approval of the Board of Directors while revising the grouping of posts in 1972 while it was done in 1970. The Committee would stress that in all such cases, the approval of the Board of Directors should invariably be obtained.

Reply of Government

Food Corporation of India have noted the recommendation for compliance.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 20, Para No. 3.37)

The Committee are distressed to note that the present grouping system in the Food Corporation of India is being continued in spite of the observations made by the Study Team of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes in this regard in 1971. The Committee feel that the present system of grouping of posts in the Food Corporation of India is working against the interests of Scheduled Caste and Scheduled Tribe employees and desire that Department of Food should review the procedure of grouping of posts being followed in the Food Corporation of India in consultation with the Department of Personnel and Administrative Reforms/ Bureau of Public Enterprises and the Office of the Commissioner for Scheduled Castes and Scheduled Tribes and take such corrective measures as may be necessary.

Reply of Government

The procedure of grouping of posts in the Food Corporation of India (HQrs) was earlier examined in February, 1978 by a study Team from the Office of the Commissioner for Scheduled Castes/ Scheduled Tribes at the instance of the Parliamentary Committee on the Welfare of the Scheduled Castes and Scheduled Tribes. The Study Team in their report observed that as per instructions grouping has to be resorted to only in the case of isolated posts and small cadres having a sanctioned strength of less than 20 posts filled by

direct recruitment only. In the case of promotion this grouping is not to be done at all. The F.C.I. have accepted these recommendations. If the sanctioned posts in a particular grade in a cadre are more than 20, these would be treated as a separate group for the purpose of giving representation to the Scheduled Castes|Scheduled Tribes in that particular Grade. As far as isolated posts which are less than 20 in a particular grade are concerned, these will be grouped in accordance with the instructions contained in Chapter VI of the Brochure on Reservations for Scheduled Castes|Scheduled Tribes in Services issued by the Department of Personnel and A.R. The revised groupings as indicated above are being given effect to from the 1st January, 1978.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3|78-FC—I, dated 25th January, 1979]

Recommendation (Sl. No. 21, Para No. 3.42)

The Committee note the various concessions/relaxations given to Scheduled Castes and Scheduled Tribes while making recruitments for different categories of posts in the Food Corporation of India. The Committee hope that if concerted measures are taken by the Food Corporation of India to implement these concessions/relaxations, both in letter and spirit, they expect the backlog in the representation of Scheduled Castes and Scheduled Tribes in the services could be wiped out in the shortest possible time.

Reply of Government

Food Corporation of India have noted the recommendation.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M.No. 14-3|78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 23, Para No. 3:58)

The Committee are distressed to note that there is a big shortfall in the matter of promotion of Scheduled Caste and Scheduled Tribe employees in different categories of posts in the Food Corporation of India. The Committee is of the view that unless the extant orders on the subject are scrupulously followed in letter and spirit, liberal concessions and relaxations given to Scheduled Caste and Scheduled Tribes employees and their cases for promotions considered sympathetically, the situation is not likely to improve. The Committee, therefore, urge the Food Corporation of India to ensure that the orders on reservation in promotions issued from time to time by

the Department of Personnel and Administrative Reforms|Bureau of Public Enterprises are rigidly followed and liberal concessions| relaxations given to Scheduled Caste and Scheduled Tribe employees at the time of promotion so that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them and the shortfalls are obliterated as early as possible.

Reply of Government

Food Corporation of India have issued necessary instructions to all the appointing authorities in the Corporation.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 26, Para No. 3.67)

The Committee need hardly emphasise the desirability of including a Scheduled Caste or Scheduled Tribe Officer in the various Selection Boards|Departmental Promotion Committees constituted by the Food Corporation of India 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 Food Corporation of India, a Scheduled Caste|Tribe Officer from the Ministry of Agriculture and Irrigation (Department of Food) Social Welfare Department of State Governments should invariably be associated with such Selection Boards|Departmental Promotion Committees.

Reply of Government

Food Corporation of India have issued necessary instructions in this regard to all the appointing authorities in the Corporation.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3|FC-I, dated 31st August, 1978]

Comments of the Committee

The Committee however, desire that the Director who represents the interests of Scheduled Castes and Scheduled Tribes on the Board of Directors of the Corporation might also be associated with the Senior Selection|Promotion Boards of the Corporation.

Recommendation (Sl. No. 27, Para No. 3.68)

The Committee trust that necessary instructions have since been issued to authorities concerned to invariably appoint a Scheduled Caste|Scheduled Tribe Officer in the Recruitment|Promotion Committee for Class IV category which was not done so far.

Reply of Government

Food Corporation of India have issued necessary instructions in this regard.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated the 31st August, 1978]

Recommendation (Sl. No. 29, Para No. 3.75)

The Committee are unhappy to note that reservation orders were made applicable in the Food Corporation of India from 1970 onwards and the rosters started from then onwards although the Food Corporation was established as early as 1965. The Committee further regret to point out that rosters for Class III and Class IV posts are not even maintained on the prescribed forms by the Food Corporation of India and these are just lists of candidates appointed from time to time. The Committee would like to point out that roster is a mechanism to keep a watch on the proper and adequate intake of Scheduled Castes and Scheduled Tribes in services and that it would cease to have any significance whatsoever if it is not maintained properly. The Committee would, therefore, stress that rosters should be properly maintained by the Food Corporation of India and that they should be checked regularly by the competent authority in accordance with the proforma prescribed by the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 8/8/7/Estt. (SCT), dated 22nd April, 1971. The Committee would further urge that the defects pointed out by the Commissioner for Scheduled Castes and Scheduled Tribes in his Report to the Committee should immediately be set right. The Committee need hardly stress that discrepancies noticed during the course of inspection of rosters by the authorities concerned should be rectified immediately and also brought to the notice of the Managing Director of the Food Corporation of India.

Reply of Government

Food Corporation of India have noted the recommendation for careful compliance.

[Ministry of Agriculture and Irrigation, (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 29, Para No. 3.76)

The Committee are distressed to note that the rosters, as mentioned in the Report of the Commissioner for Scheduled Castes and Scheduled Tribes to the Committee, are neither being properly maintained nor checked or signed by the Liaison Officers and even

the prescribed procedure for dereservation and for inter-change of vacancies *inter se* Scheduled Castes and Scheduled Tribes is not being followed.

Reply of Government

Food Corporation of India have issued necessary instructions to this effect to all their concerned officers.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 30, Para No. 3.77)

The Committee also suggest that the position in this regard should be reviewed in the Zonal and Regional Offices of the Food Corporation of India and corrective steps taken expeditiously where necessary.

Reply of Government

Food Corporation of India have noted the recommendation for careful compliance.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 31, Para No. 3.78)

The Committee deplore that for direct recruitment to categories III and IV posts normally attracting candidates from a locality or a region, the Food Corporation of India is following the roster points which were prescribed by the Government of India in 1963 and communicated to them by the Bureau of Public Enterprises *vide* their D.O. No. 2(115)/68-BPE(GM), dated the 18th September, 1969. The Committee fail to understand how the Food Corporation of India could do justic to the Scheduled Castes and Scheduled Tribes in their representation in the services of Food Corporation of India by following such an old and obsolete order after the issue of which a number of States have been re-organised and the population figures have increased considerably and as a consequence of which roster points have been revised *vide* Department of Personnel and Administrative Reforms O.M. No. 1/3/72-Estt. (SCT), dated the 12th March, 1973, and instructions have been issued by Government to follow the revised roster points. The Committee would like the Food Corporation of India to follow the latest instructions issued by Government in this regard.

Reply of Government

Food Corporation of India have now clarified that the 40 points roster prescribed in Bureau of Public Enterprises D.O. No. 2(115)/68-BPE(GM), dated 18th September, 1969 had subsequently been replaced by the 100 points roster prescribed in the Department of Personnel and Administrative Reforms O.M. No. 1/3/72-Estt.(SCT), dated 12th March, 1973 and the latter is being followed by all the offices of the Corporation.

[Ministry of Agriculture & Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 32, Para No. 3.79)

The Department of Food should also ensure that the Food Corporation of India are posted with the latest instructions relating to reservations for Scheduled Castes and Scheduled Tribes and those instructions are being followed by them meticulously.

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 33, Para No. 3.86)

The Committee are distressed to note that a large number of vacancies reserved for Scheduled Castes and Scheduled Tribes have been filled by general candidates without dereserving those vacancies in the South Zone of the Food Corporation of India during the years 1972 to 1975 although the Chairman of the Food Corporation of India has informed the Committee during the course of his evidence that "they do not appoint anybody else against a vacancy reserved for Scheduled Castes and Scheduled Tribes." This only shows that not only the appointing authorities in the South Zone of the Food Corporation of India have not cared to comply with the extant orders on the subject, the Food Corporation of India has also not ensured the proper implementation of these orders through quarterly/annual returns and inspections etc. and they have also not kept the Chairman of the Corporation informed of the correct position in this regard. The Committee do not intend to go into the circumstances under which a large number of posts in the South Zone of the Food Corporation of India during the year 1972 to 1975 have been filled by the general candidates without dereserving the vacancies at this

stage but would like to stress that no vacancy reserved for a Scheduled Caste or a Scheduled Tribe should in future be dereserved without following the prescribed procedure in this regard and the information with regard to dereservation of vacancies in the Food Corporation of India should also be sent to the Department of Food and the Commissioner for Scheduled Castes and Scheduled Tribes.

Reply of Government

Food Corporation of India have issued necessary instructions in this regard to all the appointing authorities in the Corporation. Steps are also being taken by them to make suitable arrangements at the Head Office and at Zonal level for ensuring that the Government instructions on this subject are properly carried out.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 40, Para No. 4.29)

The Committee are also surprised to note that even though the backlog was cleared in 1976, taking all the Zones/Regions of the Food Corporation of India, together, the backlog persisted in the North Zone. In North Zone, in 1976, there was a backlog of 222 vacancies, for Scheduled Castes and 483 for Scheduled Tribes in Class III which has further risen to 308 and 513 for Scheduled Castes and Scheduled Tribes respectively in 1977. The Committee feel that although a large number of candidates belonging to Scheduled Castes and Scheduled Tribes were sponsored by the Employment Exchanges during the recruitments made by the Food Corporation of India in 1977 but all the reserved vacancies have not been filled in and a large number of sponsored candidates have been rejected which has agains created backlog in the representation of Scheduled Castes and Scheduled Tribes in the Corporation. The Committee, therefore, stress that, as per extant orders, the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes for category III and category IV non-technical and quasi-technical posts should be taken and given in-service training to make them better equipped for the concerned jobs. The Committee would like the Department of Food to ensure that these orders are followed by the Food Corporation of India in letter and spirit.

Reply of Government

Recommendation has been noted for compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 41, Para No. 4.21)

The Committee further suggest that if Scheduled Tribe candidates are not available in the respective regional or local employment exchanges to fill the reserved vacancies, the Food Corporation of India should contact the employment exchanges in the adjoining regions/areas to fill the vacancies reserved for the Scheduled Castes and Scheduled Tribes.

Reply of Government

Necessary instructions have been issued by the Food Corporation of India to this effect to all their appointing authorities.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 43, Para No. 4.30)

The Committee cannot but emphasise that in-service training programme on a regular basis in any Government or Public Undertaking or Corporation is one of the essential steps for bettering the prospects of Scheduled Caste and Scheduled Tribe employees. The Committee, therefore, suggest that in-service training programme for such Scheduled Caste and Scheduled Tribe employees who have been recruited/promoted by lowering the standards in Food Corporation of India should be arranged on a regular basis so as to make them better equipped for selection to higher categories of posts.

Reply of Government

Food Corporation of India have noted the recommendation for compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 44, Para No. 4.31)

The Committee would also suggest that, as per Government orders, preference should be given to Scheduled Caste and Scheduled Tribe officers while deputing officers for attending seminars and conferences, etc., and also for various training programmes in India or abroad to enable them to broaden their outlook and also to build up specialised knowledge.

Reply of Government

Instructions in this regard are already being followed by the Food Corporation of India. However, the Corporation are examining whether the position can be improved further.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 45, Para No. 4.32)

The Committee note that reservations for Scheduled Castes and Scheduled Tribes have been provided in the recruitment of Apprentices in the Food Corporation of India. The Committee urge that Scheduled Castes and Scheduled Tribes should invariably be given their due share in accordance with the quota reserved for them while filling the training places in the designated trades in the Food Corporation of India and preference given in these trained apprentices for absorption in Food Corporation of India.

Reply of Government

Food Corporation of India have noted the recommendation and have issued necessary instructions in this regard to all the appointing authorities in the Corporation. ●

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 46, Para No. 4.37).

The Committee are unhappy to note that while regularising daily-rated staff in Class III and Class IV categories in 1976, sufficient number of workers belonging to Scheduled Tribes have not been taken. The Committee while noting that the Food Corporation of India has since adopted the orders on reservations for Scheduled Castes and Scheduled Tribes in work-charged establishment/daily-rated staff issued *vide* Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memorandum No. 38021/9/76-Estt. (SCT), dated the 10th February, 1977, regret to state that even after the adoption of reservation orders, adequate number of Scheduled Tribes in Class III and Class IV categories have not been taken for appointment as work-charged staff. The Committee need hardly stress that while recruiting work-charged/daily-rated staff the Food Corporation of India should strictly follow the reservation orders so that at the time of their regularisation, there is no difficulty in filling the quota reserved for Scheduled Castes and Scheduled Tribes.

Reply of Government

Food Corporation India have issued instructions to this effect to all their appointing authorities.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 47, Para No. 5.5)

The Committee are perturbed to find that a large number of complaints have been received from Scheduled Caste and Scheduled Tribe employees relating to their grievances in service matters or against non-observance of orders relating to reservations in favour of Scheduled Castes and Scheduled Tribes issued by Government from time to time and in certain cases, the disposal of complaints received from Scheduled Caste and Scheduled Tribe employees has been unduly delayed. The Committee desire that all complaints received from Scheduled Caste and Scheduled Tribe employees should be dealt with utmost expedition.

Reply of Government

Food Corporation of India have noted the recommendation for careful compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 48, Para No. 5.6) ..

The Committee further suggest that complaints relating to the practice of untouchability which attract the provisions of Protection of Civil Rights Act, 1955 should be investigated and processed with all seriousness and strict action taken against the offenders.

Reply of Government

Food Corporation of India have noted the recommendation for careful compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 49, Para No. 5.7)

The Committee would like to stress that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should be maintained by the Implementation Cell/Liaison Cell in the Head/Zonal/Regional Offices of the Food Corporation of India. The Committee would also

suggest that a precise procedure should also be laid down by the Food Corporation of India to deal with such complaints/representations and that it should be ensured that complaints are attended to with utmost expedition. These registers should at least be checked quarterly by the concerned Liaison Officers and also by the Heads of the Units of the Food Corporation of India during the course of their inspections of the Offices under their control to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees and quarterly reports submitted to the Headquarters Office for their information.

Reply of Government

Food Corporation of India have noted the recommendation for careful compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 50, Para No. 5.10)

The Committee note that as per rules, the contracts are awarded in the Food Corporation of India on the basis of tenders. The Committee would suggest that, *other things being equal*, preference should be given to Scheduled Castes and Scheduled Tribes for the award of such contracts.

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/73/FC-I, dated 25th January, 1979]

Recommendation (Sl. No. 52, Para No. 5.16)

The Committee note that the Food Corporation of India has a very limited accommodation and the accommodation goes with the jobs *e.g.*, accommodation is provided to watchmen in a godown. The Committee also note that all eligible employees including Scheduled Castes and Scheduled Tribes in the Food Corporation of India are sanctioned house-building advances. The Committee are, however, surprised to note that two Scheduled Caste employees each in the years 1975 and 1976 and 46 Scheduled Caste employees in 1977 have not been sanctioned House-building advances without assigning any reasons. The Committee would like to stress that applications for house building loans by Scheduled Caste and Scheduled Tribe employees should be considered on priority basis and House-building advances, as far as possible, should not be refused to them.

Reply of Government

Food Corporation of India have issued necessary instructions in this regard to all their concerned officers.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 30th September, 1978]

Recommendation (Sl. No. 53, Para No. 5.17)

The Committee would also like to suggest that as and when any scheme for general accommodation in the Food Corporation of India is implemented due reservation should be provided for allotment of accommodation to Scheduled Caste and Scheduled Tribe employees.

Reply of Government

Corporation have reported that the recommendation of the Committee will be kept in view as and when any such scheme for general accommodation is adopted by them.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Recommendation (Sl. No. 54, Para No. 5.19)

The Committee hope that, as assured by the Chairman, Food Corporation of India during the course of evidence, a brochure containing all orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes and other concessions/relaxations provided to them would be brought out up-to-date and copies thereof made available to all the offices of the Corporation.

Reply of Government

Corporation have reported that the matter was taken up with the Department of Personnel who have informed that the revised 'Brochure' containing the latest instructions is under print. As soon as the copies become available the same would be supplied to all concerned in the Corporation.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

CHAPTER III

RECOMMENDATIONS|OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE (IN VIEW THE GOVERNMENT'S REPLIES

Recommendation (Sl. No. 35, Para No. 4.15)

The Committee are distressed to note that the representation of Scheduled Castes in categories I and II posts and of Scheduled Tribes in all categories of posts in the Food Corporation of India is much below the quota prescribed for them. The Committee are all the more unhappy to note that no serious efforts have been made by the Food Corporation of India to augment the intake of Scheduled Castes and Scheduled Tribes in their services prior to 1976. With a special recruitment resorted to by the Corporation exclusively for Scheduled Castes and Scheduled Tribes in 1976, they have been able to clear the backlog in Class III and Class IV so far as Scheduled Castes are concerned.

Reply of Government

Food Corporation of India are taking appropriate steps in the light of the Committee's recommendation.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, dated 31st August, 1978].

Recommendation (Sl. No. 36, Para No. 4.16)

As regards Class I posts, the Committee will like to stress that with the increasing number of Scheduled Castes and Scheduled Tribes technical hands of the required calibre now being available, the Food Corporation of India should make all possible endeavour to clear the backlog in this class by tapping all possible sources.

Reply of Government

Food Corporation of India have noted the recommendation. Efforts are being made by them to clear the backlog in category I posts.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, dated 30th September, 1978].

Recommendation (Sl. No. 37, Para No. 4.17)

The Committee regret to note that even while there is a provision for direct recruitment for Class II category of posts in Staff Regulations, it has not been resorted to so far much to the detriment of Scheduled Castes and Scheduled Tribes inspite of the fact that candidates for promotional category in Class III are not available for promotion in Class II posts.

Reply of Government

Food Corporation of India are taking necessary steps to fill up category II posts by direct recruitment in accordance with the prescribed quota.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 31st August, 1978]

**Comments of the Committee on Government replies to
Recommendations 35, 36 and 37)**

The Committee would, however, like to know the details about the steps taken and the success achieved to wipe out the backlog in the representation of both Scheduled Castes and Scheduled Tribes in categories I, II, III and IV posts in the food Corporation of India.

Recommendation (Sl. No. 42, Para No. 4.22)

The Committee have also been informed that the employees who collect sweeping in the godowns of the Food Corporation of India are also called sweepers. The Committee desire that the designation of this category of employees should be changed to distinguish them from actual sweepers and reservations, as provided under the rules, made applicable to them.

Reply of Government

The Food Corporation of India have now clarified that there are two different categories of posts viz., 'Sifter' and 'Sweeper' included in the F.C.I. Staff Regulations and, according to the job description laid down for these posts, the person who collects the sweepings and cleans the godown is called a 'Sifter' and not a Sweeper'. The reservation orders for Scheduled Castes and Scheduled Tribes are already applicable to the posts of Sifter.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78/FC-I, dated 31st August, 1978].

CHAPTER IV

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

Recommendation (Sl. No. 1, Para No. 1.4)

The Committee note that there is no specific provision in the Food Corporations Act, 1964 for the appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Board of Directors of the Food Corporation of India though persons belonging to Scheduled Caste Community have been appointed as Directors in the past. The Committee further note that Government keeps in mind various kinds of interests to be represented on the Board while making nominations. The Committee hope that while making nominations of Directors to the Board of Directors the interests of Scheduled Castes and Scheduled Tribes will also be kept in mind by Government. The Committee are of the view that there should be at least one Director from amongst the Scheduled Castes and Scheduled Tribes on the Board of Directors of the Food Corporation of India so that the interests of Scheduled Castes and Scheduled Tribes could be properly looked after not only in the services of the Corporation but also in their economic development. The Committee will like the Government to examine the feasibility of making a provision in the said Act for appointment of a Scheduled Caste or a Scheduled Tribe Director on the Board of Directors to give it a statutory footing.

Reply of Government

Recommendation of the Committee has been carefully examined in consultation with the Department of Personnel and Administrative Reforms and Bureau of Public Enterprises. Keeping in view the provisions and the practice prevailing in other Public Sector Enterprises, it is not considered necessary to make a statutory provision in the Food Corporations Act, 1964 for appointment of a member of the Scheduled Castes/Scheduled Tribes as a Director on the Board of the Food Corporation of India. The views of the Committee

would, however, be kept in mind while making appointments to the Board of Directors of the Food Corporation of India.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978].

Comments of the Committee

Please see Chapter I, Para 1.2.

Recommendation (Sl. No. 5, Para No. 2.13)

The Committee note that a Liaison Officer has been appointed in the Department of Food to safeguard the interests of Scheduled Castes and Scheduled Tribes but there is no separate Cell in the Department to look after the work relating to Scheduled Castes and Scheduled Tribes which is being handled by an Assistant in one of Administration Sections and that the question of setting up a Cell is being examined in consultation with the Work Study Unit. The Committee feel that the Liaison Officer alone would not be able to discharge his duties effectively unless a Cell with adequate staff is set up in the Department of Food to assist him and to watch the implementation of reservation orders and other concessions admissible to Scheduled Caste and Scheduled Tribe employees and also to look into the grievances and complaints of Scheduled Caste and Scheduled Tribe employees.

Reply of Government

The recommendation has been noted and the question of creating a separate Cell for this work is under consideration in consultation with the Ministry of Finance.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78-FC-I, dated 31st August, 1978]

Comments of the Committee

Please see Chapter I, Para 1.3

Recommendation (Sl. No. 15, Para No. 3.18)

Copies of all advertisement notices should also simultaneously be sent to the local Scheduled Caste and Scheduled Tribe M.L.As and M.Ps and also to the Member of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

Reply of Government

The recommendation is accepted to the extent that copies of the advertisements will be sent to the Secretariat of the Committee for circulation amongst its Members Food Corporation of India will issue further instructions to its subordinate offices to the effect that copies of advertisements may be supplied to such local Scheduled Caste and Scheduled Tribe M.Ps/M.L.As. who may evince interest in the matter and ask for them.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78|FC-I, dated 26th December, 1978].

Comments of the Committee

Please see Chapter I, para 1.4.

Recommendation (Sl. No. 22, Para No. 3.43)

The Committee also recommend that where the requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standards are not available to fill the reserved vacancies, the recruiting authorities should select for appointment, the best among the Scheduled Castes and Scheduled Tribes fulfilling the minimum educational qualifications prescribed for posts against all the reserved vacancies and in-service training may be given to them to bring them up to the requisite standard. In this connection, the Committee would also recommend that the condition of previous experience for recruitment in the Food Corporation of India should be done away with so far as Scheduled Caste and Scheduled Tribe candidates are concerned.

Reply of Government

The recommendation regarding in-service training as made in recommendation No. 40 (Para 4.20) has already been noted for compliance.

2. As regards the recommendation that the condition of previous experience for recruitment should be done away with so far as candidates belonging to Scheduled Castes and Scheduled Tribes are concerned, the Food Corporation of India have reported that they are already following Government's instructions contained in Bureau of Public Enterprises O.M. No. BPE|GI|-027/75-MAN|6|1/75-BHE(IC), dated 25-9-75 which provide that the qualifications regarding experience for direct recruitment may be relaxed at the discretion of the competent authority in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, if this is not prejudicial to efficiency and sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to

fill up the vacancies reserved for them. It also provides that when vacancies reserved for Scheduled Castes and Scheduled Tribes are advertised or intimated to the Employment Exchange, it should be specifically mentioned in the advertisement/requisition that the period of experience prescribed is relaxable at the discretion of the competent authority in the case of Scheduled Caste and Scheduled Tribe candidates. Since the relaxations already in force are adequate it is not necessary to further relax or eliminate completely the condition of previous experience for Scheduled Caste and Scheduled Tribe candidates.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3/78|FC-I, dated 26th December, 1978].

Comments of the Committee

Please see Chapter I, para 1.5.

Recommendation (Sl. No. 24 Para No. 3.59)

The Committee note that the zone of consideration has been prescribed 3 to 5 times depending upon the number of vacancies for promotion in the Food Corporation of India. The Committee suggest that the Food Corporation of India should consider the feasibility of enlarging the zone of consideration to 5 to 6 times the number of vacancies or even further extending, if necessary, in the case of Scheduled Caste and Scheduled Tribe employees as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36911|6|75-Estt. (SCT) dated the 7th May, 1975 so that adequate number of Scheduled Caste and Scheduled Tribe employees are available for consideration for promotion to the next grade.

Recommendation (Sl. No. 39, Para No. 4.19)

The Committee would also like to stress that Scheduled Caste and Scheduled Tribe Candidates in various promotional Categories should be promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Castes and Scheduled Tribes with a view to wipe out the backlog as early as possible:—

Reply of Government

Recommendation (Sl. No. 24, and 39)

In promotions by selection in Class III and IV where reservations have been provided for Scheduled Castes and Scheduled Tribes under the orders issued on 11-7-68, there is already a separate

zone of consideration for Scheduled Castes|Scheduled Tribes for reserved vacancies. Thus, the Scheduled Caste|Scheduled Tribes candidates who are not within the normal zone of consideration for unreserved vacancies can also be considered for promotion against reserved vacancies if they are within the separate zone of consideration with reference to the number of reserved vacancies provided they are otherwise eligible for promotion according to the recruitment rules prescribed for the posts concerned. In promotions on the basis of seniority subject to fitness, there is no zone of consideration as such, as persons who are eligible for such promotion are considered against the available number of vacancies, according to seniority and fitness. In the case of vacancies reserved for Scheduled Caste|Scheduled Tribe, candidates belonging to these communities can be considered irrespective of their position in the general seniority list provided they are otherwise eligible for consideration for promotion according to the recruitment rules prescribed for the post concerned.

At present, the zone of consideration is normally 3 to 5 times the number of vacancies, in cases of promotions made on the basis of selection. The general question relating to the size of the zone of consideration for all vacancies (and not only for reserved vacancies) is, however, separately under examination in the Department of Personnel and Administrative Reforms.

As regards promotion by selection from Class III to Class II, within Class II and from Class II to the lowest rung of Class I, only those SC|ST candidates who are within the normal zone of consideration are considered against reserved vacancies *vide* para 2(1) of the Department of Personnel and A.R. O.M. No. 10|41|63-Estt. (SCT) dated 20-7-1974 and O.M. No. 36011|6|75-Estt. (SCT) dated 7-5 1975. Prior to 20-7-1974, there was no reservation in promotion by selection in Class I, and II. While introducing reservation for SC|ST in promotion by selection or to Class II and to the lowest rung of Class I w.e.f. 20-7-1974, it was decided by Government that only those SC|ST officers who are within the normal zone of consideration should be considered against reserved vacancies.

This decision was taken keeping in view mainly the consideration that the morale of the services at these higher levels should not be affected by promoting very junior SC|ST employees who might find it embarrassing or difficult to supervise the work of their erstwhile seniors under whom they might have worked till then. This would affect adversely the efficiency at higher levels. It is not, therefore, considered feasible to have a separate zone of consideration for Scheduled Castes and Scheduled Tribes in promotion by selection in the above categories of posts (Class II and lowest rung of Class I).

However, the interests of Scheduled Castes and Scheduled Tribes are taken care of as these officers who are within the zone of consideration are selected against reserved vacancies without comparison of their merit with general candidates.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, Dated 26th December, 1978]

Comments of the Committee

Please see Chapter I, Para 1.6

Recommendation (Sl. No. 34, Para No. 3.87)

The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes by Scheduled Tribes and *vice versa* is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Food Corporation of India to find Scheduled Caste and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.

Reply of Government

This matter was considered in detail by the Department of Personnel and A.R. in connection with a similar recommendation in the 41st Report of the Parliamentary Committee on Welfare of Scheduled Castes and Scheduled Tribes. The Department of Personnel and A.R. are not in favour of exchange of reserved vacancies between Scheduled Castes and Scheduled Tribes at the end of each year as it may give rise to various complications. They have advised that the present system of exchanging the vacancies at the end of the third year is a satisfactory arrangement.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, dated 26th December, 1978]

Comments of the Committee

Please see Chapter I, Para 1.7.

Recommendation (Sl. No. 51, Para No. 5.11)

The Committee also desire that petty contracts upto a value of Rs. 10,000 should be given to Scheduled Caste and Scheduled Tribe persons on nomination basis and if necessary, the rules may be amended accordingly.

Reply of Government

Contracts are made either through open tender enquiry or limited tender enquiry from more than one party. Generally, quotations are invited from more than three parties in the case of limited tender enquiry. While awarding contracts, due consideration is given to (i) the rates, provided these are competitive and (ii) reasonable number of tenderers have participated. If the rates quoted by Scheduled Caste|Scheduled Tribe suppliers are competitive they would get the contract|supply order, in normal course. Awarding of contracts on nomination basis to persons belonging to Scheduled Caste|Scheduled Tribe communities, is considered not justified.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, dt. 25-1-1979]

Comments of the Committee

Please see Chapter I, Para 1.8.

CHAPTER V

RECOMMENDATIONS|OBSERVATIONS REGARDING WHICH FINAL REPLIES OF GOVERNMENTS HAVE NOT BEEN RECEIVED

Recommendation S. No. 25, (Para No. 3.60)

The Committee suggest that in view of heavy shortfalls in the representation of Scheduled Castes and Scheduled Tribes in promotion posts, the date for determining the length of service of three years as on 31st December of each year should not stand in the way of promotion of Scheduled Caste and Scheduled Tribe employees. The Secretary, Department of Food has assured the Committee during the course of evidence that he would get examined whether some relaxations in the case of Scheduled Caste and Scheduled Tribe employees could be given. The Committee would like to be apprised of the decision taken in the matter.

Reply of Government

The Board of Directors of the Food Corporation of India in its meeting held on 5-5-76 decided that where a particular period of experience for becoming eligible for promotions to the next higher grade is prescribed in the Recruitment Rules, the crucial date for determining the eligibility on the basis of years of service should be 31st December of the year for the purpose of drawing panels for subsequent year for Departmental Promotion in all categories. The intention in prescribing 31st December of the previous year as the crucial date for calculation of eligibility period was that annual CRs of the officials for assessment are upto 31st December, only. However, the matter that eligibility for promotion can be on the basis of 3 years instead of calendar years, is under examination.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, dated 25th January, 1979]

Recommendation (Sl. No. 38, Para No. 4.18)

The Committee have been informed during the course of evidence that Government have asked the Food Corporation of India not to undertake any recruitment till such time a decision with regard to the staff pattern of the Corporation is taken. The Committee desire that a decision in this regard should be taken without any

delay by Government so that the Food Corporation of India could undertake special recruitment for Scheduled Castes and Scheduled Tribes and the backlog should be wiped out within a time-bound programme to be drawn up for the purpose.

Reply of Government

While there is a general ban on filling-up of posts, Food Corporation of India have, however, been permitted to fill up the minimum number of posts for its operational needs, and with respect to these the Food Corporation of India are following the general instructions relating to Scheduled Caste and Scheduled Tribe candidates. Staff requirements in the Corporation are being studied at present by the Staff Inspection Unit of the Ministry of Finance and, after the completion of their study, a decision would be taken whether further recruitment in the Food Corporation of India may be permitted or not.

[Ministry of Agriculture and Irrigation (Department of Food)
O.M. No. 14-3|78|FC-I, dated 31st August, 1978]

NEW DELHI;

RAM DHAN,

April 4, 1979.

Chairman

Chaitra 14, 1901 (Saka)

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

APPENDIX

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS CONTAINED IN THE TWENTY-SECOND REPORT (SIXTH LOK SABHA) OF THE COMMITTEE

(*Vide* para 5 of Introduction)

I.	Total Number of recommendations.	55
II.	Recommendations which have been accepted by Government (<i>Vide</i> para 4 of Introduction, and at Sl. Nos. 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 23, 26, 27, 28, 29, 30, 31, 32, 33, 40, 41, 43, 44, 45, 46, 47, 48, 49, 50, 52, 53 and 54) :	
	Number	41
	Percentage to total	74.55
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>Vide</i> Recommendations Sl. Nos. 35, 36, 37 and 42) :	
	Number	4
	Percentage to total	7.27
IV.	Recommendations in respect of which replies of Government have not been accepted and which require reiteration (<i>Vide</i> Recommendations Sl. Nos. 1, 5, 15, 22, 24, 34, 39 and 51)	
	Number	8
	Percentage to total	14.54
V.	Recommendations in respect of which final replies of Government have not been received (<i>Vide</i> recommendations at Serial Nos. 25 and 38) :	
	Number	2
	Percentage to total	3.64