

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

(SIXTH LOK SABHA)

THIRTY-SIXTH REPORT

MINISTRY OF LABOUR

(DIRECTORATE GENERAL OF EMPLOYMENT
AND TRAINING)

[Action taken by Government on the recommendations contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Sixth Lok Sabha) on the Ministry of Labour (Directorate General of Employment and Training)—
(i) Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Directorate General of Employment and Training, and (ii) Employment and Training of Scheduled Castes and Scheduled Tribes through the agency of the Directorate General of Employment and Training.]

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CORRIGENDA

to the

Thirty-Sixth Report of the Committee on the Welfare
of Scheduled Castes and Scheduled Tribes (6th Lok Sabha)

| <u>Page</u> | <u>Line</u> | <u>Correction</u> |
|-------------|---------------|---|
| | 6 | (i) <u>For</u> '1974' <u>read</u> '1975' |
| | | (ii) <u>Insert</u> 'as' <u>before</u> there were |
| 25 | 22 | <u>For</u> 'recurring' <u>read</u> 'recurrence' |
| 23 | 21 | <u>Delete</u> 'a' <u>after</u> Ministry of |
| | 8 | |
| | (from bottom) | <u>For</u> 'once' <u>read</u> 'ones' |
| | 2 | |
| | (from bottom) | <u>For</u> 'as' <u>read</u> 'is' |
| | 11 | |
| 27 | (from bottom) | <u>For</u> 'Committee' <u>read</u> 'Ministry' |
| 30 | 14 | |
| | (from bottom) | <u>For</u> D.O.No. 'DGET-30(8)/78-EE-I' <u>read</u> 'DGET-20(8)/78-EE-I' |
| 36 | 10 | <u>For</u> the words 'deserve special attention due to their poor edone' <u>Read</u> 'students exist in all the States so that they could |
| 45 | 2 | <u>For</u> 'RECOMMENDATIONS OR RESERVATIONS' <u>Read</u> 'RECOMMEN- DATIONS/OBSERVATIONS'. |

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COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES

(1978-79)

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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 Thirty-Sixth Report (Sixth Lok Sabha) on Action Taken by Government on the recommendations contained in the Eighth Report (Sixth Lok Sabha) on the Ministry of Labour (Directorate General of Employment and Training).—(i) Reservations for, and employment, of, Scheduled Castes and Scheduled Tribes in the Directorate General of Employment and Training; and (ii) Employment and Training of Scheduled Castes and Scheduled Tribes through the agency of the Directorate General of Employment and Training.

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 Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Sixth Lok Sabha) is given in the Appendix II. It would be observed therefrom that out of 48 recommendations made by the Committee in their Eighth Report, 20 recommendations i.e. 41.67 per cent have

been accepted by Government; the Committee do not desire to pursue 22 recommendations, i.e. 45.83 per cent of their recommendations, in view of Government's replies; four recommendations i.e. 8.33 per cent in respect of which replies of Government have not been accepted by the Committee and require reiteration; and final replies of Government in respect of two recommendations i.e. 4.17 per cent. have not been received.

NEW DELHI;

April 9, 1979

Chaitra 19, 1901 (Saka).

RAM DHAN,

Chairman,

Committee on the Welfare of Scheduled

Castes and Scheduled Tribes.

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Eighth Report (Sixth Lok Sabha) of the Committee on the Ministry of Labour (Directorate General of Employment and Training)—(i) Reservations for, and employment of, Scheduled Castes and Scheduled Tribes; and (ii) Employment and Training of Scheduled Castes and Scheduled Tribes through the agency of the Directorate General of Employment and Training.

1.2. In para 4.25 of their Eighth Report, the Committee had suggested that where Scheduled Caste or Scheduled Tribe candidates were not available to fill the vacancies reserved for them, these vacancies should be offered to the other reserved community candidates instead of filling them up by general candidates even in the first year of carry-forward of reserved vacancies. In their reply dated the 12th September, 1978, the Ministry of Labour referring to the Department of Personnel and Administrative Reforms O.M. No. 27/25/68-Estt. (SCT) dated 25-3-1970, on the subject, have stated that if reservations are allowed to be exchanged between Scheduled Castes and Scheduled Tribes every year without any future adjustment, it would indirectly mean a combined or overall quota of reservation for Scheduled Castes and Scheduled Tribes together. Such an arrangement may also give rise to complaints that the vacancies reserved for one community are being made over to the other at the cost of the former. Further, this matter has also been considered by the High Power Committee set up under the Chairmanship of the Prime Minister to review the representation of the Scheduled Castes and Scheduled Tribes in services, at its meeting held on 12-11-1976. The Committee felt that the existing orders allowing exchange of reserved vacancies for Scheduled Castes in favour of Scheduled Tribes and *vice versa* only in the third year *i.e.* last year of carry-forward, when the reservations will otherwise lapse, safeguard the legitimate interest of both the groups, *viz.* Scheduled Castes and Scheduled Tribes and that an exchange of the reservation earlier than in the final year of carry forward, would affect adversely the weaker of the two groups *viz.*, generally the Scheduled Tribes. The High Power Committee, therefore, did not consider it necessary to alter the existing arrangement in this regard.

The Committee are not satisfied with the reply of Government and reiterate their earlier recommendation that where Scheduled Caste or Scheduled Tribe candidates are not available to fill the vacancies reserved for them, these vacancies should be offered to the other reserved community candidates instead of filling them up by general candidates even in the first year of carry-forward of reserved vacancies.

1.3. In para 4.26 of their Report, the Committee had recommended that if the *ad hoc* appointments continued beyond the period of 45 days, due reservation for Scheduled Castes and Scheduled Tribes should be provided in such appointments also. In their reply dated the 12th September, 1978, the Ministry of Labour have stated that since the duration of the period of *ad hoc* appointments cannot always be predicted and since the posts need to be filled up urgently due to exigencies of the work, it would not be possible to maintain reservation in *ad hoc* appointments. The Government's anxiety is to do away with *ad hoc* appointments to the extent possible and fill up the posts by regular appointments wherein due representation is given to personnel belonging to the Scheduled Castes and Scheduled Tribes.

The Committee are not convinced with the argument of the Ministry of Labour that the duration of the period of ad hoc appointments cannot always be predicted. From the statement regarding ad hoc appointments furnished to the Committee, it is seen that quite a good number of ad hoc appointments were made and some of such appointments continued for more than 3 years. The Committee, therefore, reiterate their earlier recommendation that the principle of reservation for Scheduled Caste|Scheduled Tribe should be introduced where ad hoc appointments are likely to continue beyond 45 days. In this connection, the Committee would like to invite the attention of the Ministry of Labour to O.M. No. 36021/8/76-EST(SCT), dated the 20th April, 1978 issued by the Department of Personnel and Administrative Reforms that all possible steps should be taken to ensure that, as far as possible, no ad hoc appointments are made at all, except in short-term vacancies, and that ad hoc promotions where they are inescapable, are kept to the barest minimum number and that they do not also continue for long periods.

1.4. In para 7.5 of their Report, the Committee had desired that in view of the poor representation of Scheduled Castes and Scheduled Tribes in services of the Directorate General of Employment and Training the practice of dereservation of reserved vacancies should

be abolished forthwith. In their reply dated the 12th September, 1978, the Ministry of Labour have *inter alia* stated that after considering the recommendation made by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the Department of Personnel & Administrative Reforms decided that it was not possible to stop "dereservations" totally as sufficient number of Scheduled Caste and Scheduled Tribe candidates may not be always available for appointment against vacancies reserved for them even in certain Group 'C' and Group 'D' posts, filled by direct recruitment, promotion or confirmation. However; they have stressed that it should be ensured that the instructions on the subject are strictly followed and dereservation of reserved vacancies is proposed only when such a course becomes inevitable due to non-availability of Scheduled Caste and Scheduled Tribe candidates against reserved vacancies after taking all the prescribed steps and after applying the relaxed standards in their favour.

Since sufficient number of Scheduled Caste and Scheduled Tribe candidates are not always available even for certain posts in Groups 'C' and 'D', particularly those requiring technical, special or professional skill or qualifications, it would not be feasible to stop "dereservations" totally.

The Committee are in principle opposed to the policy of dereservation and reiterate their earlier recommendation that the practice of dereservation of reserved vacancies should be abolished forthwith.

1.5. In para 11.15 of their Report, the Committee had suggested that a Cell should be set up in the Planning Commission to look after the interest of Scheduled Castes and Scheduled Tribes and to monitor the implementation of various schemes/programmes launched by them for the betterment of Scheduled Castes and Scheduled Tribes. In their reply dated the 29th December, 1977, the Planning Commission have stated that they are responsible only for formulation of plans and laying down policies. The actual implementation of various plans and programmes is the responsibility of the Administrative Ministries and the State Governments. Appropriate machinery for looking after the interests of Scheduled Castes and Scheduled Tribes already exists in the Office of the Commissioner for Scheduled Castes and Scheduled Tribes, Ministry of Home Affairs. The need to have any special Cell in the Planning Commission for this purpose does not appear to be imperative.

The Committee do not agree with the views of the Planning Commission and reiterate their earlier recommendation that a Cell with adequate staff should be set up in the Planning Commission to look after the interests of Scheduled Castes and Scheduled Tribes and to monitor the implementation of various schemes|programmes launched by them for the betterment of Scheduled Castes and Schedule Tribes.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 1, Para No. 2.5)

The Committee note that the reservation orders in favour of Scheduled Castes and Scheduled Tribes in respect of Class I and Class II posts were enforced in the Directorate General of Employment & Training with effect from the 25th March, 1970 and in respect of Class III (non-Ministerial) and Class IV posts with effect from the 1st January, 1964. Prior to this, the reservation orders were enforced by the Ministry of Labour in respect of the main Ministry and its Attached Offices, etc. The reservation orders in respect of the Subordinate Offices (including the Training Institutes, etc.) came into force from the dates of their inception. The Committee would like the Ministry of Labour to ensure that the reservation orders in favour of Scheduled Castes and Scheduled Tribes are implemented scrupulously by the Directorate General of Employment and Training and all its Subordinate Offices including the Training Institutes, etc. so that all the posts reserved for Scheduled Castes/Scheduled Tribes are actually filled in by them.

Reply of Government

So far as the Headquarters of the Directorate General of Employment and Training are concerned, the communal rosters are being maintained properly and are being inspected regularly to ensure that the reservation orders in favour of Scheduled Castes/Scheduled Tribes are implemented scrupulously. The subordinate offices have also been directed to comply with the existing instructions *vide* letter No. DGET-116(19)/78-Adm.II/PU dated 20-6-1978.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U.
dated 12-9-1978]

Recommendation (Sl. No. 2, Para No. 2.6)

The Committee are unhappy to note that the annual statements regarding recruitment, etc. of Scheduled Castes and Scheduled Tribes on the prescribed forms, as on 1st January, 1976, were sent

to the Cabinet Secretariat (Department of Personnel and Administrative Reforms) on the 22nd April, 1976, although these should have been sent to them latest by the 1st March, 1976 as laid down in the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 17/3/70-Est(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 to them in time. The Committee would, therefore, impress upon the Ministry of Labour/Directorate General of Employment & Training that these statements are submitted to them by all the appointing authorities in time. Failure to submit these statements in time should be regarded as a serious lapse on the part of the concerned officers.

Reply of Government

Necessary instructions have been issued to all concerned to submit annual statements in the prescribed proformae (Appendix 8 & 9) as on 1st January of every year, by 25th January each year in future to enable the Ministry to send consolidated information to the Department of Personnel by due date (31st March of every year).

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U.
dated 12-9-1978]

Recommendation (Sl. No. 3, Para No. 2.7)

The Committee would also suggest that these annual statements on receipt by the Ministry of Labour/Directorate General of Employment & Training should be critically examined and analysed so that prompt and effective measures may be taken to remove the deficiencies noticed.

Reply of Government

Action has been initiated in accordance with the Committee's recommendation.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U.
dated 12-9-1978]

Recommendation (Sl. No. 4, Para No. 3.9)

The Committee note the procedure followed by the Directorate General of Employment & Training for recruitment of staff to

various categories of posts. The Committee suggest that the Directorate General of Employment and Training should establish close contact with Engineering Colleges, Indian Institutes of Technology, Industrial Training Institutes etc. with a view to find out suitable candidates belonging to Scheduled Castes and Scheduled Tribes for their technical posts. The Committee would also suggest that they should notify the reserved vacancies to the associations and organisations of Scheduled Castes and Scheduled Tribes so that they could also sponsor suitable Scheduled Caste and Scheduled Tribe candidates for employment in the Directorate General of Employment and Training.

Reply of Government

In regard to Group 'A' and Group 'B' technical posts under the Directorate General of Employment and Training, the rules provide for the posts being filled either by direct recruitment or by promotion or by deputation/transfer. Where posts are filled by direct recruitment, such recruitment is made through the U.P.S.C. The U.P.S.C. are also associated when posts are filled by promotion or through deputation. The observations of the Committee regarding the need for contacts with Engineering Colleges, Indian Institutes of Technology etc. have been brought to the notice of the U.P.S.C.

Where recruitment to Group 'C' and Group 'D' technical posts is made through the Employment Exchanges, if sufficient number of Scheduled Caste and Scheduled Tribe candidates are not available, reserved vacancies are notified to the recognised associations of Scheduled Castes and Scheduled Tribes and the selected stations of All India Radio for announcement. As advised by the Committee, the local Engineering Colleges, I.I.T., I.T.Is would also be contacted in case sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available through the medium of Employment Exchanges.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U.
dated 12-9-1978]

Recommendation (Sl. No. 5, Para No. 3.10)

The Committee note that while it has been provided that an officer belonging to the Scheduled Caste or Scheduled Tribe will be included in the Departmental Promotion Committees/Recruitment Board, etc. of the Subordinate Offices/Training Institutes etc. of the Directorate General of Employment and Training but there is no provision to nominate an officer belonging to these communities in the Departmental Promotion Committees at the Headquarters of the

D.G.E.&T. The Committee need hardly emphasise the desirability of including a Scheduled Caste/Tribe Officer in the various Departmental Promotion Committees at the Headquarters of the Directorate General of Employment and Training as this will instil confidence among the Scheduled Caste and Scheduled Tribe employees. If necessary, the membership of these Committees may be increased.

Reply of Government

The recommendation has been complied with and the constitution of D.P.C. revised to include a Scheduled Caste/Scheduled Tribe Officer in the D.P.C. for Group 'B' posts *vide* letter No. DGET-11 (5) /77-Adm. II dated 6-5-1978.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U.
dated 12-9-1978]

Recommendation (Sl. No. 11, Para No. 5.5)

The Committee note that the Directorate General of Employment and Training provide reservation for Scheduled Caste and Scheduled Tribe employees in the matter of promotion on the basis of seniority subject to fitness as well as selection and it also gives all the concessions/relaxations as envisaged in the 'Brochure on Reservation for Scheduled Castes and Scheduled Tribes', issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms), while considering them for promotion. The Committee are, however, surprised to note that the Directorate General of Employment and Training has prescribed the zone of consideration at three times of the number of vacancies for promotion, while it should be five or six times of the estimated number of vacancies as laid down in the Ministry of Home Affairs Office Memorandum No. 1/4/55/RPS, dated the 16th May, 1957. The Committee suggest that the Directorate General of Employment and Training should enlarge the normal zone of consideration to five or six times of the number of vacancies so that all the eligible Scheduled Caste/Scheduled Tribe employees could be considered for promotion.

Reply of Government

While promoting persons in D.G.E.&T. normally, the zone of consideration is taken as 5 to 6 times the number of vacancies available at a particular point of time. However in the past it might have so happened that the normal zone of consideration had to be restricted

to 3 to 4 times the number of vacancies, because of the fact that the candidates did not fulfil the qualifications and experience as laid down in the Recruitment Rules. In such cases the normal zone of consideration could perhaps not be maintained as it would have required amending or relaxing recruitment rules. However in future the normal zone of consideration would be maintained at 5 to 6 times the number of vacancies available as far as possible.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978].

Recommendation (Sl. No. 14, Para No. 6.10)

The Committee are displeased to note that the rosters in respect of Class I and Class II posts prior to 25-3-1970 maintained by the Ministry of Labour were not made available to the Study Team from the Office of the Commissioner for Scheduled Castes and Scheduled Tribes which visited the Directorate General of Employment and Training during July, 1976 to look into the records for the proper maintenance of rosters and implementation of reservation orders. The Committee feel that this has seriously handicapped the Commissioner for Scheduled Castes and Scheduled Tribes in the discharge of his constitutional obligations. It is all the more distressing to note that the Ministry of Labour could not furnish a satisfactory reply for not furnishing the said rosters to the Study Team of the Commissioner's Office even after a lapse of about five months. The Committee strongly emphasise the need for fullest cooperation being extended to the Commissioner for Scheduled Castes and Scheduled Tribes to enable him to fulfil his constitutional obligations to investigate into the matter relating to the safeguards provided for Scheduled Castes and Scheduled Tribes and trust that such cooperation will always be extended in future.

Reply of Government

The Committee is assured of the fullest cooperation to the Commissioner for Scheduled Castes and Scheduled Tribes and all necessary steps are being taken for safe custody of the Communal rosters in future.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978].

Recommendation (Sl. No. 17, Para No. 8.13)

The Committee have been informed that since the Working Group on National Employment Service consists of representatives of the

Central and State Governments, no separate representative as such of the Scheduled Castes and Scheduled Tribes is included in the Working Group. However, a representative from the Office of the Commissioner for Scheduled Castes and Scheduled Tribes is invited to attend the meetings of the Working Group, whenever any subject pertaining to the Scheduled Castes and Scheduled Tribes is included in the Agenda. The Committee note that a number of items pertaining to the Scheduled Castes and Scheduled Tribes have been discussed at the 17th meeting of the Working Group held at Nainital in October, 1976 but the name of the representative from the Office of the Commissioner for Scheduled Castes and Scheduled Tribes does not find place in the list of members and invitees present at the said meeting of the Working Group. The Committee urge that a representative from the Office of the Commissioner for Scheduled Castes and Scheduled Tribes should invariably be invited to attend all meetings of the Working Group on National Employment Service to enable him to watch the interests of Scheduled Castes and Scheduled Tribes.

Reply of Government

This recommendation of the Committee on the Welfare of Scheduled Caste/Scheduled Tribes has been noted for compliance. The 18th Meeting of the Working Group on National Employment Service held on 1st and 2nd February, 1978 at Ahmedabad was attended by the Zonal Director, Backward Classes Welfare.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU, dated 12-9-1978].

Recommendation (Sl. No. 22, Para No. 8.31)

The Committee note that the Employment Officers in States/ Union Territories visit the areas with concentration of Scheduled Castes and Scheduled Tribes with the object of registering Scheduled Caste and Scheduled Tribe employment-seekers so that they are suitably employed against the vacancies available for them. The Committee, however, find from the information furnished by the Directorate General of Employment and Training that the results achieved in this regard are dismal and are not in commensurate with the number of visits made by the Employment Officers. It is surprising that the Employment Officers could not register a single Scheduled Caste/Scheduled Tribe employment-seeker in the States of Punjab, Tamil Nadu during the year 1973 and in West Bengal, Bihar and Tripura during the year 1974 although a number of visits

were paid by them for the purpose. The Committee are all the more distressed to note that such efforts are not being made by the Employment Officers in all the States although specific instructions exist in this regard for the Employment Officers in the National Employment Service Manual. The Committee would also like the Directorate General of Employment and Training to ensure that the Employment Officers in the remaining States/Union Territories also make such efforts to register Scheduled Caste and Scheduled Tribe job-seekers. The Committee suggest that wide prior publicity of such visits by the Employment Officers should be given with the help of local authorities and local Scheduled Caste and Scheduled Tribe organisations of the area so that more and more Scheduled Caste and Scheduled Tribe employment-seekers come forward for registration. The Employment Officers should also provide guidance to the Scheduled Caste and Scheduled Tribe people of the area relating to the career planning, job opportunities, trades/occupations where they are more in demand and training, coaching facilities available to make them suitable for those trades, occupations, etc.

Reply of Government

In order to ensure that facilities are also provided to candidates belonging to Scheduled Caste and Scheduled Tribe communities, particularly in the rural areas, to get their names registered with the Employment Exchanges of the areas so that they could automatically be considered against the vacancies notified to the employment exchanges, the following suggestions were made to all the State Directors of National Employment Service during November, 1975 for issuing suitable instructions to the Employment Exchanges which are functioning under their administrative control:—

- (i) Instructions may be issued to the effect that the Employment Officer or their representative should pay visits to areas with concentrations of Scheduled Castes and Scheduled Tribes persons to register possible employment seekers belonging to these communities.
- (ii) The Vocational Guidance Officers of the Employment Exchanges may be instructed to visit schools particularly in the rural areas so that the authorities incharge of schools as well students can be advised about the facilities for registration available at the Employment Exchanges and the advantages which would accrue to them in getting suitable jobs after their registration.

- (iii) The Officers-in-charge of Coaching-cum-Guidance Centres may be instructed to contact Headmaster/Principal of Schools and Heads of other Institutions dealing with Scheduled Castes/Scheduled Tribes applicants with a view to explaining to them the activities of the Employment Exchanges and seeking their co-operation for registration of Scheduled Caste/Scheduled Tribe candidates with the Employment Exchanges.

In pursuance of the above observations of the Parliamentary Committee on the Welfare of Scheduled Caste/Scheduled Tribes, the State Directors have been requested to take necessary steps so as to achieve the objective of enhancing the registration of such candidates with the Employment Exchanges which should ultimately result in speedier placement of Scheduled Caste/Scheduled Tribe job seekers against suitable vacancies. In particular, the following observations of the Committee have been brought to the notice of the State Directors to improve the performance of the Employment Exchanges in this regard:—

- (i) Visits by Employment Officers to areas having concentration of Scheduled Castes and Scheduled Tribes should be further intensified and vigorous efforts be made to achieve better results in the form of enhanced registration of persons belonging to these communities;
- (ii) Employment Officers should maintain liaison with employers also; this would facilitate Employment Officers to take necessary steps for nominating suitable candidates against anticipated vacancies;
- (iii) Wide prior publicity should be given to Employment Officers' visits, with the help of Scheduled Caste and Scheduled Tribe Organisations and local authorities in the area so that maximum number of Scheduled Caste and Scheduled Tribe job-seekers come forward for registration during such visits. Besides registration work, Employment Officers should also provide guidance to Scheduled Caste and Scheduled Tribe persons of the area relating to career planning, job opportunities, trades/occupations, coaching facilities available to them, etc

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

Recommendation (Sl. No. 24, Para No. 8.33)

The Committee have been informed that the Employment Exchanges do not consult the Directorate General of Employment and Training before issuing non-availability certificate in respect of Scheduled Caste and Scheduled Tribe candidates requisitioned by the employing agencies. The employment exchanges, however, explore all possibilities of sponsoring Scheduled Caste and Scheduled Tribe candidates (including taking circulation action and issuing advertisements) before issuing non-availability certificates. The Committee recommend that besides making efforts to find Scheduled Caste and Scheduled Tribe candidates to sponsor against the reserved vacancies as stated above, the Employment Exchanges should also refer the reserved vacancies, particularly in higher posts, to the Central Employment Exchanges to enable them to sponsor Scheduled Caste and Scheduled Tribe candidates against the reserved vacancies.

Reply of Government

The instructions regarding circulation by local Employment Exchanges of all reserved vacancies to the Central Employment Exchange (where candidates are not available with the local Employment Exchange) are already being followed. However, in the light of the recommendation of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the State Directors have been requested to issue suitable instructions to all the Employment Exchanges under their administrative control to refer the reserved vacancies, particularly in higher posts, to the Central Employment Exchange to enable them to sponsor suitable Scheduled Caste and Scheduled Tribe candidates against the vacancies reserved for these categories.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU, dated 12-9-1978].

Recommendation (Sl. No. 28, Para No. 8.47)

In their Fifth Report (Fourth Lok Sabha) the Committee had recommended that the Directorate General of Employment and Training should maintain statistics in regard to the number of Scheduled Castes and Scheduled Tribe applicants on the Live Register of Employment Exchanges at the end of each year, classified by the period of duration on the Live Register, which was accepted by that Directorate vide their O.M. No. EEI. 20/3/70, dated the 16th July, 1970. The Committee are surprised to note that the information about the number of persons on the Live Register by the period of

registration on a regular basis is not being maintained by the Directorate General of Employment and Training. The Committee reiterate their earlier recommendation that statistics in regard to the number of Scheduled Caste and Scheduled Tribe applicants on the Live Register of Employment Exchange at the end of each year classified by the period of duration on the Live Register should be maintained to facilitate the assessment of employment position of Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

Information with regard to the number of Scheduled Caste and Scheduled Tribe job-seekers on the Live Register of Employment Exchanges at the end of each year, classified by the period of duration on the Live Register was discontinued with the approval of the Working Group on National Employment Service, as the information was not being utilised. However, in the light of the recommendation of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, necessary instructions for obtaining this information have been issued *vide* EE Minute No. 11/78.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU, dated 12-9-1978].

Recommendation (Sl. No. 31, Para No. 8.50)

The Committee note that at the request of the Bureau of Public Enterprises, the Directorate General of Employment and Training had issued instructions to the State Government to get in touch with the Public Sector Undertakings in their area so as to decide the type of custom-built courses to be introduced in the Industrial Training Institutes in order to promote the employability of Scheduled Caste/Scheduled Tribe workers in the Public Sector Undertakings of the area. The Committee also note that the State Training Directorates are ready to assist in the organisation of such courses if and when any Public Sector Undertaking intimate their requirements in this regard. The Committee feel that the Bureau of Public Enterprises should persuade the Public Sector Undertakings to intimate their requirements expeditiously so that the Industrial Training Institute could initiate action to introduce custom-built courses for the Scheduled Caste and Scheduled Tribe candidates to improve their skill level and make them suitable for employment in the Public Sector Undertakings.

Reply of Government

The recommendation has been brought to the notice of the Bureau of Public Enterprises *vide* letter No. DGET. 21(6)/76-TC, dated 10-4-1978. As a follow up of the earlier letter (O.M. No. DGET-21(6)/

76-TC, dated 10th April, 1978) to Bureau of Public Enterprises regarding the custom-built courses, a meeting is being arranged to thrash out the working details in this regard.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU
dated 12-9-1978]

Recommendation (Sl. No. 33, Para No. 8.68)

The Committee note that the National Employment Service render vocational guidance and employment counselling through Vocational Guidance Units set up at 234 Employment Exchanges and 63 University Employment Information and Guidance Bureaux to all the guidance-seekers including those belonging to Scheduled Castes and Scheduled Tribes. The Committee would like to point out that the position of Scheduled Castes and Scheduled Tribes is peculiar so far as the opportunities of employment are concerned. In the case of Scheduled Castes and Scheduled Tribes, the vacancies specifically reserved for them are there, but candidates with the required qualification/skill are not available, whereas in the case of general applicants, large number of candidates fulfilling the requisite qualifications/skills are available with the Employment Exchanges to sponsor even for single vacancies. The Committee, therefore, recommend that separate arrangements should be made at the Employment Exchanges to attend to the enquiries from Scheduled Castes and Scheduled Tribes and to impart them guidance regarding employment avenues open to them, more especially in shortage occupations, and training and coaching facilities available to them and the special schemes/programmes launched by the Government to enhance their employability. This will enable the Scheduled Caste and Scheduled Tribe guidance-seekers to choose the right type of occupation and find employment easily.

Reply of Government

As a part of the functions of the National Employment Service, Vocational Guidance and employment counselling is rendered to all job-seekers including those belonging to Scheduled Castes and Scheduled Tribes categories. Individual attention is also paid to the Scheduled Castes and Scheduled Tribes in order to raise their level of employability, so as to facilitate their early placement. Besides, job development work is also being conducted for these candidates at the Employment Exchanges. Instructions are now being issued to all the Employment Exchanges that one day during the week should be set apart for giving guidance exclusively to the Scheduled Caste and Scheduled Tribe job-seekers. The Employment Officers are being,

further directed to pay special attention to those Scheduled Caste/ Scheduled Tribe registrants who have been on the live register of employment exchanges for a long period by calling them at the Employment Exchanges for proper guidance.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

Recommendation (Sl. No. 36, Para No. 8.71)

The Committee note that the Career Study Centre at Central Institute for Research and Training in Employment Service (Directorate General of Employment and Training) has been bringing out career literature for guidance of job-seekers on a continuous basis. It has also brought out a special publication titled 'Opportunities open to Scheduled Castes and Scheduled Tribes after Matriculation'. This booklet provides basic information about educational and Training opportunities, scholarships and other financial assistance available as well as employment opportunities open to Scheduled Castes and Scheduled Tribes after Matriculation or equivalent qualification. The Committee suggest that with a view to give wider publicity to the various concessions and facilities being provided to Scheduled Castes and Scheduled Tribes by the Central and State Governments, more and more of such publications should be brought out in English and other regional languages and distributed among Scheduled Castes and Scheduled Tribes.

Reply of Government

The publication entitled 'Opportunities open to Scheduled Castes and Scheduled Tribes after Matriculation' was brought out some times back. Steps are now being taken to bring it up to date so that the latest information could be made available to the Scheduled Caste and Scheduled Tribe candidates. It is also now proposed to bring out another publication under the heading "Facilities for Scheduled Castes and Scheduled Tribes."

While more copies of such publications will be distributed to the State Governments for the benefit of the maximum number of Scheduled Caste and Scheduled Tribe candidates, it is also proposed to request the State Governments to translate these in regional languages for wider circulation.

(Ministry of Labour O.M. No. DGET—116(5)|77-Adm.II|PU,
dated 12th September, 1978).

Recommendation (Sl. No. 37, Para No. 9.15)

The Committee note that there is at present no provision in the rules framed under the Apprentices Act, 1961 for the nomination of members belonging to Scheduled Castes and Scheduled Tribes in the Central Apprenticeship Council and the Central Government have, in principle, decided to nominate two members—one belonging to Scheduled Castes and other belonging to Scheduled Tribes to the said Council. This requires the amendment of the rules in consultation with the Central Apprenticeship Council and the proposal will be placed in the next meeting of the Council. The Committee desire that early action should be taken to amend the rules so that the interests of Scheduled Caste and Scheduled Tribe apprentices could be properly watched.

Reply of Government

The term of the Central Apprenticeship Council has expired on 21st February, 1978. The reconstitution of the Council is in hand. Two members, one belonging to Scheduled Caste and the other to Scheduled Tribe are being included in the reconstituted Council.

(Ministry of Labour O.M. No. DGET-116(5)|77-Adm.II|PU, dated 12th September, 1978).

Comments of the Committee

The Committee would, however, like to be apprised of the action taken by Government to amend the relevant rules.

Recommendation (Sl. No. 39, Para No. 9.17)

The Committee are also distressed to note that the number of Scheduled Caste and Scheduled Tribe apprentices selected under the Apprenticeship Scheme in hotel industry under the Central Sector is very low. When there is crying need for the trained personnel, seats should not have been allowed to lapse. The Committee hope that in future all the seats will be filled up and it should be ensured that the representation of Scheduled Castes and Scheduled Tribes is strictly according to the quotas reserved for them.

Reply of Government

Efforts have been made to engage maximum number of apprentices belonging to Scheduled Castes and Scheduled Tribes in hotel

industry. As per the available information as against 183 seats located in hotel industry in the Central Sector, 208 apprentices have been engaged. Out of these, 33 belong to Scheduled Castes and Scheduled Tribes which gives a percentage of 16 per cent in hotel industry as compared to the figure of 13 per cent in all trades. It may be mentioned that all the apprentices engaged during April, 1978 in hotel industry in Northern Region were only from Scheduled Caste|Scheduled Tribe candidates. Efforts to engage more and more apprentices belonging to Scheduled Caste|Scheduled Tribe candidates in hotel industry would continue.

(Ministry of Labour O.M. No. DGET-116(5)/77-Adm.II/P.U., dated 12th September, 1978).

Recommendation (Sl. No. 41, Para No. 10.14)

The Committee note that it has been provided for the nomination of two members—one belonging to Scheduled Castes and the other belonging to Scheduled Tribes to the National Council for Training in Vocational Trades. The Committee desire that a member each from Scheduled Castes and Scheduled Tribes should always be included in the Council so that the interests of Scheduled Caste and Scheduled Tribe trainees could be properly watched.

Reply of Government

In Resolution No. DGET-12(3)|74-TC, dated 22nd July, 1976 provision has already been made for inclusion of one representative each of Scheduled Caste and Scheduled Tribe in the N.C.T.V.T. The N.C.T.V.T. whose tenure of 3 years is already over is being reconstituted and action is in hand to include one representative each of Scheduled Caste and Scheduled Tribe in the Council.

(Ministry of Labour O.M. No. DGET-116(5)|77-Adm.II/P.U. dated 12th September, 1978).

Recommendation (Sl. No. 45, Para No. 10.18)

The Committee feel unhappy about the poor intake of Scheduled Caste and Scheduled Tribe trainees in the Central Training Institute, Curzon Road, New Delhi.

They would strongly urge that the Ministry of Labour (Directorate General of Employment and Training) should investigate the reasons for the low percentage of admission of Scheduled Caste and

Scheduled Tribe trainees in the Institute and take remedial measures in consultation with the Delhi Administration.

Reply of Government

The enquiries made reveal that in C.T.I. Curzon Road, New Delhi (now upgraded as NVTI) all the candidates belonging to Scheduled Caste/Scheduled Tribe who applied for admission in the year 1974-75, 1975-76 and 1976-77 were admitted, except one in 1975-76 who though selected did not join. In the year 1977-78 against 30 reserved seats 30 applications were received. All were offered admission but only 26 joined. Four Scheduled Caste candidates, though selected, did not join.

(Ministry of Labour O.M. No. DGET-116(5)/77-Admn.II/PU, dated 12th September, 1978).

Recommendation (Sl. No. 46, Para No. 11.14)

The Committee note that the Planning Commission launched the "Half-a-Million Jobs" programme during the year 1973-74 to provide jobs to all qualified engineers and technologists and during 1974-75, another programme entitled "Employment Promotion Programme" was launched by the Planning Commission. The guidelines issued by the Planning Commission for these programmes emphasised the need for special attention to Scheduled Castes, Scheduled Tribes, Backward Classes and Minorities without mentioning any specific percentage of reservation for these communities. The Commissioner for Scheduled Castes and Scheduled Tribes proposed to the Planning Commission to provide reservations for Scheduled Castes and Scheduled Tribes for the purpose of recruitment under these programmes but the Planning Commission urged that it was not possible to prescribe specific reservations for Scheduled Castes and Scheduled Tribes as that would un-necessarily curb the options with the State Governments and restrict their flexibility in providing increasing employment opportunities. The employment generated in the country excepting in the States of Assam and Jammu and Kashmir under these programmes is 3,17,000 out of which 37,252 are Scheduled Castes and Scheduled Tribes and the percentage of Scheduled Caste and Scheduled Tribe beneficiaries comes to about 12 per cent. The Committee feel that in the absence of specific provision for reservations for Scheduled Castes and Scheduled Tribes under the programme launched by the Planning Commission, their interests are not likely to be safeguarded by those responsible for the execution

of these programmes and therefore, desire that it should be provided in the guidelines that every effort should be made to recruit sufficient number of Scheduled Caste and Scheduled Tribe candidates so as to reach at least the quotas prescribed for them in the respective States and Union Territories in the new schemes to be launched by the Planning Commission.

Reply of Government

The recommendation has been noted for future guidance.

[Planning Commission O.M. No. Q. 19022/31/73-EMP-EP (Vol. III), dated 29th December, 1977].

Recommendation (Sl. No. 48. Para No. 11.16)

The Committee have been informed during the course of evidence that the Planning Commission have undertaken the evaluation of various employment promotion schemes|programmes launched by them in the recent past. The Committee would like the Planning Commission to complete the evaluation of these schemes|programmes expeditiously so that the lessons thrown up as a result of such evaluation may be used for devising suitable schemes which could make a real impact on generating employment opportunities.

Reply of Government

The recommendation has been noted.

[Planning Commission O.M. No. Q. 19022/31/73-EMP-EP (Vol. III), dated 29th December, 1977].

CHAPTER III

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

Recommendation (Sl. No. 6, Para No. 4.23)

The Committee regret to note that the representation of Scheduled Castes and Scheduled Tribes in the Directorate General of Employment and Training and its Subordinate Offices|Training Institutes is much below the quota reserved for them. It is all the more surprising that the D.G.E.&T. could not find Scheduled Caste|Scheduled Tribe candidates even to fill up Class IV Posts. Considering this State of affairs, the Committee cannot help concluding that the orders|instructions regarding reservations for Scheduled Castes and Scheduled Tribes are neither being followed in letter and spirit nor is adequate attention being paid to improve the situation. The Committee would urge the Directorate General of Employment and Training to take immediate effective steps to augment the representation of Scheduled Castes and Scheduled Tribes in the services of the Directorate General of Employment and Training according to the quotas reserved for these communities.

Recommendation (Sl. No. 7, Para No. 4.24)

The Committee suggest that the Directorate General of Employment and Training should resort to special recruitment exclusively for Scheduled Castes and Scheduled Tribes to make good the short-falls.

Reply of Government to Recommendation Nos. 6 & 7

So far as the staff at the headquarters of the D.G.E. & T. is concerned, the representation of Scheduled Caste|Scheduled Tribe in various categories of posts is as under:—

| Category | Total No. of employees | No. of Scheduled Castes and Scheduled Tribes among them | | Percentage of SC/ST to the total | |
|------------------------|------------------------|---|------|----------------------------------|------|
| | | S.C. | S.T. | S.C. | S.T. |
| As on 1-1-1978 | | | | | |
| Group 'A' . . . | 47 | 5 | 1 | 10.6 | 2.1 |
| Group 'B' (Gz.) . . . | 32 | 5 | .. | 15.6 | .. |
| Group 'B' (N.G.) . . . | 66 | 4 | .. | 6.06 | .. |
| Group 'C' . . . | 232 | 32 | 9 | 13.7 | 3.88 |
| Group 'D' . . . | 66 | 7 | 2 | 10.6 | 3.00 |
| Safaidar . . . | 5 | 5 | .. | 100.0 | .. |

It may be noted that in case of non-gazetted posts under Group 'B', the representation of these communities is poor. These posts include Assistants, Senior Stenographers and a few senior Investigators. The posts of Assistants and Senior Stenographers are filled by candidates sent by the Ministry of Home Affairs who see over-all percentage of these communities in these categories. It may so happen that the percentage of Scheduled Castes and Scheduled Tribes may be high in some Ministry and low in some other Ministry.

Up-to-date information in respect of personnel belonging to Scheduled Castes and Scheduled Tribes in regard to each of the subordinate offices under the control of D.G.E.&T. is being collected. On receipt of reports from them, if it is found that there is substantial short-fall in any particular category, action would be taken to make special recruitment for the reserved vacancies and for the carried forward vacancies, even if they exceed 50 per cent of the vacancies filled in a year, provided the over-all representation of Scheduled Castes and Scheduled Tribes in the total strength of concerned Group or Cadre is found to be inadequate. Similar action would also be taken for making good the short-fall of Scheduled Caste and Scheduled Tribe at the headquarter as well.

[Ministry of Labour O.M. No. DGET-116(5)|77-Admn|II|PU, dated 12th September, 1978].

Comments of the Committee

Uptodate information in respect of personnel belonging to Scheduled Castes and Scheduled Tribes in each of the Subordinate offices under the control of DGE&T may be furnished to the Committee. It may also be stated whether on the basis of the information collected, the DGE&T propose to resort to special recruitment exclusively for Scheduled Castes and Scheduled Tribes to make good the shortfalls.

Recommendation (Sl. No. 10, Para No. 4.27)

The Committee would like to be informed about the number of vacancies in the Class I posts of Technical Officers reserved for Scheduled Castes and Scheduled Tribes and the number of Scheduled Castes and Scheduled Tribes candidates actually appointed against the reserved vacancies against which twenty *ad hoc* appointments had been made and which have now been regularised by the Directorate General of Employment and Training on receipt of a list of selected Technical Officers from the U.P.S.C. The Committee trust that due reservations to Scheduled Castes and Scheduled Tribes have been provided in these appointments.

Reply of Government

STATEMENT SHOWING THE NUMBER OF SCHEDULED CASTE/
SCHEDULED TRIBE IN THE CADRE OF TECHNICAL
OFFICERS AS ON 15-6-1978.

| No. of posts filled | No. of S.C. among them | No. of S.T. among them | No. of vacancies | No. reserved for S.C. | No. reserved for S.T. |
|---------------------|------------------------|------------------------|------------------|-------------------------------------|-----------------------|
| 48 | 4 | 1 | 51 | 10 (Including 1 carried forward) | 3 |

The above statement shows the number of vacancies in Class I post of Technical Officers and the number of posts reserved for Scheduled Castes/Scheduled Tribes. The statement also shows the number of Scheduled Castes/Scheduled Tribes in position today. Since the direct recruitment quota in the category has been fixed at 75 per cent of the total vacancies and it exceeds 66-2/3 per cent reservation orders will not be applicable in case of posts in promotion quota. For direct recruitment quota in this category, requisitions are made to the U.P.S.C. and the U.P.S.C. has been requested to make available to the Department, all the persons in the category reserved for Scheduled Caste/Scheduled Tribe *Ad-hoc* appointments have since been regularised so far as the promotion quota is concerned in a recently held Departmental Promotion Committee meeting wherein 17 persons have been regularised. Among these 17 persons, incidentally, there is one Scheduled Caste candidate.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm.II/PU Dt. 12-9-1978]

Comments of the Committee

From the statement furnished by the Ministry of Labour, the Committee find that the representation of Scheduled Castes and Scheduled Tribes in the post of Technical Officer is much below their quota. The Committee would urge the Ministry of Labour to ensure that all the remaining 10 vacancies reserved for Scheduled

Castes and 3 for Scheduled Tribes out of the existing 51 vacancies are filled by the candidates from these communities only.

Recommendation (Sl. No. 12, Para No. 6.8)

The Committee are distressed to note that the rosters were not inspected by the Liaison Officer in the Directorate General of Employment & Training during the years 1973 to 1974 there were frequent changes of Liaison Officers on account of retirements. The Committee do not consider frequent changes of Liaison Officers as a valid ground for dispensing with inspection of rosters altogether. Some other senior officer could have been easily deputed for carrying out the inspection of rosters. This only reflects the scant important shown by the Directorate General of Employment and Training to the maintenance of roster which is an important mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in their services. The Committee trust that the Liaison officer now nominated would function with a sense of dedication and ensure that reservation orders are properly implemented by the concerned authorities. He should also in particular pay his attention in regard to the proper maintenance of rosters.

Rep'y of Government

The Deputy Secretary who has been nominated as Liaison Officer has already inspected the communal rosters at the Headquarters of D.G.E.&T. So far as the Subordinate Offices under the Training Directorate are concerned, the Heads of those offices who are in the scale of pay of Rs. 1800-2000, have already been declared as Heads of Departments. Since they are very senior officers, it is proposed to nominate them as Liaison Officers for their Regions who would ensure that the Rosters are maintained properly and are inspected regularly and the reservation orders are properly implemented.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm.II/PU Dt.
12-9-1978]

Recommendation (Sl. No. 13, Para No. 6.9)

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 Directorate General of Employment and Training to assist him and to ensure due compliance of the orders of reservations for Scheduled Castes and Scheduled Tribes issued from time to time. The Committee trust that as promised by the

Director General of Employment and Training during the course of evidence before the Committee, this Cell would be set up as expeditiously as possible. A note on the activities of the Cell should also be high-lighted in the Annual Report of the Ministry of Labour a per orders contained in the Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memorandum No. 36022/5(i)/76-Est (SCT) dated the 28th May, 1976.

Reply of Government

Action has been initiated to create a Special Cell for Scheduled Castes/Scheduled Tribes in the Directorate General of Employment and Training.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm.II/PU Dt. 12-9-1978]

Comments of the Committee

The Committee may be informed whether the Special Cell for Scheduled Castes and Scheduled Tribes has since been set up in D.G.E. & T.

Recommendation Sl. No. 15, (Para No. 6.11)

The Committee would also like to be apprised of the action taken on the inspection report of the Study Team of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes and the remedial measures adopted to avoid recurring of the discrepancies pointed out in the report of the Study Team.

Reply of Government

Suitable action had been taken and communicated to the Commissioner for Scheduled Castes/Scheduled Tribes on the report of the Study Team which visited D.G.E. & T. in July, 1976 *vide* letter No. DGET-78 (3)/76-Adm. II dated 19-6-1968.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm.II/PU Dt. 12-9-1978]

Recommendation Sl. No. 18, (Para No. 8.14)

The Committee note that the Working Group on National Employment Service at its seventeenth meeting held at Nainital in October, 1976 had observed that recruitment through Employment Exchanges was still not being made in the States of Bihar, Haryana, Jammu & Kashmir, Karnataka, Kerala, Meghalaya, Punjab and West Bengal and had desired that the Central Minister of Labour might address to the Chief Ministers of the above States so that the machinery of Employment Exchanges in these States might be utilised for filling up vacancies under the State Government. The

Committee would like to be apprised of the outcome of efforts made by the Ministry of Labour (Directorate General of Employment and Training) in this regard.

Reply of Government

As a result of the efforts made from time to time most of the State Governments have fallen in line with the policy of the Central Government in the matter of recruitment of their staff through the Employment Exchanges except in the case of Assam, Rajasthan, Gujarat, Meghalaya, Jammu & Kashmir, Maharashtra, Karnataka and Nagaland who are being persuaded to utilise the employment exchanges in the matter of recruitment of their staff. The Government of India have also set up a high level Committee under the Chairmanship of Shri P. C. Mathew, I.C.S. retired, to study the various aspects of employment service with a view to making it more responsive to the changing circumstances and needs and making recommendations thereon. Further action will be taken after the recommendations are received.

[Ministry of Labour O.M. No. DGET-116(5)|77-Adm.II|PU dated
12-9-1978]

Comments of the Committee

The Committee would like the Ministry of a Labour to persuade the remaining State Governments to fall in line with the policy of the Central Government in the matter of recruitment of their staff through the Employment Exchanges.

Recommendation (Sl. No. 19, Para No. 8.15)

The Committee note that the evaluation of Employment Exchanges is conducted jointly by the Officers of the Directorate General of Employment and Training and the State Government concerned with a view to ensure whether agreed policies and procedures are observed, uniform national standards are maintained and programmes are followed. The Committee further note that the recommendations made by the joint evaluation team are always agreed once and sent by the Directorate General of Employment and Training to the State Government|State Director of Employment for compliance. The Committee are distressed to note that during the period from December, 1974 to August 1976, evaluation of only 52 Employment Exchanges in 19 States|Union Territories have been done while the Directorate General of Employment and Training as expected to evaluate the working of Employment service in each State at least once a year, as laid down in para 17.10

of the National Employment Service Manual. The Committee expect the Ministry of Labour to ensure that evaluation of working of the Employment Service in the different States is undertaken by the Directorate General of Employment and Training once in a year and the evaluation reports sent to the State Government| State Director of Employment concerned for compliance, as laid down in the said manual. The Committee also stress that a close watch should be kept by the Directorate General of Employment and Training on the State Governments to see that the recommendations|suggestions contained in the evaluation reports are implemented by them in letter and spirit.

Reply of Government

The Cell responsible for the evaluation of employment exchanges is presently manned by an officer of the rank of Joint Director of Employment Exchanges. Since December, 1974 to May-June, 1978 general evaluation has been conducted in respect of 99 employment exchanges by the D.G.E.&T. Efforts will be made to undertake the evaluation of as many exchanges as possible in future. The copies of evaluation reports are sent to the State Governments for compliance and necessary follow-up action.

Compliance reports are being obtained with a view to ensuring that the suggestions made at the time of evaluation are implemented. A review of the action taken on the various suggestions/recommendations is also made invariably at the time of next evaluation.

[Ministry of Labour O. M. No. DGET-116(5)/77-Adm. II/PU
dated 12-9-1978]

Recommendation (Sl. No. 20, Para No. 8.16)

The Committee regret to note that even though instructions to co-opt a representative of the recognised Scheduled Caste and Scheduled Tribe organisations on all the Advisory Committees attached to the Employment Exchanges were issued by the Committee of Labour (Directorate General of Employment and Training) to all State Governments/ Union Territory Administrations as far back as 1973, some of the State Governments have not yet nominated representatives of Scheduled Caste and Scheduled Tribe organisations on these Committees. The Committee urge that the Ministry of Labour should ensure that the representatives of the Scheduled Caste and Scheduled Tribe organisations are nominated by all the State Governments/Union Territories on the Advisory Committees without any further loss of time so that the interests of Scheduled Caste and Scheduled Tribe job-seekers are safe-guarded.

Reply of Government

The need for co-opting a representative of Scheduled Caste|Sched-
 uled Tribe communities on the District Committee on Employment
 was emphasised to all the State Directors of Employment with a
 view to ensuring that more and more of the Scheduled Caste and
 Scheduled Tribe job seekers get placed in suitable employment
 through the Employment Exchange machinery. The matter was
 discussed at the 15th Meeting of the Working Group of National
 Employment Service who endorsed the proposal. In pursuance of
 this recommendation, the State Directors were again requested to
 co-opt one representative each of the recognised Scheduled Caste|
 Scheduled Tribe Associations Functioning in the District/State
 Committee on Employment for promoting their employment.
 Six States—Union Territory of Chandigarh, U. T. of Goa,
 Daman and Diu, Madhya Pradesh, Punjab, Tripura and Kerala have
 already co-opted representatives of the Sdcheduled Caste|Scheduled
 Tribe Associations on various committees on Employment. The
 State/Union Territories of Andhra Pradesh, Bihar, Delhi, Haryana,
 Himachal Pradesh, Jammu & Kashmir, Manipur, Orissa, Rajasthan
 and Karnataka have accepted the suggestion and are taking neces-
 sary action for co-opting the Scheduled Caste|Scheduled Tribe re-
 presentatives. Interim replies in this regard have been received
 from the States/Union Territories of Assam, Maharashtra, Pondi-
 chery, Tamilnadu, and West Bengal who have been reminded for
 ascertaining the latest position. Some State/Union Territories like
 Andaman and Nicobar Island, Meghalaya, Mizoram, Nagaland,
 Lakshdweep, Uttar Pradesh and Gujarat who have not yet respond-
 ed to our communications are also being reminded.

[Ministry of Labour O. M. No. DGET-116(5)/77-Adm. II/PU
 dated 12-9-1978]

Comments of the Committee

The Committee would like the Government to persuade the re-
 maining State Governments/Union Territory Administrations to co-
 opt a representative of Scheduled Castes and Scheduled Tribes on the
 District Committee on Employment.

Recommendation (Sl. No. 21, para No. 8.17)

The Committee note that the Minister of Labour had suggested
 to the Chief Ministers/Administrators of all States/Union Territories
 in August, 1975 to set up Special Committees under the Chairman-
 ship of District Collectors in each district to keep a watch on the

working of Employment Exchanges and Industrial Training Institutes and to take immediate action in case of complaints of corruptions, malpractices, favouritism, etc. The Committee are unhappy to learn that some of the States|Union Territories have not yet responded to the suggestion made by the Minister of Labour. They suggest that the Ministry of Labour should ensure that these Committees are set up by all the States|Union Territories without any further loss of time, as these Committees would play a major role in removing mis-givings and minimising complaints from the public. The representatives of the Scheduled Castes and Scheduled Tribes should also be nominated on these Committees, if they do not already find a place on these committees.

† Reply of Government

The Special Committees under the Chairmanship of District Collector in each district to keep a watch on the working of Employment Exchanges and Industrial Training Institute with a view to take immediate action in case of complaints of corruption, malpractices, favouritisms etc. have been set up and started functioning in the States of Andhra Pradesh, Andaman & Nicobar Islands, Assam Bihar Chandigarh, Haryana, Himachal Pradesh, Meghalaya, Orissa, Pondicherry, Punjab, Rajasthan, Tamilnadu and West Bengal. In pursuance of the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the concerned Labour Secretaries of State Governments have been requested that the representatives of the Scheduled Caste and Scheduled Tribe should also be nominated on these Committees. The States of Kerala, Meghalaya, Haryana and Union Territories of Pondicherry, Chandigarh and Andaman & Nicobar Islands have informed that the representatives of Scheduled Castes and Scheduled Tribes have already been included in the said Committees. Similar replies from other States/Union Territories are still awaited, who are being constantly reminded.

The Labour Secretaries of Gujarat, Manipur, Mizoram, Delhi, Uttar Pradesh, Nagaland, Maharashtra, Jammu & Kashmir have been requested to intimate the steps taken or proposed to be taken in the matter of setting up of such Committees and including a representative of Scheduled Castes and Scheduled Tribes on such Committees in the light of the recommendations of the Committee.

Comments of the Committee

The Committee would like the Government to persuade the remaining State Government Union Territory Administrations to set up Special Committees under the Chairmanship of District Collector in each District to keep a watch on the working of Employment Exchanges and Industrial Training Institutes with a view to take immediate action in the case of complaints of corruption, malpractices, favouritism etc.

Recommendation (Sl. No. 23, para No. 8.32)

The Directorate General of Employment and Training should also ask the State Directorates of Employment to submit their consolidated reports annually relating to the visits paid by the Employment Officers and also their contacts with the employers and the results achieved, which should be critically examined and analysed so that prompt and effective measures are taken to remove the deficiencies noticed.

Reply of Government

The information regarding such visits in States/Union Territories, supplies by the State Directors of Employment, is being received in the Directorate General of Employment and Training and forwarded to the Commissioner for Scheduled Castes and Scheduled Tribes who includes it in his Annual Report.

The State Directors have further been requested *vide* D.O. No. DGET-30(8)/78-EE, I dated 15-3-1978 to ensure that a consolidated statement relating to their State/Union Territory in a prescribed proforma in respect of the visits made with details of visits, *viz.* the places visited, number of candidates contacted/registered by the Employment Officers etc. is forwarded to this Ministry timely so that the information could also be made available to the Commissioner for Scheduled Castes/Scheduled Tribes who has to include it in this report which is to be submitted within a prescribed date.

[Ministry of Labour O. M. No. DGET-116(5)/77-Adm. II/PU dated 12-9-1978]

Comments of the Committee

The Committee desire that the D.G.E.&T. should not only forward the consolidated statements relating to the visits paid by various Employment Officers to the Commissioner for Scheduled Castes and

Scheduled Tribes, but they should also critically examine these statements and take prompt steps to remove the deficiencies, if any, noticed therein.

Recommendation (Sl. No. 25, para No. 8.34)

The Committee note that the Directorate General of Employment and Training have already issued instructions for setting up special Cells at the State Directorates of Employment to render effective assistance to Scheduled Castes and Scheduled Tribes with a view to promote their employability and necessary guidelines have already been provided by them to the State Directorates. The Committee would urge the Ministry of Labour (Directorate General of Employment and Training) to ensure that such Cells are set up in all the State Directorates as early as possible and they work with a sense of dedication and devotion to the assigned duty. The activities of these Cells should be high-lighted in the Annual Reports of the respective State Directorate of Employment.

Reply of Government

The Commissioner for Scheduled Castes and Scheduled Tribes in his Report for the years 1971-72 and 1972-73 recommended for the creation of Special Cell for the Scheduled Castes and Scheduled Tribes so as to promote the placement of these categories. This recommendation of the Commissioner for Scheduled Castes and Scheduled Tribes was forwarded by the Directorate General of Employment and Training to all the State Governments and they were requested for initiating necessary action for the creation of Special Cell at the State Directorate of Employment. As a result of constant follow up on the suggestion, the ten States/Union Territories of Andhra Pradesh, Delhi, Orissa, West Bengal, Kerala, Tripura, Meghalaya, Karnataka, Punjab and Maharashtra have already set up Special Cells for Scheduled Castes and Scheduled Tribes. In so far as the nine States/Union Territories of Tamilnadu, Haryana, Bihar, Pondicherry, Lakshdweep, Chandigarh (U.T.), Andaman & Nicobar Islands, Goa, Daman & Diu and Madhya Pradesh are concerned, the respective Governments have either not found such Special Cell as necessary or have not been able to set up such cell for lack of financial resources etc. These States have been requested to review the position. In the case of six States/Union Territories of Rajasthan, Himachal Pradesh, Assam, Gujarat, Uttar Pradesh and Jammu & Kashmir, the suggestion of setting up a Special Cell is still under the consideration of the respective Governments who are being reminded constantly. Only the three States/Union Territory of Manipur, Nagaland and Mizoram have not replied to our communication so

far. These States/Union Territory are also being constantly reminded to inform about the latest position in this regard.

[Ministry of Labour O. M. No. DGET-116(5)/77-Adm. II/PU
dated 12-9-1978]

Comments of the Committee

The Committee would like the Government to persuade the remaining State Government/Union Territory Administrations to create special Cells for Scheduled Castes and Scheduled Tribes so as to promote their employability.

Recommendation (Sl. No. 26, Para No. 8.45)

The Committee noted from the information furnished by the Directorate General of Employment and training that there are a large number of educated Scheduled Caste and Scheduled Tribe job-seekers on the Live Register of Employment Exchanges. The experience of the Committee, on the other hand, has been that the employing agencies generally complain about the non-availability of Scheduled Caste and Scheduled Tribe candidates to fill the reserved vacancies. The Committee cannot help concluding that the Employment Exchanges do not make serious efforts to see that Scheduled Caste and Scheduled Tribe registrants are provided with suitable employment after they have been registered with the Employment Exchanges. The Committee would stress the Ministry of Labour (Directorate General of Employment and Training) to ensure that the educated Scheduled Caste and Scheduled Tribe registrants are provided with suitable jobs in view of their good demand in the employment market. In case any sort of deficiency is found in them, adequate steps like training/coaching/tutorial facilities should be initiated by the Employment Exchanges to make them suitable for employment.

Reply of Government

The recommendation made by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes has been brought to the notice of all the State Directors of Employment including Union Territories under whom the Employment Exchanges are functioning so as to ensure that adequate steps are taken by the Employment Exchanges to equip Scheduled Caste/Scheduled Tribe candidates, wherever found necessary through coaching and training with a view to improving their employability and to achieving the objective of promoting employment opportunities for these categories. It would

be observed from the statistics contained in the following table regarding the percentage of placement to registration that the percentage in respect of Scheduled Caste and Scheduled Tribe candidates is better as compared to the general candidates. However, the matter is under consideration of the Ministry of Home Affairs.

Number of registrations and placements effected by the Employment Exchanges in respect of Educated Job-seekers.

| (In thousands) | | | | | | | | | | |
|-------------------------|-----------------|--|-------------------------|----------------|---|--------------------|-----------------|---|------|--|
| All job seekers | | | Scheduled Castes | | | Scheduled Tribes | | | | |
| Regi- stra- tions | Place- ments | Per- centage of place- ments to re- gistra- tions | Regi- stra- tions | Place ments | Percent- age of place- ments to regis- trations | Regis- trations | Place- ments | Percent- age of place- ments to registra- tions | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1975 | 2619·5 | 161·2 | 6·2 | 209·2 | 17·3 | 8·3 | 40·7 | 4·9 | 12·1 | |
| 1975 | 2670·7 | 185·6 | 6·9 | 232·9 | 26·1 | 11·2 | 47·8 | 6·5 | 13·6 | |
| 1977 (June) | 1093·2 | 82·9 | 7·6 | 88·1 | 11·2 | 12·7 | 20·7 | 3·3 | 16·1 | |

[Ministry of Labour O. M. No. DGET-116(5)/77-Adm. II/P·U, dated 12-9-1978].

Comments of the Committee

The Committee see no justification in giving statistics to compare that the percentages in placement of Scheduled Castes/Tribes is better than that of the general candidates. The Committee desire that more and more Scheduled Caste/Scheduled Tribe registrants should be given coaching and training with a view to improve their employability. The Committee would also like to know the final decision taken by the Ministry of Home Affairs in this regard.

Recommendation (Sl. No. 27, para No. 8.46)

The Committee are unhappy to note that despite the fact that as alleged most of the Scheduled Castes and Scheduled Tribes do not

get themselves registered, the number of Scheduled Caste and Scheduled Tribe job-seekers on the Live Register of the Employment Exchanges is increasing year after year. On the other hand, the placement of Scheduled Caste and Scheduled Tribe applicants has been 11.2 per cent and 8.67 per cent in 1973, 10.08 per cent and 11.02 per cent in 1974 and 9.45 per cent and 13.68 per cent in 1975 of the total number of registrations made during these years. The Committee feel that the situation is not going to improve unless effective measures are taken and concerted efforts made to implement those measures. The Committee suggest that the Directorate General of Employment and Training should review the situation in this regard at regular intervals, formulate schemes/programmes to promote the employability of Scheduled Castes and Scheduled Tribes and launch these on a war footing, and the placement of Scheduled Caste and Scheduled Tribe job-seekers is enhanced considerably.

Reply of Government

The position with regard to the job-seekers (all categories) in relation to the registrations (all categories) during the year 1973 to 1976 was 8.4 per cent, 7.7 per cent, 7.4 per cent and 8.8 per cent respectively. While the percentage of placements to registrations in respect of Scheduled Caste and Scheduled Tribe job-seekers were low, as stated by the Committee, those percentages compare favourably with the corresponding percentage of all categories of job-seekers. With a view to further enhancing the employability of Scheduled Caste and Scheduled Tribe job-seekers, a pilot scheme for training in clerical jobs and now in stenography has also been running since 1973. The Ministry of Home Affairs have also been requested to extend this scheme to other areas in the country.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

Comments of the Committee

The Committee would like to know the view of the Ministry of Home Affairs with regard to extension of pilot scheme for training of Scheduled Castes and Scheduled Tribes in clerical and stenography jobs to other areas in the country.

Recommendation (Sl. No. 29, Para No. 8.48)

The Committee are unhappy to find from the information about the registrants classified by the period of duration on the Live Register of Employment Exchanges for the period ending 30th June, 1976 that about 185 thousand job-seekers belonging to Scheduled Castes

and Scheduled Tribes are on the Live Register of Employment Exchanges for three years and more. The Committee would like the Government to investigate the reasons for such a large number of Scheduled Caste and Scheduled Tribe candidates not finding any job through the Employment Exchanges even after having been on the Live Register for more than three years and take necessary remedial measures in this regard.

Reply of Government

The reasons for such a large number of Scheduled Caste and Schedule Tribe job-seekers not finding any jobs through employment exchanges even after having been on the Live Register for more than three years could be the limited employment opportunities in the labour market. In order to have a deeper probe into the reasons for a large number of Scheduled Caste and Scheduled Tribe candidates not finding any job through Employment Exchanges even after being on the Live Register for more than three years, a survey on hardcore of the job-seekers registered with the Employment Exchanges has been initiated. Necessary measures to deploy the maximum number of Scheduled Caste and Scheduled Tribe registrants through Employment Exchanges will be taken after the results of such a survey are known.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU, dated 12th September, 1978].

Comments of the Committee

The Committee would like to be apprised of the results of the survey on the hardcore of the job-seekers registered with the Employment Exchanges initiated by the D.G.E.&T.

Recommendation (Sl. No. 30, Para No. 8.49)

The Committee note that at the Seminar on promoting the placement of weaker sections including Scheduled Castes and Scheduled Tribes held under the Chairmanship of Director General of Employment and Training in February, 1974, it was recommended *inter-alia* that in order to enhance the employability of Scheduled Caste and Scheduled Tribe applicants who enter the labour market, more attention should be paid to their coaching while still in school. The Ministry of Education and Social Welfare to whom this recommendation was referred has stated in their action taken reply that "... If the intention is that the weaker students belonging to Scheduled

Castes and Scheduled Tribes should be helped to pass examinations through extra coaching, such arrangements already exist in many States." The Committee feel that the recommendation should not have been brushed aside so lightly by the Ministry of Education and Social Welfare as the students belonging to Scheduled Castes and Scheduled Tribes deserve special attention due to their poor economic conditions and social environments. The Committee would suggest that a survey should be conducted to find out whether adequate arrangements for extra-coaching for weak Scheduled Caste and Scheduled Tribes deserve special attention due to their poor economic conditions to pass their school examinations with good marks and compete well for jobs in the labour market after completing their studies.

Reply of Government

In the light of the recommendation made by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the Ministry of Education have been requested to take suitable action under intimation to this Ministry. The Committee will be apprised of the action taken by the Ministry of Education in this regard.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12th September, 1978].

In this connection the Ministry of Education and Social Welfare (Department of Education) have stated *vide* their O.M. No. 16-2-78 Sch. 3, dated the 25th November, 1978 that information from the following States|Union Territories is still awaited:—

1. Assam
2. Bihar
3. Jammu and Kashmir
4. Meghalaya.
5. Orissa
6. Rajasthan
7. Tamil Nadu
8. Uttar Pradesh
9. Madhya Pradesh.

The position in respect of remaining states|Union Territories is at Annexure I.

Comments of the Committee

The Committee would like the Ministry of Labour|Education to ensure that all the State Governments|Union Territory Administrations make necessary arrangements to provide extra coaching for weak Scheduled Caste and Scheduled Tribe students to improve the chances of their employability after their studies.

Recommendation (Sl. No. 32, Para No. 8.51)

The Committee note that the Director General of Employment and training and the State Directors of Employment held a meeting with the representatives of All India Organisation of Employers in October, 1976 and it was resolved that the employers in the private sector should utilise the Employment Service in increasing measure so as to bridge the present gap of about 30 per cent which exists in the number of vacancies filled through the Employment Exchanges by the Public and Private Sectors. The Committee also understand that the employers in Private Sector in Maharashtra had been persuaded to fill about 80 per cent of their vacancies (except in the Managerial cadre) through the Employment Exchanges and there had been no difficulty in meeting their requirements. The Committee feel that employers in the private sector should be persuaded to increasingly use the Employment Service for filling all their vacancies through the Employment Exchanges in the States so that more employment opportunities are available to the local people and also to the Scheduled Castes and Scheduled Tribes of the area. The training facilities available with the employers|employers' organisation may also be utilised by the Employment Officers in training shortage category of applicants so that the persons trained by these organisations could be absorbed by them in due course.

Reply of Government

The matter regarding greater utilisation of the Employment Exchanges by private sector employers for filling up their vacancies was discussed with the representatives of the All India Manufactures Organisation who agreed to utilise the Employment Service for their recruitment. The Employment Officers have accordingly been requested to ensure that names of the right type of personnel are furnished to them. It has also been suggested that suitable steps need to be taken to help greater utilisation of Employment Service by private employers. Further instructions are being issued to the Employment Officers that before submission of names of candidates particularly to the private employers, they should be provided necessary vocational guidance so that only right type of persons are referred to them.

The matter is also receiving attention of Mathew Committee which has been set up recently to go into the details of the functioning of the Employment Exchanges and to suggest suitable measures to increase, *inter-alia*, placement of registrants in Employment Exchanges both in the Government and also in the private sector so as to secure maximum and effective utilisation of Employment Services by employers. As soon as the recommendations of the Mathew Committee are known and accepted by the Government, suitable action will be taken.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU, dated 12th September, 1978].

Recommendation (SL No. 34, Para No. 8.69)

The Committee note that Coaching-cum-Guidance Centres are at present working at Delhi, Jabalpur, Kanpur and Madras since 1970 to provide pre-employment orientation and confidence building training to Scheduled Caste and Scheduled Tribe applicants for improving their employability and six more such centres one each at Calcutta, Hyderabad, Jaipur, Ranchi, Surat and Trivandrum are going to be set up shortly. The Committee also note that the Working Group of the National Employment Service at their meeting held in Nainital in October, 1976 have recommended that at least one Coaching-cum-Guidance Centre should be set up in all States with a view to providing confidence-building training to Scheduled Caste and Scheduled Tribe applicants. The Committee hope that the Director General of Employment and Training had already asked the State Employment Directors to forward their proposals with full facts and figures regarding Scheduled Caste and Scheduled Tribe applicants in their States for taking up the matter with the Ministry of Home Affairs. The Committee would like to be apprised of the decision taken in the matter.

Reply of Government

All the State Directors were requested to send their proposals for setting up the Coaching-cum-Guidance Centres for Scheduled Castes| Scheduled Tribes in their States|Union Territories. The Government of Tripura, Assam, Punjab and Meghalaya have forwarded their proposals for opening a Coaching-cum-Guidance Centre in their State, which have been forwarded to the Ministry of Home Affairs for further suitable action. The Government of Nagaland and Maharashtra have stated that the proposals will be sent to this Ministry in due course of time. The Union Territory of Dadra & Nagar

Haveli and Lakshadweep have stated that there is no need of setting up a Coaching-cum-Guidance Centre. The Government of Orissa have stated that they have already set up two Schemes to provide Coaching facilities to Scheduled Castes and Scheduled Tribe applicants.

[Ministry of Labour O.M. No. DGET-116(5)|77-Adm. II|P.U.
dated 12.9.1978]

Comments of the Committee

The Committee would like the Government to ensure that at least one Coaching-cum-Guidance Centre is set up for Scheduled Castes and Scheduled Tribes in each States.

Recommendation (Sl. No. 35, Para No. 8.70).

The Committee are happy to note that the Directorate General of Employment and Training has launched a pilot scheme which envisages preparing Scheduled Castes and Scheduled Tribes for various competitive Examinations/selection tests for recruitment to clerical vacancies in the Union Territory of Delhi and in Ghaziabad (U.P.). The Committee consider it a step in the right direction to improve the representation of Scheduled Castes and Scheduled Tribes in Services. The Committee suggest that the scheme should be allowed to continue so that there is no shortage of suitable candidates from these communities to fill the posts in lower cadres. The Scheme should also be extended to more areas where there is concentration of Scheduled Castes and Scheduled Tribes.

Reply of Government

The Scheme for coaching of Scheduled Caste and Scheduled Tribe applicants has been running regularly since 1973. During the 4th phase of the scheme which commenced with effect from 2nd January, 1978, in 11 educational institutions, coaching is being imparted to 180 applicants in Stenography and 320 in clerical grade examinations. The period of training for the Stenography and clerical grade course is of 11 and 9 months respectively, during which trainees are paid stipend at the rate of Rs. 75/- month in addition to free books and stationery.

The Ministry of Home Affairs have been approached to consider the extension of the scheme to other parts of the country.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U. dated 12-9-1978].

Comments of the Committee

The Committee would like to be informed of the reaction of the Ministry of Home Affairs with regard to the proposal to extend pilot scheme to other parts of the country.

Recommendation (Sl. No. 38, Para No. 9.16)

The Committee are distressed to find that there was not a single trade apprentice belonging to Scheduled Castes and Scheduled Tribes among 69,236 apprentices undergoing training on the 30th June, 1975, i.e. prior to issue of orders regarding reservation of seats for Scheduled Castes and Scheduled Tribes under the Apprenticeship Training Scheme. It was only after the reservation for Scheduled Castes and Scheduled Tribes was made statutory in May/August, 1975, efforts were made by the Ministry of Labour to engage apprentices belonging to Scheduled Castes and Scheduled Tribes according to the ratio prescribed in the rules framed under the Apprentices Act, 1961. The Committee desire that the Ministry of Labour should continue their efforts so that more and more Scheduled Castes and Scheduled Tribes could be given apprenticeship training so as to make them available in adequate number to fill the vacancies reserved for them in various employment agencies.

Reply of Government

Prior to May 1975, statutory provision for reservation of training places for Scheduled Castes and Scheduled Tribes was not available under the Apprenticeship Act and Rules. As such, statistical returns collected from the various State Governments and establishments did not indicate the number of Scheduled Caste and Scheduled Tribe apprentices separately. After the introduction of statutory reservation for Scheduled Castes and Scheduled Tribes the position of

Scheduled Caste and Scheduled Tribe apprentices undergoing training may be seen from the table given below:—

| Sl. No. | As on | Total number of apprentices. | Scheduled Caste apprentices | Scheduled Tribe apprentices |
|---------|-----------------|------------------------------|-----------------------------|-----------------------------|
| 1. | September, 1975 | 85,314 | 7,657 (9.00%) | 2,202 (2.6%) |
| 2. | September 1976 | 1,41,596 | 13,059 (9.40%) | 3,409 (2.4%) |
| 3. | September, 1977 | 1,58,394 | 17,072 (10.8%) | 4,263 (2.6%) |

As on 31-5-1978, 16,041 Scheduled Castes and 3,614 Scheduled Tribes apprentices were undergoing training out of total number of 1,47,169 apprentices giving a percentage of approximately 11.9 and 2.5 respectively.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U. dated 12-9-1978].

Comments of the Committee

The Committee would like to know the reasons for not fulfilling the quota reserved for Scheduled Castes and Scheduled Tribes in apprenticeship training and the steps taken or proposed to be taken in this regard.

Recommendation (Sl. No. 42, Para No. 10.15)

The Committee have been informed that seats are reserved for Scheduled Castes and Scheduled Tribes in the Training Institutes according to their ratio in the population of the State where the Institute is located. The Committee find from the information furnished by the Directorate General of Employment and Training that the number of Scheduled Castes and Scheduled Tribes admitted during the years 1973-74 to 1975-76 in all the Training Institutes is much below the quota prescribed for them. The Committee cannot, therefore, help concluding that serious efforts have not been made to ensure that all the reserved seats are filled by the Scheduled Caste and Scheduled Tribe candidates. The Committee would like the Directorate General of Employment and Training to see that all the seats reserved for Scheduled Caste and Scheduled Tribe candidates are filled by them so that there is no shortage of trained Scheduled Caste and Scheduled Tribe candidates to fill the posts of Instructors etc.

Reply of Government

Apart from the nomination for Instructors courses made by the State Governments, it may be stated that admission to Central Training Institutes for Instructors and Model Training Institutes are made on the basis of open advertisement through the medium of Press. This ensures wide publicity. The enquiries made from the C.T.Is reveal that all the eligible Scheduled Caste and Scheduled Tribe candidates applying for admission are being admitted. The observations of the Committee have been brought to the notice of the Heads of Institutes for strict compliance. Additionally, instructions have also been issued to the Heads of Institutes to request the organisations for the welfare of Scheduled Castes and Scheduled Tribes to sponsor candidates in case the required quota is not filled through the medium of open advertisement.

In the case of the Advanced Training Institutes admission is meant for sponsored candidates from the Industry as these Institutes have been established with the primary object of catering to the training needs of highly skilled and supervisory cadres in the Industry.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/P.U.
dated 12-9-1978].

Comments of the Committee

The Committee may be informed of the increase in the number of Scheduled Caste/Tribe Instructor trainees as a result of the instructions issued by the Ministry of Labour to the Heads of Institutes in this regard.

Recommendation (Sl. No. 44, Para No. 10.17)

The Committee are surprised to learn that the decision taken by the Ministry of Labour (Directorate General of Employment and Training) in 1970 to enhance the rate of stipend from Rs. 25/- to Rs. 40/- per month per trainee has not been implemented by all the State Governments. The Committee fail to understand how the State Governments expect the Scheduled Caste and Scheduled Tribe trainees to continue their training which varies from one to three years with such a meagre stipend when the cost of living has gone so high during these years. The Committee, therefore, desire that the Ministry of Labour should persuade all the State Governments/ Union Territory Administrations to enhance the rate of stipend of the trainees in commensurate with the prevailing cost of living.

Reply of Government

The State Governments of Assam, Bihar, Gujarat, Haryana, Jammu & Kashmir, Karnataka, Meghalaya, Nagaland, Orissa, Rajasthan, Tripura, Uttar Pradesh, Sikkim, Arunachal Pradesh and Mizoram have already implemented the recommendations of the N.C.T.V.T. in respect of enhancement of rate of stipend from Rs. 25/- to Rs. 40/- p.m. and also the percentage of recipients from 33-1/3 per cent to 50 per cent.

In addition to the above, the following benefits are being offered to Scheduled Caste|Scheuded Tribe trainees by some of the State Governments.

- (i) The Government of Madhya Pradesh have set up a separate Department headed by a Director of the Welfare of SC/ST. This Department has started four Industrial Training Institutes where only the trainees belonging to SC|ST are admitted. In the other 25 Industrial Training Institutes in the State, seats are also reserved for them. In general, stipend is paid to 50 per cent of the trainees whereas in the case of trainees belonging to SC|ST stipend is paid to all the trainees admitted in the I.T.Is. A special stipend of Rs. 25/- p.m. is paid to the trainees of these communities.
- (ii) In Karnataka, in addition to the payment of stipend, a Tool Kit worth Rs. 400/- is given to each SC|ST trainee passing out of the ITI. Special advertisement regarding job opportunities for Scheduled Caste|Scheduled Tribe candidates is made.
- (iii) In Orissa, one special Industrial Training Institute is functioning for the benefit of SC|ST candidates. A stipend of Rs. 50/- p.m. instead of Rs. 40/- p.m. is given to the SC|ST trainees. 25 per cent seats are reserved for ST candidates for Apprenticeship Training.
- (iv) In Tamil Nadu, a lump-sum grant of Rs. 120/- p.m. in ITIs in hills and Rs. 70/- p.m. in the plains is given in addition to the enhanced rate of stipend at Rs. 82.50/- p.m. to each trainee belonging to ST. These trainees are exempted from aptitude test and interview for admission to the ITIs. They are also exempted from the payment of caution Money deposit of Rs. 50/- for admission and Rs. 10/- for hostel admission and Re. 1/- for application form.

Actual expenses upto Rs. 50/- are re-imbursed to each ST candidate who gets admission in the ITIs.

- (v) In Gujarat, stipend at Rs. 40|- p.m. is given to all tribal trainees admitted in the ITIs.
- (vi) In Mizoram, all the seats at the ITI, Aizawl are meant for ST trainees.

All the trainees belonging to ST group are awarded special Scholarship at Rs. 100|- p.m. and Rs. 75|- p.m. for Matriculate and non-Matriculate trades respectively plus Rs. 150|- per trainee per session as book grant.

- (vii) In Tripura, candidates belonging to ST Community are given incentive by way of award of stipend at Rs. 75|- p.m. each. Facilities for accommodation for hostel are also provided to the ST trainees.

[Ministry of Labour O.M. No. DGET-116(5) |77-Adm. II|PU dated 12-9-1978].

Comments of the Committee

The Government should persuade the remaining States|Union Territory Administrations to enhance the rate of stipend of the Scheduled Caste|Tribe trainees from Rs. 25|- to Rs. 40|- p.m. and the percentage of recipients from 33-1|3 per cent to 50 per cent.

CHAPTER IV

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

Recommendation (Sl. No. 8, Para No. 4.25)

The Committee also suggest that where Scheduled Caste or Scheduled Tribe candidates are not available to fill the vacancies reserved for them, these vacancies should be offered to the other reserved community candidates instead of filling them up by general candidates even in the first year of carry-forward of reserved vacancies.

Reply of Government

The existing orders contained in Department of Personnel & Administrative Reforms O.M. No. 27/25/68-Estt. (SCT) dated 25-3-1970, provide that while vacancies reserved for Scheduled Castes and Scheduled Tribes will be available to the members of the respective community only, Scheduled Tribe candidates may also be considered for appointment against a vacancy reserved for Scheduled Castes where such a vacancy could not be filled by a Scheduled Caste candidate even in the third year to which the vacancy has been carried forward, and *vice versa*. This arrangement likewise applies also in the case of vacancies reserved for Scheduled Tribes and carried forward for three years. The existing orders allowing exchange of reserved vacancies only in the third year i.e. last year, of carry forward when otherwise, the reservation is to lapse, were issued after detailed consideration of all aspects of the matter. The main consideration due to which an exchange has been allowed only in the last year of carry forward and not in earlier years is that Scheduled Castes and Scheduled Tribes have been viewed as distinct groups for the purpose of reservation and if reservations are allowed to be exchanged between Scheduled Castes and Scheduled Tribes every year without any future adjustment, it would indirectly mean a combined or overall quota of reservation for Scheduled Castes and Scheduled Tribes together. Such an arrangement may also give rise to complaints that the vacancies reserved for one community are being made over to the other at the cost of the former. It was therefore considered that

after carrying forward the reserved vacancies for subsequent years, if suitable candidates of the community for which vacancies are reserved are still not available, it would be unobjectionable to utilise these vacancies for the other community as otherwise the reservations would lapse. The period of 'carry forward' of reserved vacancies was also simultaneously increased from two to three subsequent recruitment years so that the chances of securing suitable candidates from the group for which reservations were made, improved.

Exchange of reserved vacancies between Scheduled Castes and Scheduled Tribes every year, even with the stipulation that it would be subject to future adjustment is also not considered desirable because while in the initial years, the advantage of the exchange (with the adjustments to be made subsequently) may be felt by the less weak of the two groups (the Scheduled Castes), in the long run, the provision for adjustment might adversely affect their interests as larger number of vacancies may have to be adjusted in favour of Scheduled Tribes. Thus, if in the first year only $2\frac{1}{2}$ per cent of the Scheduled Tribes are available against the reservation of $7\frac{1}{2}$ per cent and the balance of 5 per cent is utilised by Scheduled Castes over and above their quota of 15 per cent (or in other words, Scheduled Castes are appointed to 20 per cent quota), in the subsequent years, the reservations will have to be $15-5=10$ per cent for Scheduled Castes and $7\frac{1}{2}$ per cent $+5=12\frac{1}{2}$ per cent for Scheduled Tribes. Besides, a provision for exchange with future adjustments would also create complications in the maintenance of rosters etc. and would create administrative difficulties.

This matter has also been considered by the High Power Committee set up under the Chairmanship of the Prime Minister to review the representation of the Scheduled Castes and Scheduled Tribes in the services, at its meeting held on 12-11-1976. The Committee felt that the existing orders allowing exchange of reserved vacancies for Scheduled Castes in favour of Scheduled Tribes and *vice-versa* only in the third year i.e. last year of carry forward, when the reservations will otherwise lapse, safeguard the legitimate interests of both the groups, viz., Scheduled Castes and Scheduled Tribes and that on exchange of the reservations earlier than in the final year of carry forward, would affect adversely the weaker of the two groups viz., generally the Scheduled Tribes. The High Power Committee therefore did not consider it necessary to alter the existing arrangement in this regard.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

Comments of the Committee

Please see Chapter I, Para 1.2.

Recommendation (Sl. No. 9, Para No. 4.26)

The Committee are distressed to note that the Directorate General of Employment and Training had made a large number of *ad hoc* appointments for long durations in direct recruitment|promotional vacancies ignoring the claims of Scheduled Castes and Scheduled Tribes. The Committee recommend if the *ad hoc* appointments continue beyond the period of 45 days, due reservation for Scheduled Castes and Scheduled Tribes, should be provided in such appointments also.

Reply of Government

Ad hoc appointments are made purely on account of exigencies of the situation in emergent cases. For obvious reasons the duration of the *ad hoc* appointments cannot be accurately foreseen. Generally these appointments are made for a very short duration and the posts are filled up by persons readily available. Government has decided that steps should be taken to avoid *ad hoc* appointments as far, as possible.

Since the duration of the period of *ad hoc* appointments cannot always be predicted and since the posts need to be filled up urgently due to exigencies of the work, it would not be possible to maintain reservation in *ad hoc* appointments. The Government's anxiety is to do away with *ad hoc* appointments to the extent possible and fill up the posts by regular appointments wherein due representation is given to personnel belonging to the Scheduled Castes and the Scheduled Tribes.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

Comments of the Committee

Please see Chapter I Para 1.3.

Recommendation (Sl. No. 16, Para No. 7.5)

The Committee note that a number of vacancies have been de-reserved in the Directorate General of Employment and Training during the years 1973 and 1975. The Committee would like to urge that in view of the poor representation of Scheduled Castes and Scheduled Tribes in the services of the Directorate General of

Employment and Training, the practice of dereservation of reserved vacancies should be abolished forthwith.

Reply of Government

Dereservation only means that during the particular year the appointing authorities can fill up the reserved vacancies by general community candidates. After such dereservation, the reservations do not lapse. The reservations are carried forward for adjustment to subsequent three recruitment years, and efforts have to be continued to recruit Scheduled Castes/Scheduled Tribes candidates against the carried forward reservations. It is only when Scheduled Castes/Scheduled Tribes candidates are not available during the initial year as well as in the subsequent three years of carry forward that the reservations lapse. In the last year of carry-forward, vacancies reserved for Scheduled Tribes can be filled by Scheduled Castes and *vice-versa* if the candidates of the particular reserved community are not available. Thus dereservations do not imply that the reservations are totally lost.

Since sufficient number of Scheduled Castes/Scheduled Tribes candidates are not always available even for certain posts in Groups 'C' and 'D', particularly those requiring technical, special or professional skill or qualifications, it would not be feasible to stop "dereservations" totally. Instructions already exist that Ministries/Departments should ensure that before a proposal is made to the Department of Personnel & Administrative Reforms for dereservation, all the steps prescribed to secure Scheduled Castes/Scheduled Tribes candidates against reserved vacancies are invariably taken and fully followed by the appointing authority concerned and the claims of eligible candidates belonging to these communities are duly considered and that dereservation is proposed only when such a course becomes inevitable due to non-availability of Scheduled Castes/Scheduled Tribes candidates. In order to have a further check on cases of dereservations, further instructions were issued by the Department of Personnel and Administrative Reforms vide their O.M. No. 16/27/74-Estt(SCT), dated 12-11-1975 that before a proposal for dereservation is sent to them, a Note should be recorded to the effect that the proposal was being made with the full knowledge and concurrence of the Liaison Officer concerned.

After considering the recommendations made by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the Department of Personnel & Administrative Reforms decided that it was not possible to stop "dereservations" totally as sufficient number of Scheduled Castes and Scheduled Tribes candidates may not be always available for appointment against vacancies reserved for them

even in certain Group 'C' and Group 'D' posts, filled by direct recruitment, promotion or confirmation. However, they stressed that it should be ensured that the instructions on the subject are strictly followed and dereservation of reserved vacancies is proposed only when such a course becomes inevitable due to non-availability of Scheduled Castes/Scheduled Tribes candidates against reserved vacancies after taking all the prescribed steps and after applying the relaxed standards in their favour.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

Comments of the Committee

Please see Chapter I, Para 1.4.

Recommendation (Sl. No. 47, Para No. 11.15)

The Committee are distressed to note that no Cell has been set up in the Planning Commission to watch the implementation of various schemes/programmes launched by them for the upliftment of Scheduled Castes and Scheduled Tribes. The Committee feel that the Planning Commission should lay more stress on creating adequate job opportunities for Scheduled Castes and Scheduled Tribes so that they could absorb themselves in the main-stream of national life expeditiously and, therefore, suggest that a cell should be set up in the Planning Commission to look after the interests of Scheduled Castes and Scheduled Tribes and to monitor the implementation of various schemes/programmes launched by them for the betterment of Scheduled Castes and Scheduled Tribes.

Reply of Government

The Planning Commission are responsible only for formulation of plans and laying down policies. The actual implementation of various plans and programmes is the responsibility of the Administrative Ministries and the State Governments. Appropriate machinery for looking after the interests of Scheduled Castes and Scheduled Tribes already exists in the office of the Commissioner for Scheduled Castes and Scheduled Tribes, Ministry of Home Affairs. The need to have any special cell in the Planning Commission for this purpose does not appear to be imperative.

[Planning Commission O.M. No. Q 1902|31|73-EMP-EP (Vol. III)
dated 29-12-1977].

Comments of the Committee

Please see Chapter I, Para 1.5.

CHAPTER V

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

Recommendation (Sl. No. 40, Para No. 9.18)

The Committee note that there is at present no obligation on the part of employers to provide jobs to the apprentices after their successful training. A proposal is, however, under consideration to amend the Apprentices Act, 1961 so that the question of employment of trained apprentices could be taken care of. The Committee feel that it will go a long way in providing employment to the unemployed Scheduled Caste and Scheduled Tribe trained apprentices if it is made obligatory on the employers to provide jobs to the trained apprentices. The Committee recommend that necessary legislation in this regard should be brought before Parliament expeditiously.

Reply of Government

Amendment to the Apprentices Act, 1961 so as to provide mandatory measures for employment of apprentices after the completion of successful training has been under the consideration of this Ministry for some time. Due to certain legal implications and far-reaching consequences, the proposal could not be finalised. The question of improving the quality of training of apprentices and their absorption in employment after training along with other matters is being examined by a Committee of Experts under the Chairmanship of Shri S. Abdul Qadir, Ex. Director General/Joint Secretary, D.C.E.&T., and Ex-ILO expert. Further action in the matter would be taken on the receipt of the report of the Committee.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

Recommendation (Sl. No. 43, Para No. 10.16)

The Committee are also unhappy to note that the number of drop outs of Scheduled Caste and Scheduled Tribe applicants admitted for training is very large. The Committee would like the Government to go into the causes for these heavy drop outs and take suitable remedial measures in this regard.

Reply of Government

So far as the Institutes under the Directorate General of Employment & Training are concerned information with regard to the drop outs of trainees belonging to the Scheduled Castes and Scheduled Tribes during the years 1976-77 and 1977-78 together with the reasons for the drop out is being collected for taking necessary remedial action. Additionally instructions have been issued to the Heads of the Institutes to ensure that no candidates belonging to the Scheduled Castes and Scheduled Tribes drops out from training on considerations others than their personal benefits.

The State Governments and Union Territory Administrations have been addressed *vide* Ministry of Labour (DGET) letter No. 21 (6)/76-TC, dated 3rd March, 1978 to look into the matter and offer their comments in respect of the Industrial Training Institutes functioning in the States and the Union Territories. The question of taking remedial measures in this regard will be considered on receipt of replies from them.

[Ministry of Labour O.M. No. DGET-116(5)/77-Adm. II/PU,
dated 12-9-1978]

NEW DELHI;
April 9, 1979
Chaitra 19, 1901 (Saka).

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

APPENDIX I

Statement showing the position regarding availability of extra-Coaching Facilities to Scheduled Caste and Scheduled Tribe students in various States/Union Territories.

| S. No. | Name of the State/ Union Territory | Position |
|--------|---------------------------------------|---|
| 1 | 2 | 3 |
| 1. | Lakshadweep | All the inhabitants of the Island have been classified as Scheduled Tribes. There is therefore, no arrangement for extra coaching. |
| 2. | Himachal Pradesh | No facility of extra coaching. |
| 3. | Karnataka | During the year 1975-76 Special Coaching facility was provided in 78 selected High Schools where there was concentration of students belonging to SC/ST's. During the year 1977-78, 65 additional centres were opened bringing the total number of Special Coaching Centres to about 140. The scheme envisages providing special coaching to the students outside the school hours. The subjects that are covered are English, Science, Maths., Social Studies and Kannada. There is sufficient flexibility with regard to the time allotted for each subject depending upon the requirement of students. The coaching is provided for a period of 5 months during the year starting from the month of October and continuing till the annual examinations are completed. The teachers who have to do extra work are given an allowance of Rs. 150/- each for the entire period. A provision of Rs 100/- is provided for meeting the incidental expenses. Thus the cost of running each Centre is Rs. 1000/-. It is found that the response to the programme is quite good and it has helped in improving the performance of the students. |
| 4. | Delhi | There are two schemes, i.e., study centres in Urban Areas and study campus in Rural Areas by means of which the weaker section of students is given coaching. These facilities are also available to the |

| 1 | 2 | 3 |
|-----|-----------------------------|---|
| | | students belonging to Scheduled Castes and Scheduled Tribes. During the current financial year 1978-79 the Plan allocation for each of the above mentioned schemes is Rs. 0.20 lakhs. |
| 5. | Manipur | No arrangements of extra coaching. |
| 6. | Dadra and Nagar Haveli | Arrangements for extra coaching classes in some schools have been made and teachers of the concerned schools have been directed to pay more attention to weak SC/ST students. |
| 7. | Pondicherry | The scheme to uplift the weaker student belonging to Scheduled Castes/Scheduled Tribes already exists in Pondicherry. The Administration is implementing a scheme viz. Provision of Tutorial Facilities to Scheduled Caste students from the financial year 1974-75. The object of scheme is to provide special coaching to Scheduled Castes students by employment of school teachers and college teachers to improve the standards of Scheduled Castes students and to enable them to compete with the students of other communities, coaching is also offered to Scheduled Castes candidates appearing for the LDC/UDC /Assistant Examination conducted by Pondicherry Administration. |
| 8. | Nagaland | Nagaland is a State having Primarily tribal population. Hence all the educational schemes are formulated for Naga students studying in schools and colleges to enable them to come up to the level of standards of other students in other areas of the country. |
| 9. | Andaman and Nicobar Islands | Extra coaching facilities are available to all weak students of Scheduled Tribes. No caste has been declared Scheduled Caste in the Territory. |
| 10. | Chandigarh Administration | Extra coaching facilities provided to Scheduled Castes and Scheduled Tribes students of schools and colleges in Science and Maths. free of charge. |
| 11. | Maharashtra | The scheme for conducting coaching classes for Scheduled Tribes pupils in standards VIII to X in selected 30 schools situated in tribal areas sub-plan has been sanctioned by the State Government for implementation in one District on experimental basis. Each teacher is paid |

1

2

3

remuneration of Rs. 50/- p.m. fixed for conducting coaching classes in English or in Maths. and Science for ST Pupils numbering more than 30 pupils (not less than 10 pupils of any one standard) only. The classes are conducted for the period from 15th December till the date of annual examination. The remuneration is payable only when it is satisfied that the pupil has improved as compared with previous result. The coaching should not be of less than 2 hours per day. The scheme was started during 1976-77 and continued during 1977-78. There is a provision of Rs. 60,000 for the scheme for 1978-79.

12. Sikkim .

. No extra coaching facility being provided to Scheduled Castes and Scheduled Tribes Students.

13. Andhra Pradesh .

. The State Government have sanctioned a scheme of coaching centres in all the Districts during the year 1977-78 for the benefit of the Scheduled Castes who are appearing for VIII class Examinations. 15 coaching centres in each District have been opened by the District Educational Officers.

The scheme has been implemented and coaching classes started functioning in all the Districts. The State Government have continued the same scheme during the year 1978-79 and necessary instructions have already been issued to the District Educational Officers who have accordingly been instructed to open 10 centres in each District for a period of seven months. The State Government have also issued orders for continuance of the scheme during the year 1978-79.

There is a scheme of providing special coaching facilities to Scheduled Tribes children in 354 hostels run by tribal Welfare Department. Four teachers are appointed to coach the Tribal students. This will cover 18,000 children under the scheme of Tribal Welfare Department.

14. Mizoram .

. Extra coaching classes have been arranged.

15. Tripura . . .

. There is no extra coaching facility for weak students belonging to Scheduled Castes and Scheduled Tribes. However a scheme for providing extra coaching facilities to the academically backward students belonging particularly to the Scheduled Castes/Scheduled Tribes com-

| 1 | 2 | 3 |
|-----|-----------------------------|---|
| | | munities has been proposed in the Master Plan for universalisation of Elementary Education. It is proposed to be implemented from 1979-80 if approved by the Government of India. |
| 16. | Arunachal Pradesh | Extra coaching facilities are available according to requirement of weak Scheduled Castes/Scheduled Tribes students. |
| 17. | Gujarat | There is no such specific scheme regarding extra coaching facilities for weaker students of Scheduled Castes/Scheduled Tribes. |
| 18. | Haryana | Extra coaching facility for weak students of Scheduled Castes and Scheduled Tribes are not available in the State. |
| 19. | Kerala | A scheme of special coaching meant for Scheduled Castes and Scheduled Tribes students in Schools who are found weak in studies, exist in the State. The scheme is meant to improve the standard of Scheduled Castes and Scheduled Tribes students studying in the S.S.L.C. class and to achieve better results in their S.S.L.C. examinations. The scheme was introduced during year 1977-78 during which period special coaching classes were conducted for the above category of students in selected 250 High Schools. During the current year also it has been decided to start special coaching classes exclusively for the category of above mentioned students. The scheme is included in the Annual Plan for 1978-79 and step have already been taken to implement the scheme during the current year. |
| 20. | Punjab | A pre-Matric coaching scheme for the students belonging to Scheduled Castes studying in the 9th, 10th and 11th classes was started from the year 1976-77 to improve the standard of Education of these communities so that they may be able to compete in the professional courses with Engineering, Medical and other allied services. This scheme is continuing in this State. Under this scheme 3 teachers in the subjects of English Mathematics and Science from each school are engaged to improve the educational standard of students belonging to Scheduled Castes after and before school hours. These teachers are paid at the rate of Rs. 100/- per month. An expenditure of Rs. 16.40 lakhs was incurred during the year 1977-78 and there is a budgetary provision of Rs. 29.00 lakhs for the year 1978-79. |

| 1 | 2 | 3 |
|--------------------------|---|--|
| 21. Goa, Daman and Diu . | . | There are no coaching facilities for Scheduled Castes and Scheduled Tribes students in the Territory. However efforts are being made to prepare and implement such scheme in the sixth Five Year Plan. |
| 22. West Bengal . | . | Extra coaching facilities are extended to weak students belonging to Scheduled Castes and Scheduled Tribes. The scheme is handled by the Scheduled Castes and Scheduled Tribes Welfare Department of the State Government. That Department has made a provision of Rupees four lakh and fifty thousand for Scheduled Castes and Scheduled Tribes students for the current financial year. |

[Ministry of Education and Social Welfare (Department of Education) O. M. No. 16-2/78-Sch. 3 dated 25-11-1978].

APPENDIX II

(*Vide* Introduction)

Analysis of the action taken by the Government on recommendations contained in the Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

| | | |
|------|--|-------|
| I. | Total number of recommendations | 48 |
| II. | Recommendations/observations that have been accepted by Government (<i>Vide</i> recommendations at Sl. Nos. 1, 2, 3, 4, 5, 11, 14, 17, 22, 24, 28, 31, 33, 36, 37, 39, 41, 45, 46 and 48) | |
| | Number | 20 |
| | Percentage to total | 41·67 |
| III. | Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies (<i>Vide</i> recommendations at Sl. Nos. 6, 7, 10, 12, 13, 15, 18, 19, 20, 21, 23, 25, 26, 27, 29, 30, 32, 34, 35, 38, 42 and 44). | |
| | Number | 22 |
| | Percentage to total | 45·83 |
| IV. | Recommendations/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration (<i>Vide</i> recommendations at Sl. Nos. 8, 9, 16 and 47) | |
| | Number | 4 |
| | Percentage to total | 8·33 |
| V. | Recommendations/observations in respect of which final replies of Government have not been received (<i>Vide</i> recommendations at Sl. Nos. 40 and 43). | |
| | Number | 2 |
| | Percentage to total | 4·17 |