

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

(SIXTH LOK SABHA)

TWENTY-SEVENTH REPORT

MINISTRY OF HOME AFFAIRS

Action taken by Government on the recommendations contained in the Eleventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Sixth Lok Sabha) on the Ministry of Home Affairs—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Delhi Electric Supply Undertaking.

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



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CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(v)
CHAPTER I . Report	1
CHAPTER II . Recommendations/Observations which have been accepted by Government	2
CHAPTER III . Recommendations/Observations which the Committee do not desire to pursue in view of the Government' replies	22
CHAPTER IV . Recommendations/Observations in respect of which reply of Government has not been accepted by the Committee and which requires reiteration	23

APPENDICES

I. . Statement showing posts exclusively advertised for Scheduled Caste/Tribe candidates	24
II. . Letter No. AO(G)/D/4421, dt. 1-3-1978 from Administrative Officer, DESU to Liaison Officer, DESU	30
III. . Resolution No. 179 of the D.E.S.U. dated 12-10-1977	31
IV. . Letter No. AO(G)/Admn./P/141, dt. 1-4-1978, from Administrative Officer, DESU	32
V. . Letter No. 21/197/66-Adm. II, dt. 6-4-1978 from Ministry of Energy (Department of Power) to DESU	34
VI. . Analysis of the action taken by Government on the recommendations.	35

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1978-79)

Shri Ram Dhan—*Chairman*.

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

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Twenty-seventh Report (Sixth Lok Sabha) on Action taken by Government on the recommendations contained in their Eleventh Report (Sixth Lok Sabha) on the Ministry of Home Affairs—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Delhi Electric Supply Undertaking.

2. The draft Report was considered and adopted by the Committee on the 21st October, 1978.

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 the Government replies.

IV. Recommendation|Observation in respect of which reply of Government has not been accepted by the Committee and which requires reiteration.

4. An analysis of the action taken by the Government on the recommendations contained in the Eleventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix VI. It would be observed therefrom that out of 36 recommendations, made by the Committee, 35 recommendations i.e., 97 per cent have been accepted by Government and there is one recommendation, i.e., 3 per cent, in respect of which reply of Government has not been accepted by the Committee.

NEW DELHI;
November 29, 1978

Agarhayana 8, 1900 (S).

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

CHAPTER I

REPORT

The Report of the Committee deals with action taken by Government on the recommendations contained in the Eleventh Report (Sixth Lok Sabha) of the Committee on the Ministry of Home Affairs—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Delhi Electric Supply Undertaking.

1.2. In para 22 of their Eleventh Report, the Committee had noted with distress that out of 158 Class I vacancies filled by the Delhi Electric Supply Undertaking, 114 vacancies had been filled up by persons on deputation or transfer to which the reservation orders had not been made applicable and none of these 114 Class I Officers belonged to Scheduled Castes or Scheduled Tribes, although there was no provision in the Recruitment Rules of Delhi Electric Supply Undertaking for taking people on deputation as such. In their reply, the Ministry of Home Affairs stated that the break-up of the 114 vacancies mentioned in the recommendation was as follows:—

- (i) 21 Class I vacancies were filled up by deputation on the basis of the Recruitment and Promotion Regulations approved by the Corporation|U.P.S.C. which provided for such appointments.
- (ii) 93 vacancies in Class I posts were filled by promotion on the basis of selection. These promotions were within Class I.

The reservation orders did not apply to those 114 vacancies which were either filled up on deputation in accordance with the rules or by promotion on the basis of selection; promotion being within Class I.

The Committee would reiterate that orders of the Ministry of Home Affairs (Department of Personnel and Administrative Reforms) contained in their O.M. No. 36012/7/77-Estt. (SCT), dated the 21st January, 1978 should be strictly followed so far as the filling of posts by deputation is concerned. The Committee would also like to know the number of Scheduled Castes and Scheduled Tribes taken on deputation from other Ministries|Departments since the date of the reply of Government.

CHAPTER II

RECOMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 1, Para No. 18)

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

Reply of Government

The recommendation has been noted for compliance.

(Ministry of Home Affairs O.M. No. U. 16016|2|77- Delhi, dated 27-5-1978).

Comments of the Committee

The Committee are not satisfied with the reply of Government.

The Committee would like to be apprised of the specific action taken in compliance with the recommendation.

Recommendation (Sl. No. 2, Para No. 19)

The Committee note that as recommended by the Committee of officers of DESU, the backlog for direct recruitment posts is propo-

sed to be worked out by DESU from 1st January, 1970. The Committee do not find themselves in agreement with the recommendation of the Committee of DESU and recommend that the backlog in respect of direct recruitment posts should be worked out from the year 1958 when DESU came into existence under the D.M.C. Act, 1951, which provided for reservations for Scheduled Castes and Scheduled Tribes.

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Home Affairs O.M. No. U. 16016|2|77- Delhi dated 27-5-1978]]

Comments of the Committee

The Committee would like to be informed whether backlog has since been worked out from the year 1958 onwards.

Recommendation (Sl. No. 3, Para No. 20)

The Committee have no doubt that with a view to clear the backlog, D.E.S.U. would fill the reserved vacancies upto 50 percent of the total vacancies in each recruitment year as provided under the existing instructions in this regard.

Reply of Government

The D.E.S.U. has made all out efforts to fill from amongst the candidates belonging to Scheduled Caste|Scheduled Tribes community, 50 per cent of the total vacancies in each recruiting year with a view to clearing the backlog. For clearing the backlog of Class-I, Class-II, Class-III and Class-IV posts, employment notices|advertisements were issued calling for applications only from the Scheduled Castes|Scheduled Tribes. Statements containing details of such employment notices|advertisements are at Appendix I. Advertisements were sent to Scheduled Caste Agencies all over India and to the Director of Advertising and Visual Publicity, Government of India, Ministry of Information and Broadcasting, Parliament Street, New Delhi etc.

The position relating to employees belonging to Scheduled Castes and Scheduled Tribes as on 1-4-76 and 31-12-77 indicated below:—

	S/C As on 1-4-1976	S/T As on 31-12-1977
Class I		6 ..
Class II	5	9
Class III	706	878
Class IV	3618	3892 ..

(Ministry of Home Affairs O.M. No. U. 16016/2/77-Delhi, dated 27-5-1978).

Comments of the Committee

The Committee hope that DESU will continue their efforts to fill all the vacancies reserved for Scheduled Castes and Scheduled Tribes by candidates belonging to these communities.

Recommendation (Sl. No. 4 Para No. 21).

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

Reply of Government

The recommendation has been noted for compliance. Necessary action has already been initiated by the D.E.S.U. in this regard.

[Ministry of Home Affairs O.M. No. U. 16016/2/77- Delhi dated 27-5-1978)]

Recommendation (Sl. No. 6, Para No. 23).

The Committee recommended that DESU should take immediate steps to increase the element of direct recruitment in such posts

which are at present filled by deputation or transfer and examine the feasibility of changing the Recruitment Rules to this effect, so that the requisite number of vacancies could be filled by Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

Action to implement the recommendation made by the Committee is being initiated by DESU and the feasibility of changing the recruitment rules in respect of various categories of posts, where the recruitment rules have already been notified, to increase the element of direct recruitment in posts which are at present, being filled by deputation|transfer, is being examined.

[Ministry of Home Affairs O.M. No. U. 16016|2|77- Delhi dated 27-5-1978)]

Comments of the Committee

The Committee would like to be apprised whether the Recruitment Rules have since been reviewed and finalised. If so, the Committee would like to be furnished with a copy thereof.

Recommendation (Sl. No. 7, Para No. 24).

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

Reply of Government

The recommendation has been noted for compliance.

(Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi dated 27-5-1978.)

Recommendation (Sl. No. 8, Para No. 37)

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

the purpose of ensuring proper implementation of orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes in D.E.S.U.

Reply of Government

Since the meeting of the Committee in July, 1976 one post of Labour Welfare Officer under D.E.S.U. has been upgraded to that of the Senior Labour Welfare Officer in the pay scale of Rs. 800-1500 to which the only eligible Scheduled Caste candidate has been appointed. This scale is further to be revised to Rs. 1100-1600 which is equivalent to that of the Under Secretary to Government of India. With the upgrading of this post, a Class I officer is now holding the post of the Liaison Officer.

[Ministry of Home Affairs O.M. No. U. 16016|2|77- Delhi dated 27-5-1978]

Recommendation (Sl. No. 9, Para No. 38)

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

Reply of Government

The recommendation of the Committee has been brought to the notice of the Liaison Officer for his information, guidance vide letter No. AO(G)|D|4421, dated 1-3-1978 (Appendix II).

[Ministry of Home Affairs O.M. No. U. 16016|2|77- Delhi dated 27-5-1978]

Recommendation (Sl. No. 10, Para No. 39)

The Committee are unhappy to note that at present the Liaison Officer has been posted at Nizamuddin as the Asstt. Labour Welfare Officer whereas he has to attend to his duties of a Liaison Officer at Shakti Sadan where administrative block of the D.E.S.U. has been located. Further, the staff posted in the Cell under the Liaison Officer is working in the premises of Rajghat Power House, New Delhi. The Committee need hardly emphasise that the main function of Cell is to assist the Liaison Officer to discharge his duties effectively.

The Committee would, therefore, suggest that the Cell should be set up within the Organisation under the Direct Control of the Liaison Officer.

Reply of Government

The office of the Liaison Officer was shifted on 13-7-77 to the Rajghat Power House where Scheduled Castes|Scheduled Tribes Cell is functioning.

[Ministry of Home Affairs, O.M. No. V-16016|2|77-Delhi,
Dated 27-5-1978]

Recommendation (Sl. No. 11, Para No. 40).

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

Reply of Government

The annual report of the Delhi Electric Supply Undertaking for the year 1976-77 is under preparation. The activities of the Scheduled Castes|Scheduled Tribes Cell are being highlighted in the annual report under preparation and will be high-lighted in future reports.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi
Dated 27-5-1978]

Recommendation (Sl. No. 12, Para No. 41).

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

Reply of Government

The rosters are being prepared by the D.E.S.U. in accordance with the Government of India orders as they existed from time to

time. These shall be got checked and verified through the Liaison Officer.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi
Dated 27-5-1978]

Comments of the Committee

The Committee would like to be informed whether the Liaison Officer has since checked the Rosters being maintained by DESU and if so, with what results.

Recommendation (Sl. No. 13, Para No. 42)

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

Reply of Government

The recommendation has been noted for compliance. The copies of the annual statements for the year 1977 have been sent by the DESU to the Commissioner for Scheduled Castes and Scheduled Tribes and the Deptt. of Personnel and Administrative Reforms *vide* their No. E|A & G|452,453 dated 26-4-1978.

[Ministry of Home Affairs O.M. No. U-16016|2|77- Delhi dated
27-5-1978]

Recommendation (Sl. No. 14, Para No. 72).

The Committee are unhappy to note that there is not a single officer belonging to Scheduled Caste or Scheduled Tribe in Class I post of Delhi Electric Supply Undertaking. Out of 241 officers in Class II, there are only 5 Scheduled Caste Officers and in certain

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

Reply of Government

As recommended by the Committee concerted action to fill all the reserved vacancies for Scheduled Castes and Scheduled Tribes and to make good the shortfall in various categories of posts at the earliest possible is being taken, by the D.E.S.U. Relaxed standard for the recruitment of Scheduled Castes/Scheduled Tribes are being adhered to.

[Ministry of Home Affairs O.M. No. U-16016/2/77-Delhi
Dated 27-5-1978]

Comments of the Committee

The Committee would like to be informed the manner in which relaxed standards are being applied in the recruitment of Scheduled Castes and Scheduled Tribes.

Recommendation (Sl. No. 15, Para No. 73).

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

Reply of Government

Action as recommended by the Committee to review procedure of recruitment for all categories of posts is being initiated by DESU.

The Recruitment and Promotion Rules would also be suitably modified, where necessary, in order to augment the intake of Scheduled Castes and Scheduled Tribes in D.E.S.U.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi
dated 27-5-1978]

Recommendation (Sl. No. 16, Para No. 74)

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

Reply of Government

Concerted efforts have already been initiated to clear the backlog. In order to complete the backlog the posts have been advertised exclusively for Scheduled Castes|Scheduled Tribes on several occasions as stated in the reply to para 20.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi
dated 27-5-1978]

Comments of the Committee

The Committee would like to be informed of the progress so far made in clearing the backlog.

Recommendation (Sl. No. 17, Para No. 75).

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

Reply of Government

The Undertaking is making efforts to recruit the Scheduled Tribe candidates from the neighbouring States having a sizeable population of Scheduled Tribes as would be clear from the reply to para 20.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi
dated 27-5-1978]

Comments of the Committee

The Committee would like to be informed about the progress made so far in the recruitment of Scheduled Castes and Scheduled Tribes from the neighbouring States.

Recommendation (Sl. No. 18, Para No. 76)

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

Reply of Government

As recommended by the Committee, the total number of vacancies and the actual number of vacancies reserved for Scheduled Castes and Scheduled Tribes are now being mentioned in the advertisements as per order of the Government of India. The concessions|relaxations admissible to Scheduled Castes|Scheduled Tribes are also mentioned in the advertisements.

The Committee note that in the advertisements issued by Delhi
dated 27-5-1978]

Recommendation (Sl. No. 19, Para No. 77)

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

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Home Affairs O.M. No. U-16016/2/77-Delhi dated
27-5-1978]

Recommendation (Sl. No. 20, Para No. 78)

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

Reply of Government

As recommended by the Committee where candidates with prescribed qualifications and right type of experience are not sponsored by the Employment Exchanges, the matter will be specifically taken up with the Employment Exchanges to enable them to sponsor the right type of candidates, for reserved vacancies in future. The Selection Committees will also be instructed to record reasons for rejection of Scheduled Caste/Scheduled Tribe candidates which would be communicated to the Employment Exchanges, as recommended by the Committee.

[Ministry of Home Affairs O.M. No. U-16016/2/77-Delhi dated
27-5-1978]

Comments of the Committee

The Committee would like to be furnished with a statement indicating (i) the number of Scheduled Caste and Scheduled Tribe candidates sponsored by Employment Exchange; (ii) the number of Scheduled Caste and Scheduled Tribe candidates selected and appointed by DESU; and (iii) the number of Scheduled Caste and Scheduled Tribe candidates rejected by DESU together with the reasons for their rejection since the date of the reply of Government.

Recommendation (Sl. No. 21, Para No. 79)

In order that sufficient number of Scheduled Caste and Scheduled Tribe candidates are available for recruitment, it is necessary that copies of advertisements are sent not only to the associations of Scheduled Castes and Scheduled Tribes but also to the Members of the Parliamentary Committee on the Welfare of Scheduled Castes

and Scheduled Tribes who may help in sponsoring Scheduled Caste and Scheduled Tribe candidates. Advertisements should also be issued through the All India Radio so that Scheduled Caste and Scheduled Tribe candidates living in remote areas can also respond to the advertisements as per instructions issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms) vide their Office Memorandum No. 36022/4/TG-Estt. (SCT), dated the 7th August, 1976.

Reply to Government

The recommendation has been noted for compliance.

[Ministry of Home Affairs O.M. No. U-16016/2/77-Delhi dated
27-5-1978]

Recommendation (Sl. No. 22, Para No. 80)

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

Reply of Government

The employment assistance scheme as if existed at the time of hearing of the Parliamentary Committee has since been amended. in accordance with the amended scheme, a certain percentage of vacancies to be filled has been reserved for the wife|son|daughter who otherwise fulfil the prescribed conditions in respect of em-

ployees who die in harness or while in service. A copy of the Resolution No. 179 dated 12-10-1977 passed by D.E.S.U. in this connection is at Appendix III.

[Ministry of Home Affairs O.M. No. U-16016|2|77-delhi dated 27-5-1978)]

Comments of the Committee

A copy of the employment assistance scheme may be sent for the information of the Committee.

Recommendation (Sl. No. 23, Para No. 95)

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

Reply of Government

Action to review the existing R&P Regulations is being initiated with a view to give a fair representation of Scheduled Castes/Scheduled Tribes candidates in all categories of posts in DESU.

[Ministry of Home Affairs O.M. No. U-16016|2|77- Delhi dated 27-5-1978)]

Recommendation (Sl. No. 24, Para No. 96)

The Committee are surprised to note that in spite of such dismal figures of representation given to Scheduled Castes and Scheduled Tribes in D.E.S.U., the Recruitment Rules for fixing up vacancies in many categories of posts in Delhi Electric Supply Undertaking have been charged to the effect that majority of posts are now being filled by promotion. The Committee, therefore, recommend that while finalising the Recruitment Rules, which are

presently at the drafting consideration stage the interests of Scheduled Caste and Scheduled Tribe candidates should be kept in view and the element of direct recruitment should be introduced at least to such of the posts where sufficient number of Scheduled Caste and Scheduled Tribe Departmental candidates are not available to fill them up.

Reply of Government

The recommendation of the Committee will be kept in view while finalising the R&P Rules in respect of various posts. The R&P Regulations which have already been finalised will also be reviewed to achieve the objective of this recommendation.

[Ministry of Home Affairs O.M. No. U-16016|2|77- Delhi dated 27-5-1978].

Recommendation (Sl. No. 27, Para No. 97)

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

Reply of Government

Concerted efforts are being made by the Undertaking to finalise the R&P Regulations for all the posts in consultation with the UPSC as required under Section 98 of the DMC Act, R & P Rules for majority of the posts in the Undertaking are at final stages and are expected to be finalised shortly.

[Ministry of Home Affairs O.M. No. U-16016|2|77- Delhi dated 27-5-1978].

Recommendation (Sl. No. 28, Para No. 98)

The Committee regret to note that, as observed by the Commissioner for Scheduled Castes and Scheduled Tribes in his Study Report on Delhi Electric Supply Undertaking (1977), during the year 1975 there were 7 reserved vacancies of Junior Mistry but not a

single Scheduled Caste candidate was promoted although 15 Scheduled Caste candidates were available in the eligibility Zone in Delhi Electric Supply Undertaking. The Committee do not agree with the plea taken by Delhi Electric Supply Undertaking that in this category Scheduled Caste candidates were already in excess. The Committee agree with the view expressed by the Commissioner for Scheduled Castes and Scheduled Tribes that the reservation has to be applied on the current vacancies on the basis of the points of the roster irrespective of the existing strength of Scheduled Castes and Scheduled Tribes in the cadre in question. The Committee hope that henceforth such lapse would not recur.

Reply of Government

During the years 1975, 1976 and 1977, 40, 70 and 120 Junior Mistries respectively were appointed. Out of these 15, 22 and 37 were Scheduled Caste candidates respectively. The current reservation for Scheduled Caste candidates for the said years comes to 7, 11 and 17. As will be observed, a total number of 74 candidates belonging to Scheduled Castes were appointed during the said years by the D.E.S.U. thus clearing the backlog of 28 posts which were shown in the statement submitted to the Parliamentary Committee. At present there is only a backlog for Scheduled Tribe candidates and for clearing this backlog, necessary action is being taken by the DESU.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi dated 27-5-1978].

Recommendation (Sl. No. 29, Para No. 99)

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

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi dated 27-5-1978].

Comments of the Committee

The Committee would like to be informed of the specific action taken so far as the agreement between the management and the Employees Union is concerned.

Recommendation (Sl. No. 30, Para No. 100)

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

Comments of the Committee

The Senior Labour Welfare Officer (Class I) who belongs to Scheduled Caste has been associated with all the selection Committees and DPCs for recruitment to Class II, Class III and Class IV appointments/promotions *vide* order No. AO(G)/Admn.R/141, dated 4-1-1978 annexure IV. For a Scheduled Castes/Scheduled Tribe Officer of the appropriate status in Selection Boards/DPCs for making recruitment/promotion to Class I post a reference was made to the Ministry of Energy to nominate such an Officer but the Ministry of Energy have intimated *vide* letter No. 21/197/66-Admn.II, dated 6-4-1978 (Appendix V) that they are not in a position to nominate such officer. Department of Personnel and Administrative Reforms is being requested by the D.E.S.U. to suggest the name of one such officer for this purpose.

[Ministry of Home Affairs O.M. No. U-16016/2/77-Delhi dated 27-5-1978].

Recommendation (Sl. No. 31, Para No. 110)

The Committee are perturbed to note from the figures furnished by the Delhi Electric Supply Undertaking that there are heavy shortfalls in the employment of Scheduled Castes and Scheduled Tribes in all categories of posts. Considering these heavy shortfalls, the Committee cannot but conclude that orders on the subject are neither being followed in letter and spirit by the appointing authorities nor adequate attention has been paid to improve the situation. The Committee would, therefore urge upon the Delhi Electric Supply Un-

dertaking to take immediate corrective steps to ensure that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled by the candidates belonging to these communities.

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi dated 27-5-1978].

Recommendation (Sl. No. 32, Para No. 111)

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

Reply of Government

To wipe out the shortfall of Scheduled Castes and Scheduled Tribes, special recruitments have been resorted to. Special efforts to recruit S.C. |S.T. candidates are being made and in this connection reply to para 20 may also please be referred to.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi dated 27-5-1978].

Recommendation (Sl. No. 33, Para No. 112)

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

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi, dated 27-5-1978].

Recommendation (Sl. No. 34, Para No. 113)

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

[Ministry of Home Affairs, O.M. No. D-16016|2|77-Delhi, dated 27-5-1978].

Reply of Government

The orders contained in Department of Personnel and A.R. O.M. No. 27|25|68-Esr (SCT) dated 25-3-1970 are being followed.

[Ministry of Home Affairs, O.M. No. U-16016|2|77-Delhi, dated 27-5-1978]

Recommendation (Sl. No. 35, Para No. 117)

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

Reply of Government

The recommendation has been noted for compliance. The Department of Personnel and Administrative Reforms have been approached by DESU for arranging training course for DESU officers.

[Ministry of Home Affairs, O.M. No. U-16016|2|77-Delhi, dated 27-5-1978]

Recommendation (Sl. No. 36, Para No. 118)

The Committee hope that in future the Delhi Electric Supply

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

Reply of Government

The procedure for dereservation of vacancies reserved for Scheduled Castes|Scheduled Tribes as laid down in the Department of Personnel and Administrative Reforms O.M. No. 28|14|74-Estt. (SCT), dated 12-7-1976 is now being followed in the DESU.

[Ministry of Home Affairs, O.M. No. D-16016|2|77-Delhi,
dated 27-5-1978]

Recommendation (Sl. No. 37, Para No. 119)

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

Reply of Government

The recommendation has been noted for compliance.

[Ministry of Home Affairs, O.M. No. D-16016|2|77-Delhi,
dated 27-5-1978]

Comments of the Committee

The Committee would like to be informed of the date from which the dereservation of vacancies has been stoped by DESU.

Recommendation (Sl. No. 38, Para No. 125)

The Committee regret to note that separate waiting lists for Scheduled Caste and Scheduled Tribe employees for the purposes of allotment of residential accommodation are not being maintained by Delhi Electric Supply Undertaking. The Committee are at a loss to understand as to how in the absence of such separate waiting

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

Reply of Government

As desired by the Committee separate waiting lists for Scheduled Castes and Scheduled Tribe employees for the purpose of residential accommodation are now being maintained and reservation in this regard will be strictly followed.

[Ministry of Home Affairs O.M. No. U-16016|2|77-Delhi,
dated 27-5-1978]

CHAPTER III

**RECOMMENDATIONS/OBSERVATIONS WHICH THE
COMMITTEE ON NOT DESIRE TO PURSUE IN VIEW OF
GOVERNMENT'S REPLIES**

— N I L —

CHAPTER IV

RECOMMENDATION/OBSERVATION IN RESPECT OF WHICH REPLY OF GOVERNMENT HAS NOT BEEN ACCEPTED BY COMMITTEE AND WHICH REQUIRES REITERATION

Recommendation (Sl. No. 5, Para No. 22)

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

Reply of Government

The break-up of the 114 vacancies mentioned in the recommendation is as follows:—

- (i) 21 Class I vacancies were filled up by deputation on the basis of the R & P Regulations approved by the Corporation/U.P.S.C. which provided for such appointments.
- (ii) 93 vacancies in Class I posts were filled by promotion on the basis of selection. These promotions were within Class I.

The reservation orders do not apply to these 114 vacancies which were either filled up on deputation in accordance with the rules or by promotion on the basis of selection; promotion being within Class-I.

[Ministry of Home Affairs, O.M. No. D-16016/2/77-Delhi,
dated 27-5-1978]

Comments of the Committee

Please see Chapter I (Para No. 1.2)

NEW DELHI;

November 29, 1978.

Agrahayana 8, 1900 (S).

RAM DHAN,

Chairman,

Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes.

APPENDIX I

'DELHI ELECTRIC SUPPLY UNDERTAKING'

Posts advertised exclusively for Scheduled Caste and Scheduled Tribe candidates.

List 'A'

Sl. No.	Name of Category with scale	Advt./Employment Notice/Circular.
1	2	3
1.	Asstt. Engineer (E & M) Rs. 450-1000	AO/G/E/Tech./76-77, dt. 28-8-77
2.	Medical Officer/Lady Medical Officer Rs. 450-1000	Admn./R/128/76-77, dt. 17-11-1976.
	Inspector Gr. II Rs. 300-655	(i) Advt. No. F. 40/R & P(T)/77-78/19, dt. 21-6-77 (ii) Advt. No. F. 40/R & P(T)/76-77/33 dt. 31-1-77. (iii) Empl. Notice No. F 40/R & P(T)/77-78/25, dt. 29-10-77.
4.	Overseer (Civil) Rs. 300-655	(i) Empl. Notice No. F. 42/R & P(T)/77-78/9, dt. 7-6-77.
5.	Architectural Asstt. Rs. 400-750.	Empl. Notice No. F. 5/R & P(T)/77-78/11, dt. 1-3-78.
6.	Foreman (Lines) Rs. 400-750	Circular No. F. 9/R & P(T)/77-78/21, dt. 23-1-78.
7.	Surveyor-cum-Estimator Rs. 300-655	Emp. Notice No. F. 41/R & P(T)/77-78/12, dt. 18-6-77.
8.	Asstt. Operator Rs. 185-300	Advt. No. E/Tech/77-78/34, dt. 27-1-78.
9.	Operator Rs. 250-400	Advt. No. E/Tech/77-78/34, dt. 27-1-78.
10.	Asstt. Electric Fitter Rs. 185-300	Empl. Notice No. F. 97/R & P(T)/77-78/27 dt. 15-11-77.
11.	Batteryman Rs. 140-215	Empl. Notice No. F. 143/R & P(T)/77-78/33 dt. 24-1-78.
12.	Jr. Tester (Telephones) Rs. 185-300	Advt. No. F/Tech/77-78/34, dt. 27-1-78.
13.	Sr. Welder Rs. 300-400	Advt. No. F. 58/R & P(T)/77-78/31, dt. 28-12-77.
14.	Hammerman Rs. 130-400	Advt. No. E/Tech/77-78/34, dt. 22-1-78.
15.	Turner Rs. 185-300	Empl. Notice No. F. 113/R & P(T)/77-78/26 dt. 14-11-77.

1	2	3
16. Auto Electrician Rs. 185-300	Empl. Notice No. R & P(T)/77-78/37, dt. 20-2-78.	
17. Jr. Mech. (Loco) Rs. 210-300	Advt. No. R & P(T)/77-78/10, dt. 13-6-77.	
18. Jr. Mech. (Turbine) Rs. 210-300	Advt. No. R & P(T)/77-78/10, dt. 13-6-77.	
19. Carpenter Rs. 185-300	Empl. Notice No. R & P (T)/77-78/19, dt. 2-8-77.	
20. Foreman (Transport) Rs. 400-750	(i) Advt. No. F. 5A/R & P(T)/76-77/18, dt. 11-8-76. (ii) Advt. No. R & P(T)/77-78/18, dt. dt. 13-6-77. (iii) Empl. Notic. No. F. 5/R & P(T)/77-78/ 39, dt. 1-3-78.	
21. Sr. Mechanic (Bulldozer) Rs. 300-400	(i) Advt. No. F. 219/R & P(T)/77-77/23, dt. 12-11-76. (ii) Advt. R & P(T)/77-78/10, dt. 13-6-77. (iii) Advt. No. E/Tech./77-78/34, dt. 27-1-78.	
22. J. Coal Mill Mechanic Rs. 250-400	(i) Advt. No. F. 219/R & P(T)/76-77/23, dt. 12-11-76. (ii) Advt. No. R & P(T)/77-78/21, dt. 12-8-77. (iii) Advt. No. E/Tech/77-78/34, dt. 27-1-78.	
23. Asstt. Vulcanizer Rs. 185-300	(i) Advt. No. F. 219/R & P(T)/76-77/23, dt. 12-11-76. (ii) Empl. Notice No. R & P(T)/77-78/18, dt. 26-7-77.	
24. Bulldozer Oper. Rs. 250-400	(i) Empl. Notice No. F. 117/R & P(T)/76- 77/24, dt. 13-12-76. (ii) Empl. Notice No. R & P (T)/76-77/36, dt. 15-3-77. (iii) Advt. No. R & P(T)/77-78/10, dt. 13-8-77.	
25. Sr. Insulation Mechanic Rs. 210-300	(i) Empl. Notice No. R & P(T)/76-77/36, dt. 15-4-77. (ii) Advt. No. R & P(T)/77-78/10, dt. 13-6-77. (iii) Advt. No. E/Tech./77-78/34, dt. 27-1-78.	
26. Jr. Insulation Mechanic Rs. 185-300	(i) Employment Notice No. R & P(T)/76 77/36, dt. 15-3-77.	

1	2	3
27. Instrument Mech. Gr. II Rs. 250-400	(i) Empl. Notice No. F. 58/R & P(T)/76 77/38, dt. 24-3-77. (ii) Empl. Notice No. F. 5/P & R (T)/77- 77-78/39(2), dt. 1-3-78. (iii) Advt. No. R & P(T)/77-78/10, dt. 13-6-77.	
28. Foreman Gr. II (Lubrication) Rs. 300-655.	Advt. No. R & P(T)/77-78/10, dt. 13-6-77.	
29. Controller Rs. 400-750 + Rs. 50/- S.P.	(i) Empl. Notice No. R & P(T)/77-78/18, dt. 26-7-77. (ii) Advt. No. E/Tech/77-78/24, dt. 27-1- 78.	
30. Asstt. Controller Rs. 300-655 + Rs. 50/- S. P.	(i) Empl. Notice No. R & P(T)/77-78/18, dt. 26-7-77. (ii) Advt. No. E/Tech/77-78/34, dt. 27-1-78.	
31. Rigger Rs. 185-300	Empl. Notice No. R & P(T)/77-78/10, dt. 26-7-77.	
32. Chemist Gr. II Rs. 400-750	Empl. Notice No. R & P (T)/77-78/18, dt. 26-7-77.	
33. Asstt. Operator Rs. 185-300	Advt. R & P(T)/77-78/21, dt. 12-8-77.	
34. Helper Rs. 150-180	Do.	
35. Mechanic (Air-conditioning) Rs. 300-475.	(i) Do. (ii) Advt. No. E/Tech/77-78/34, dt. 27-1-78.	
36. Water Treatment Plant Operator/Lab. Operator/Rs. 250-40.	(i) Empl. Notice No. R & P(T)/77-78/19, dt. 2-8-77. (ii) Advt. No. E/Tech/77-78/34, dt. 27-1-78.	
37. Sr. Mechanic (Turbine) Rs. 300-475	(i) Advt. No. R & P(T)/77-78/10, dt. 13-6-77. (ii) Empl. Notice No. F 5/R&P(T)/77-78, 39, dt. 1-3-78.	
38. Operator Rs. 250-400	Adv. No. E/Tech/77-78/34, dt. 27-1-78.	
39. Trained Telephone Operator. Rs. 185-300	(i) Empl. Notice No. Admn./R & P(NT) 76-77, dt. 15-5-76. (ii) Advt. No. Admn./R&P(NT)/76-77/20, dt. 8-9-76.	
40. Sweeper Rs. 120-150	(i) Empl. Notice No. Admn./R & P(NT) /76-77/11, dt. 15-5-76. (ii) Empl. Notice No. Admn./P&T(NT)/ 77-78/16, dt. 13-10-77.	

1	2	3
41. Gunman Rs. 120-150 + Rs. 10/- S. P.		(i) Empl. Notice No. Amn./R & P(NT)/76-77/12, dt. 19-5-76. (ii) Advt. No. Admn./R & P(NT)/76-77/18, dt. 31-8-76.
42. Fireman Rs. 140-215		(i) Empl. Notice No. Admn./R & P(NT) 76-77/15, dt. 22-5-76.
43. Jr. Pharmacist Rs. 200-400.		(i) Advt. No. Admn./R & P(NT)/76-77/20 dt. 8-9-76. (ii) Advt. No. Admn./R & P (NT)/4, dt. 28-5-77. (iii) Advt. No. Admn./R & P (NT)/77-78/11 dt. 9-9-77.
44. Steno-typist(E) Rs. 220-500		(i) Advt. No. Admn./R & P(NT)/77-78/6 dated 5-8-78. (ii) Advt. No. Admn./R & P(NT)/77-78/26 dt. 13-2-78.
45. Steno-typist (H) Rs. 220-500		Do.
46. Sewerman Rs. 130-180		Empl. Notice No. Admn./R & P(NT)/77-78/27, dt. 14-2-78.
47. Meter Reader Rs. 185-300.		Advt. No. Admn./R & P(NT)/77-78/19- dt. 14-11-77.
48. Senior Steno Rs. 300-750		Advt. No. Admn./R & P(NT)/77-78/25 dt. 22-1-78.

'DELHI ELECTRIC SUPPLY UNDERTAKINGS'

Statement showing the posts notified/advertised for SC/ST candidates alongwith general candidates.

Sl. No.	Name of category with scale	Advt./Employment Notice No.
1	2	3
1. Batteryman Rs. 140-215		(i) Empl. Notice No. F. 143/R & P(T)/77-78/1, dt. 6-4-77. (ii) Empl. Notice No. F. 143/R & P(T)/77-78/20, dt. 10-8-77.
2. Instrument Repairer Gr. II Rs. 185-230		(i) Empl. Notice No. F. 89/R & P(T)/77-78/4, dt. 30-4-77.
3. Jr. Electric Fitter Rs. 185-300 BHV		(i) Empl. Notice No. F. 97/R & P(T)/77-78/11, dt. 14-6-77.

1	2	3
4.	Jr. Tester (Tele) Rs. 185-300.	(i) Advt. No. F. 97A/R & P(T)/77-78/14, dt. 22-6-77.
5.	Jr. Tester (Prot) Rs. 185-300	(i) Empl. Notice No. F. 97(B)/R & P(T) 77-78/15, dt. 11-7-77.
6.	Vehicle Cleaner Rs. 120-150,	(ii) Advt. No. F. 97(B)/R & P(T)/77-78/30, dt. 13-12-77.
7.	Meter Tester Rs. 250-400	(i) Empl. Notice No. F. 164/R & P(T)/77-78/17, dt. 11-7-77.
8.	Sr. Fitter (B & T) Rs. 300-400	(i) Empl. Notice No. F. 75/R & P(T)/77-78/38, dt. 25-2-78.
9.	Jr. Mech. (Loco) Rs. 210-300	(i) Empl. Notice No. R & P(T)/76-77/36, dt. 15-3-77.
10.	Jr. Mech. (Turbine) Rs. 210-300	(ii) Advt. No. E/Tech/77-78/34, dt. 27-1-78.
11.	Sr. Welder Rs. 300-400	(i) Empl. Notice No. R & P(T)/76-77/37, dt. 15-3-77.
12.	Sr. Fitter (Civil) Rs. 300-400.	Do.
13.	Jr. Motor Mechanic Rs. 210-300.	(i) Empl. Notice No. F. 58/R & P(T)/76-77/37, dt. 18-3-77.
14.	Welder-cum-Drafter Rs. 250-400	(ii) Advt. No. F. R & P (T)/77-78/10, dt. 13-6-77.
15.	Mechanic Mate Rs. 150-180	(i) Empl. Notice No. R & P(T)/77-78/19, dt. 2-8-77.
16.	Instrument Mechanic Gr. I, Rs. 300-475	(i) Empl. Notice No. F. 55/R & P(T)/77-78/37, dt. 20-2-78.
17.	Operator Rs. 250-400	Do.
18.	Asstt. Operator Rs. 185-300.	Do.
19.	Loco Operator Rs. 185-300	(i) Empl. Notice No. R & P(T)/76-77/36 dt. 15-3-77.
20.	Foreman (S/Stn.) Rs. 400-750	(ii) Advt. No. R & P(T)/77-78/21, dt. 12-8-77.
21.	Asstt. Operator Rs. 185-300	(i) Empl. Noti. No. R & P(T)/77-78/18, dt. 26-7-77.
		(i) Advt. No. E/Tech/77-78/34, dt. 27-1-78.
		(i) Advt. No. 117/R & P(T)/76-77/25, dt. 14-12-76.
		(i) Circular No. F. 9/4/R & P(T)/77-78/21 dt. 23-1-78.
		(i) Empl. Notice No. F. 249/R & P(T)/77-78/22, dt. 13-4-77.

1	2	3
22. Operator Rs. 250-400		(i) Empl. Notice No. F, 249/R&P (T) 77-78/2, dated 13-4-77.
23. Female Attendant Rs. 140-215		(i) Advt. No. Admn./R & P(NT)/76-77/19, dt. 7-9-76.
		(ii) Advt. No. Admn./R & P(NT)/76-77/27 dt. 9-12-76.
		(iii) Requisition with Employment Exchange on 25-2-77.
		(iv) Adv. No. R & P(NT)/4, dt. 28-5-77.
		(v) Admn./R & P (NT)/77-78/11, dt. 9-9-77.
24. Comptist Rs. 185-300 + Rs. 15/- S. P.		(i) Empl. Notice No. Admn./R & P(NT) 77-78/7, dt. 5-8-77.
		(ii) Advt. No. Admn./R & P(NT)/77-78/21 dt. 20-12-77.
		(iii) Advt. No. Admn./R & P(NT)/77-78/29 dt. 30-3-78.
25. Male Dresser Rs. 140-215		(i) Empl. Notice No. Admn./R & P(NT) 77-78/3, dt. 29-4-77.
26. Typist Rs. 185-300		(i) Empl. Notice No. Admn./R & P(NT) 77/78/17, dt. 17-10-77.
27. Security Guard Rs. 120-150		(i) Advt. No. Admn./R/76-77/R & P(NT) 77-78/21, dt. 17-10-77.
		(ii) Empl. Notice No. Admn./R & P (NT) /77-78/2, dt. 29-4-77.
		(iii) Empl. Notice No. Admn./R & P(NT) 77-78/12, dt. 9-9-77 and Advt. No. Admn/R & P (NT) 77-78/14 dt. 30-9-77.
28. Security Inspector Rs. 250-500		(i) Advt. No. Admn./R & P(NT)/76-77/21 dt. 18-9-76.
		(ii) Admn./R & P(NT)/77-78/9, dt. 2-9-77.
29. Aya Rs. 120-150		(i) Empl. Notice No. Admn./R & P(NT) 8/76-77/23, dt. 27-10-76.
30. Literate Gatekeeper Rs. 180-300 + Rs. 15/-		(i) Advt. No. Admn./R & P(NT)/76-77/28, dt. 23-12-76.

APPENDIX II

'Delhi Electric Supply Undertaking'

Shri Mohinder Paul,

Liaison Officer

I am enclosing a copy of paras 38 & 40 of the recommendations contained in the Eleventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (6th Lok Sabha), Ministry of Home Affairs for your information, guidance and necessary action.

Sd/- M.N. Sehgal

Administrative Officer (G).

Encl: *AMS above*

No. AO (G)/D/4421.

Dated: March 1, 1978.

PARA No. 38:

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

Para No. 40:

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

APPENDIX III

Resolution No. 179 of the D.E.S.C. dated 12-10-1977

Item No. 31-A:

Resolved that it be recommended to the Corporation that as proposed by the G.M.(E) in his letter No. F. 1|13|77-O&M|Mtg-146, dated 14-9-1977 R&P Regulations pertaining to 2nd Schedule posts in D.E.S.U. (MCD) as concurred to by the U.P.S.C. vide their letter No. F. 3|24(11)|77-RR, dated 1-6-1977 and detailed in Annexure 'A' to the letter referred to above be approved with the modifications that provisions against column No. 8(b) and 8(f) be read as under:—

- 8(b) A certain percentage of the vacancies to be filled shall be reserved for the wife|son|daughter who may otherwise be eligible by educational qualifications, experience and age, etc. as prescribed, of a regular employee of the D.E.S.U. who dies in harness or while in service.
- 8(f) Not exceeding 5 per cent of the posts may be reserved for sportsmen.

APPENDIX IV

'Delhi Electric Supply Undertaking'

(Municipal Corporation of Delhi)

No. AO(G)/Admn/P/141:

Dated: 4.1.1978

OFFICE ORDER

In continuation of Office Order No. DGM/SS/76/19 dated 20.4.1976 (Reproduced below), the G.M.(E) has been pleased to order the Shri Mohinder Paul, Sr. Labour Welfare Officer (Liaison Officer) shall be associated with all the Selection Committees|DPCs constituted in the Undertaking upto Class II posts.

Sd/- M.N. Sehgal
Administrative Officer(G).

Copies to

1. Secretary to G.M.(E)
2. Dy. G.M.
3. C.E./All Addl. C.Es.
4. FA & CAO/Dy. C.E.(P&C)/Dy. C.E. (Civil).
5. A.O.(P)AAO
6. Sh. Mohinder Paul, Sr. L.W.O.
7. All recognised Union|Associations.
8. All Notice Boards of the Undertaking.

'Delhi Electric Supply Undertaking'

No. DGM|SS|76|19:

Dated: April 20, 1976.

OFFICE ORDER

It has been decided that henceforth Shri Mohinder Paul, Labour Welfare Officer, shall be associated with all the Selection Commit-

tee constituted in the Undertaking in connection with the posts of Scheduled Caste/Scheduled Tribe candidates required to be filling up.

Sd/- H. C. Pande,
Dy. General Manager

Copies to:

1. All Heads of Deptt./Sectional Heads.
2. Shri Mohinder Paul, L.W.O. (D-III & VII).
3. All recognised Union/Associations.
4. All Notice Boards of the Undertaking.

APPENDIX V

CONFIDENTIAL

No. 21/197/66-Adm. II
Government of India/Bharat Sarkar,
Ministry of Energy/Oorja Mantralaya,
Department of Power/Vidyut Vibhag

New Delhi, the 6th April, 1978.

To

Shri M. N. Sehgal,
Administrative Officer (G),
Delhi Electricity Supply Undertaking,
Shakti Sadan, Kotla Road,
New Delhi.

SUBJECT.—*Selection Committee/Departmental Promotion Committee for Class I posts in the Delhi Electricity Supply Undertaking:*

Sir,

I am directed to refer to your letter No. E|A & G|SS| Misc|52| 4377, dated 4-1-1978 on the subject cited above and to say that the Department of Power have no officer from SC/ST community to nominate on the Selection Committee/Departmental Promotion Committee for Class I posts in the Delhi Electricity Supply Undertaking.

Yours faithfully,

Sd/-J. D. Mehtani

Under Secretary to the Govt of India.

APPENDIX VI

Analysis of the Action Taken by the Government on the recommendations contained in the Eleventh Report (Sixth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

I. Total number of recommendations	36
II. Recommendations/Observations which have been accepted by Government (<i>Vide</i> Recommendations at S. Nos. 1 (Para 18), 2 (Para 19), 3 (Para 20), 4 (Para 21), 6 (Para 23), 7 (Para 24), 8 (Para 37), 9 (Para 38), 10 (Para 39), 11 (Para 40), 12 (Para 41), 13 (Para 42), 14 (Para 72), 15 (Para 73), 16 (Para 74), 17 (Para 75), 18 (Para 76), 19 (Para 77), 20 (Para 78), 21 (Para 79), 22 (Para 80), 23 (Para 95), 24 (Para 96), 27 (Para 97), 28 (Para 98), 29 (Para 99), 30 (Para 100), 31 (Para 110), 32 (Para 111), 33 (Para 112), 34 (Para 113), 35 (Para 117), 36 (Para 118), 37 (Para 119) and 38 (Para 125). Number	35
Percentage to total	97
III. Recommendation/Observation in respect of which reply of Government has not been accepted by the Committee and which requires reiteration [<i>Vide</i> Recommendation at S. No. 5 (Para 22)]. Number	1
Percentage to total	3
