

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(1980-81) •

(SEVENTH LOK SABHA)

THIRTEENTH REPORT

MINISTRY OF WORKS AND HOUSING

(WORKS DIVISION)

Action taken by Government on the recommendations contained in the Twenty-ninth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Sixth Lok Sabha) on the Ministry of Works and Housing (Works Division)—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in Central Public Works Department.

Presented to Lok Sabha on..... 92 APR 1981
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of Works and Housing (Works Division) - Reser-
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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (1980-81)**

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SECRETARIAT

Dr. D. N. Gadhok—*Senior Legislative Committee Officer.*
Shri P. C. Chaudhry—*Senior Legislative Committee Officer.*

INTRODUCTION

1. the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf present this Thirteenth Report (Seventh Lok Sabha) on action taken by Government on the recommendations contained in the Twenty-ninth Report (Sixth Lok Sabha) on the Ministry of Works and Housing (Works Division)—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in the Central Public Works Department.

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 19th March, 1981. 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 Govt. have not been accepted by the Committee and which require reiteration.
- V. Recommendations/Observations in respect of which final reply of Government has not been received.

3. An analysis of the action taken by Government on the recommendations contained in the Twenty-ninth Report (Sixth Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of 33 recommendations made in the Report, 17 recommendations that is 51 per cent have been accepted by the Government. The Committee do-

not desire to pursue three recommendations *i.e.* 9 per cent of their recommendations in view of Government replies. In respect of one recommendation *i.e.*, 3 per cent reply of Government has not been accepted by the Committee and requires reiteration, and for 12 recommendations *i.e.*, 37 per cent., final replies of Government have not been received.

NEW DELHI:

R. R. BHOLE,
Chairman,

April 8, 1981

Committee on the Welfare of

Chaitra 18, 1903 (S).

Scheduled Castes and Scheduled Tribes.

CHAPTER 1

REPORT

The Report of the Committee deals with the action taken by Government on the recommendations contained in the Twenty-ninth Report (Sixth Lok Sabha) on the Ministry of Works and Housing (Works Division)—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in the Central Public Works Department.

1.2. The Twenty-ninth Report was presented to Lok Sabha/Rajya Sabha on the 27th April, 1979 and on the same date, it was sent to the Ministry of Works and Housing (Works Division) for communicating the action taken on the recommendations contained in the Report within a period of three months. Replies of Government were received by the Committee on the 8th January, 1980. On scrutiny, it was found that out of total of 33 recommendations, final replies had been sent in respect of 21 recommendations only and in respect of the remaining 12 recommendations the replies were interim, even though they were received more than eight months after the date of the presentation of the Report to Lok Sabha/Rajya Sabha. Reminders were sent to the Ministry at different levels on 17th January, 29th February, 28th March, 15th April, 29th May, 1st July, 1st August, 25th August, and 13th November, 1980 and 11th February, 1981 but of no avail.

1.3. The Committee strongly deprecate the attitude of the Ministry of Works and Housing (Works Division). They feel that their Report has been treated in a most casual manner and no sincere efforts have been made to furnish final replies to the recommendations contained in the Report even after the stipulated period of three months and inspite of repeated reminders. The Committee would like the Government to take suitable action against those who are responsible for this serious laps. . .

1.4. In para 2.23 of the Report, the Committee had desired that copies of all advertisements issued by the CPWD should invariably be sent to the local Scheduled Caste and Scheduled Tribe MLAs and MPs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may sponsor suitable Scheduled Caste and Scheduled Tribe candidates for employment in the CPWD.

1.5 The Ministry of Works and Housing (Works Division) in their reply dated the 8th January, 1980 have stated that notifying the vacancies to the local MLAs and MPs as well as members of the Committee on

the Welfare of Scheduled Castes and Scheduled Tribes ,it may be mentioned that this is a general question which is to be made applicable to all the Departments of Government of India. The Department of Personal and Administrative Reforms are the proper authority for issuing general instructions in this regard. The recommendations of the Committee has been forwarded to them for appropriate action.

1.6 The Committee reiterate that copies of all advertisements issued by the C.P.W.D. should invariably be sent to the local Scheduled Caste and Scheduled Tribe MLAs and MPs and as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also sponsor suitable Scheduled Castes and Scheduled Tribes for employment in the C.P.W.D., as is being done by other departments/agencies of the Government of India.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE COMMITTEE

Recommendation Sl. No. 1 (Para 1.15)

While the Committee would discuss in succeeding paragraphs in detail the various aspects of application of reservation orders by the Ministry of Works and Housing/C.P.W.D. they would like to mention at the outset that they are distressed to note that the implementation of reservation orders in the C.P.W.D. and also in their Regional Offices has been most tardy and unsatisfactory.

Reply of Government

The observations of the Committee have been noted. Action is being taken to improve the position.

[Ministry of Works and Housing (Works Division) O.M.
No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Sl. No. 2 (Para 1.16)

The Committee note that in order to give due representation to the Scheduled Castes and Scheduled Tribes in various regions of C.P.W.D., the Ministry of Works and Housing/C.P.W.D. in consultation with the Department of Personnel and Administrative Reforms, have worked out the revised reservations to be followed by all regions of C.P.W.D. on the basis of population of the States covered by each of these regions. These have since been communicated to the Regional Offices for implementation with effect from the 1st March, 1979. The Committee need hardly emphasise that unless all the orders/instructions on the subject are followed in letter and spirit by all the appointing authorities in the C.P.W.D., the position of the Scheduled Castes and Scheduled Tribes is not likely to improve. The Committee would like to impress upon the Ministry of Works and Housing and C.P.W.D. to devise adequate checks to ensure rigid implementation of the extant orders on the subject.

Reply of Government

Instructions have already been issued to all the concerned officers in the C.P.W.D. for proper maintenance of rosters to provide reservation for

Scheduled Castes and Scheduled Tribes in services. The Liaison Officers have been directed that instructions regarding inspection of rosters should be observed strictly. The inspection of rosters has been taken in hand.

The relaxations provided in the brochure of reservation for Scheduled Castes/Scheduled Tribes are being given. In addition, in the case of competitive examination for recruitment of Junior Engineers this year, the percentage of qualifying marks for Scheduled Caste/Scheduled Tribe candidates has been brought down to 35 per cent overall as against 50 per cent in Technical and 55 per cent in aggregate prescribed for general candidates. Similarly, for interviewing the qualifying candidates, instructions have been issued to the concerned authorities to adopt very liberal attitude in respect of Scheduled Caste/Scheduled Tribe candidates as compared to general candidates. To clear the shortfall in the grade of Stenographers Group 'D' the Senior Engineers (Coord) have been asked to send their LDCs belonging to Scheduled Caste/Scheduled Tribe community for training in Stenography and appoint them in the grade. In this regard, beginning is being made at Delhi where the Senior Engineer (Coord) is sponsoring about 60 Scheduled Caste/Scheduled Tribe candidates, in batches, for training with the YMCA, in Stenography, by paying an initial fee of Rs. 75/- per candidate plus a monthly fee of Rs. 15/-. After they obtain the required certificate of proficiency the Senior Engineer (Coord) will absorb them against the vacancies of Stenographers Group 'D' in Region A. Similar arrangements are expected to be made very shortly in Region 'B' at Calcutta and Region 'C' at Bombay.

[Ministry of Works and Housing (Works Division) O.M.
No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Sl. No. 8 (Para 2.24)

The Committee are not sure whether the C.P.W.D. communicate the reasons for rejection of Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges although specific orders have been issued by the Government of India in this regard. The Committee would stress that specific reasons for rejection of Scheduled Caste and Scheduled Tribe candidates who have been sponsored by the Employment Exchanges should invariably be communicated to the Employment Exchanges in order to enable them to sponsor in future the right type of Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

Instructions have been issued to all concerned to intimate the Employment Exchange the reasons for rejection of Scheduled Caste/Scheduled Tribe Candidates sponsored by them.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Sl. No. 9 (Para 2.25)

The Committee note that the recruitment of Junior Engineers is made through an All India competitive Examination conducted by the C.P.W.D. In order to attract more Scheduled Caste and Scheduled Tribe candidates, the Director General of Works, during the course of evidence, have agreed to open more such centres specially where there is concentration of Scheduled Castes and Scheduled Tribe population. The Committee would like to be apprised of the final decision taken in the matter.

Reply of Government

The decision to hold an examination for direct recruitment to Junior Engineers' posts was taken in April, 1979 and the Notification was sent for publication on 25-4-1979. The notification was published on 19th May 1979 and the examination was held on the 8th July 1979. Hence, it was not possible to act on this recommendation this year. However, it has been decided to have additional Centres for the All India Competitive Examination for direct recruitment to Junior Engineers from the next year. The probable new Centres would be Nagpur in Maharashtra, Koraput in Orissa and Dhond in Gujarat.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Sl. No. 10 (Para No. 2.32)

The Committee during evidence had the opportunity to scrutinise a number of notifications/requisitions sent by the Regional Offices to the Employment Exchanges and have found that relaxations/concessions admissible to Scheduled Caste and Scheduled Tribe candidates have not been mentioned in the requisition sent to the Employment Exchanges. The Committee consider it a serious lapse and emphasise that the Government of India orders on the subject are clear and these should be meticulously followed.

Reply of Government

Instructions have already been issued to all the appointing authorities the relaxations/concessions admissible to Scheduled Caste/Scheduled Tribe

candidates must invariably be mentioned in the requisitions sent to Employment Exchanges and also in the advertisements.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Sl. No. 11 (Para 2.33)

The Committee would also like the C.P.W.D. to examine the feasibility of further liberalising these relaxations/concessions so that there could be greater intake of Scheduled Castes and Scheduled Tribes in their services in order to wipe out the shortfalls at the earliest.

Reply of Government

The recommendation of the Committee have been noted.

2. As first steps, for the purpose of this year's examination for recruitment to Junior Engineers posts, the percentage of qualifying marks for Scheduled Caste and Scheduled Tribe candidates has already been brought down to 35 per cent overall as against 50 per cent in technical and 55 per cent aggregate prescribed for general candidates. So far as the assessment of qualified candidates through interview is concerned, it is proposed to call the Scheduled Caste and Scheduled Tribe candidates separately for interview and also to adopt a more liberal attitude towards them *vis-a-vis* the general candidates.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Serial No. 17 (Para No. 2.58)

The Committee also note that a large number of Junior Engineers have been promoted on ad-hoc basis as Assistant Engineers in the C.P.W.D. from the year 1973 onwards and all the ad-hoc Assistant Engineers have gone to the court with the plea that their ad-hoc appointments should be regularised without having them considered by the Departmental Promotion Committee. The Committee feel that ad-hoc promotion for the post of Assistant Engineers, Executive Engineers etc. have done great injustice to Scheduled Caste and Scheduled Tribe Officers. This method has been resorted to avoid giving benefits to Scheduled Caste/Scheduled Tribe officers. If Ministry of Works and Housing/C.P.W.D. had any regard for constitutional provisions and some feeling for Scheduled Caste and Scheduled Tribe officer, due representation could have been given to such officers. The Committee strongly recommend that no ad-hoc promotions should be done and if this becomes inevitable proper representation for Scheduled Castes and Scheduled Tribes should be given.

Reply of Government

The Department has been compelled to make *ad-hoc* appointments on account of officers of different categories having gone to court and on account of the injunctions of the Court with regard to their seniority. Had the Court not issued any injunction, the occasion for making *ad-hoc* appointments would not have arisen. However, even when *ad-hoc* promotions are made by the Department, due reservations for Scheduled Castes and Scheduled Tribes are made in the promotions made from 1973 onward. It is the endeavour of the Department to see that *ad-hoc* promotions are not made and the *ad-hoc* promotions will be regularised as soon as the Courts vacate their injunction and give their final judgements.

Comments of the Committee

The Committee desire that while regularising *ad-hoc* promotions, due representation to Scheduled Caste and Scheduled Tribe employees should be given.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Serial No. 18 (Para No. 2.66)

The Committee stress that while selecting persons for posts to be filled in by deputation or transfer in the CPWD and its Regional Offices, a fair proportion of such posts should be filled in by employees belonging to Scheduled Castes and Scheduled Tribes in accordance with the instructions contained in Department of Personnel and Administrative Reforms O.M. No. 36012/7/77-ESTT (SCT) dated the 21st January, 1978 in this regard.

The Committee also feel that proper attention has not been given for deputing Scheduled Caste and Scheduled Tribe Officers abroad on some excuse or other and desire that instructions issued by Government of India in this regard should be meticulously followed.

Reply of Government

The suggestion of the Committee to give preference to the Scheduled Caste/Scheduled Tribe candidates while filling up posts by deputation or transfer has been noted for appropriate action.

As regards deputation of Scheduled Caste/Scheduled Tribe officers abroad, instructions issued by the Government of India in this behalf from time to time would be meticulously followed.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 19 (Para No. 2.73)

The Committee are unhappy to note that the C.P.W.D. have not followed reservation in confirmation in certain categories of posts which are filled in both by direct recruitment and by promotion till 19-3-1974 and this has since been rectified in consultation with the Department of Personnel and Administrative Reforms. The Committee fear that for want of confirmation certain Scheduled Caste/Scheduled Tribe officers might have been superseded in certain categories and this aspect needs thorough investigation.

Reply of Government

The cases where reservation orders for confirmation in respect of the posts which are filled both by direct recruitment and promotion, were not followed till 19-3-1974, are being examined and proper corrective measures are being taken to set right the mistake, wherever necessary.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 20 (Para No. 2.76)

The Committee are distressed to note that quite a large number of posts have been dereserved in the C.P.W.D. under the plea that candidates belonging to Scheduled Castes and Scheduled Tribes are not available. The Committee are firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes should in no case be dereserved.

Reply of Government

The de-reservation was resorted to only when all efforts to get suitable Scheduled Caste/Scheduled Tribe candidates from various channel had failed. However, in future also the de-reservation would be resorted to only when there is no other alternative and strictly in accordance with the instructions contained in the Brochure.

[Ministry of Works and Housing (Works Division), O.M.No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 21 (Para No. 2.80)

The Committee regret to note that the position as regards association of Scheduled Caste/Scheduled Tribe member in various Departmental Re-

recruitment/Promotion Committee both at the Headquarters and other offices of C.P.W.D. is not satisfactory. The Committee need hardly stress the desirability of including a Scheduled Caste or Scheduled Tribe officer in the various Departmental Recruitment/Promotion Committees constituted by the C.P.W.D. so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees and for that purpose, if necessary, the composition of Departmental Recruitment/Promotion Committees may be enlarged. In case a Scheduled Caste or Scheduled Tribe officer of the required status is not available in the C.P.W.D. for the purpose, a Scheduled Caste or Tribe officer from another Department or the Central/State Government should invariably be associated with such Departmental Recruitment/Promotion Committees.

Reply of Government

Suitable instructions have already been issued to all concerned to associate Members of Scheduled Caste/Scheduled Tribe on Departmental Promotion Committee's wherever the composition of Departmental Promotion Committees is not flexible steps have already been initiated to modify the same so as to include an officer belonging to Scheduled Caste/Scheduled Tribe communities as a member.

[Ministry of Works and Housing (Works Division), O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 23 (Para No. 2.86)

The Committee also note that daily-rated staff in the C.P.W.D. is recruited on muster roll for short period for specific urgent work and no reservation for Scheduled Caste and Scheduled Tribe persons is made in such cases. The Committee desire that the principle of reservation for Scheduled Caste and Scheduled Tribe should be suitably applied to the maximum extent possible in such recruitment also.

Reply of Government

Muster Roll Staff is normally engaged on purely temporary works and for short periods. The question of applying reservation in this category of staff has been taken up with the Department of Personnel and Administrative Reforms and the Ministry of Labour. The decision taken in this regard will be followed in future.

[Ministry of Works and Housing (Works Division), O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Comments of the Committee

The Committee urge that an early-decision in regard to application of reservations for Scheduled Castes and Scheduled Tribes in the recruitment of Muster-Roll Staff should taken and the Committee apprised of the same.

Recommendation Serial No. 26 (Para No. 3.18)

The Committee fail to understand why not a single Scheduled Caste/Scheduled Tribe Officer was sent for training abroad out of 14 Class I officers sent for training abroad since 1975, when such officers were available in the Department. This indicate lack of sincerity on the part of Ministry/C.P.W.D. to send Scheduled Caste and Scheduled Tribe officers on training abroad. The Committee strongly recommend that Scheduled Caste/Scheduled Tribe officers should also be imparted training abroad. The Committee note that due to inadequacy of resources, the C.P.W.D. has not been able to meet its training needs and the proposal to set up a full-fledged Training Institute in Delhi with two regional centres, one at Calcutta and other at Bombay, is at present under examination of the Planning. The Committee hope that decision in the matter would be taken early so that Scheduled Castes and Scheduled Tribes at various levels could be deputed in larger number for training. The Committee also desire that while deputing officers to attend seminars and conferences and also to various training programmes in India or abroad, preference should be given to Scheduled Caste and Scheduled Tribe officers in accordance with the instructions issued by the Department of Personnel and Administrative Reforms in this regard as it would enable them to broaden their outlook and also to build up specialised knowledge.

Reply of Government

The Committee's observations regarding sponsoring of Scheduled Caste/Scheduled Tribe for training abroad have been noted and preference will be given to them. It is mentioned that all options received for training abroad are fully considered and persons are sent based on their merit and seniority provided there is no vigilance case pending against them. The proposal for full-fledged training/institute is being pursued with the Planning Commission.

[Ministry of Works and Housing (Works Division), O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 27 (Para No. 3.23)

The Committee note that the prescribed annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of C.P.W.D. for the year 1977 were sent by the Ministry of Works and

Housing to the Department of Personnel and Administrative Reforms on the 16th April, 1978 although these statements should have been sent latest by the 31st March, 1978. The Committee would like the Ministry of Works and Housing to ensure that, in future, these statements are compiled on the prescribed forms and submitted by all organisation under them as soon as after the 1st January of the following year and latest by the 1st March of that year as laid down in the Department of Personnel and Administrative Reforms O.M. No. 17-3-70-ESTT(SCT) dated the 1st January 1972 so that the statements are submitted to the Department of Personnel and Administrative Reforms in time. The Committee consider the proper compilation of returns and their timely submission to the concerned authorities very important as these returns are the only mechanism by which proper implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes can be watched. The Committee therefore, need hardly emphasise that there should be no laxity in the proper compilation and timely submissions of these turns.

Reply of Government

Committee's directions to send the Annual Returns in time have been noted by the SCT Cell in the Ministry of Works and Housing (Works Division) for compliance.

[Ministry of Works and Housing (Works Division), O.M.No. 21012 (2)/79-EW-2 dated 8th January, 1980]

Recommendation Serial No. 28 (Para No. 2.24)

The Committee would also like to suggest that these annual statements on receipt by the Ministry of Works and Housing should be critically examined and analysed so that prompt and effective measures are taken to remove the deficiencies noticed.

Reply of Government

The Committee's recommendation has been noted for compliance. The SCT Cell in the Ministry of Works and Housing under the charge of the Deputy Secretary (Administration) has been instructed to examine and analyse critically the annual statements as desired by the Committee.

[Ministry of Works and Housing Works Division), O.M. No. 21012(2)/79-EW-12 dated 8th January, 1980]

Recommendation Serial No. 30 (Para No. 4.4)

The Committee are perturbed to find that complaint books have not been kept in the offices of C.P.W.D. for registering complaints/representations by the Scheduled Caste and Scheduled Tribe employees and would

therefore, like to suggest that separate registers for registering complaints/representations received from the Scheduled Castes and Scheduled Tribes should be maintained by the Personnel Sections of the C.P.W.D. key posts of which should be manned by the Scheduled Caste/Scheduled Tribe officers for effective implementation of various orders and clearing of backlogs. The Committee would also suggest that a precise procedure should be laid down by the C.P.W.D. to deal with such complaints/representations and that it should be ensured that such complaints/representations are attended to with utmost expedition. These registers should at least be checked quarterly by the concerned Liaison Officers during the course of their inspection of offices under their control to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees and quarterly reports submitted to the Headquarters office of the C.P.W.D. for their information.

Reply of Government

Instructions have been issued for maintaining proper complaint books by all Senior Engineers (Coordination) offices and Central Office. A procedure has also been laid down to deal with the Complaints received from Scheduled Caste/Scheduled Tribe persons. All concerned have been asked to ensure that such complaints/representations are attended to with utmost expedition. The Liaison Officers have also been asked to check these complaint books at least quarterly and this item has been included in the check list of team of Central Office which will go round the regional offices for checking the various measures in regard to reservation of Scheduled Castes/Scheduled Tribes.

[Ministry of Works and Housing (Works Division), O.M. No: 21012(2)/79-EW-2 dated 8th January, 1980]

Recommendation Serial No. 33 (Para No. 4.12)

The Committee desire that a Brochure containing all orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes and other concessions/relaxations admissible to them should be brought out and copies thereof made available to all officers of the C.P.W.D.

Reply of Government

The Committee's recommendation has been noted for compliance. The Brochure is under preparation and would be circulated to all officers of the C.P.W.D. very shortly.

[Ministry of Works and Housing (Works Division), O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980]

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT REPLIES

Recommendation Serial No. 5 (Para No. 1.25)

The Committee note that the Director of Administration in the Headquarters Office of C.P.W.D. has been appointed as Liaison Officer and an Assistant has been posted in the Cell with effect from 7.11.1978. Similarly, Liaison Officers have been posted in the offices of Superintending Engineers (Coordination) in all Regions of C.P.W.D. with a Cell working under them. One U.D.C. has been posted in each Cell to assist the Liaison Officer. The main functions of the Cells are to assist the Liaison Officers and to ensure due compliance of reservation orders issued from time to time and also to ensure prompt disposal of grievances of the Scheduled Caste and Scheduled Tribe employees. The Committee hope that these Cells have started functioning effectively and desire that the position with regard to the working of these Cells should be reviewed periodically by the Headquarters Office and organisational improvement, wherever necessary, should be undertaken. The Committee also recommend that the Cells should be entrusted to work out man-power requirements initially for various categories of posts before making any recruitment or filling up of vacancies that may arise from time to time.

The Committee hope that the Liaison Officers in various offices of C.P.W.D. would function with a sense of dedication and ensure that the shortfalls existing in the services of C.P.W.D. are wiped out at the earliest. The Committee further hope that these Liaison Officers will focus their attention on the proper maintenance of Rosters by the concerned authorities and satisfy themselves that the reservation orders are properly implemented by them.

Reply of Government

The Cells constituted in the C.P.W.D. for assisting the Liaison Officers and for ensuring due compliance on reservation orders as well as prompt disposal of grievances of Scheduled Castes and Scheduled Tribes are now functioning effectively.

Periodic reviews are being undertaken by the Headquarters office. The Liaison Officer, Headquarters has already visited Calcutta and local

offices at Delhi and inspected the C.P.W.D. offices there with particular reference to implementation of Government orders relating to reservations for Scheduled Castes and Scheduled Tribes.

The manpower requirements of the C.P.W.D. for the next five years from 1979 to 1983 indicating the total requirements year-wise and the requirements of Scheduled Castes and Scheduled Tribes among them have been worked out and these have been forwarded to the Employment and Manpower Planning Division of the Planning Commission as well as the Director General of Employment and Training.

Instructions have been issued to all the concerned authorities in the C.P.W.D. for proper maintenance and inspection of rosters in the various offices. Instructions have also been issued for strict implementation of the Government orders for reservations of posts for Scheduled Castes and Scheduled Tribes as per the existing guidelines on the subject.

Regarding wiping out the existing shortfall in different categories, certain clarifications have been sought for from the Department of Personnel and Administrative Reforms and suitable action to clear the shortfall will be taken in consultation with the Department of Personnel and Administrative Reforms.

[Ministry of Works and Housing (Works Division), O.M. No. 21012(2)/79-EW-12 dated 8th January, 1980]

Recommendation Serial No. 6 (Para 2.22)

The Committee note that the procedure being followed by the C.P.W.D. for recruitment of personnel to man various categories of posts under their control. The Committee would like the C.P.W.D. to consider what further relaxations in standards could be given to Scheduled Castes and Scheduled Tribes at the time of examination/interview/recruitment so as to augment their intake in the services of the C.P.W.D.

Reply of Government

The relaxations provided in the Brochure on Reservation for Scheduled Caste/Scheduled Tribe are being given.

In addition, in the case of the competitive examination for recruitment of Junior Engineers this year we have brought down the percentage of qualifying marks for Scheduled Castes/Scheduled Tribes candidates to 35 per cent overall as against 50 per cent in Technical and 55 per cent aggregate for general candidates. Similarly for interviewing the candidates belonging to these communities, instructions have been issued to adopt a liberal attitude.

To clear the shortfall in the grade of Stenographers Grade 'D', a scheme is being drawn to give training in Stenography to Scheduled Caste/Scheduled Tribe LDCs who may be willing and to appoint such trainees who may qualify in the tests to be held after completion of the training. If sufficient number of qualified candidates are not available, the question of lowering the standard for qualification in such tests will also be considered.

[Ministry of Works and Housing (Works Division), O.M. No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 14 (Para No. 2.55)

The Committee note the procedure being followed in the CPWD for filling up posts by promotion in various grades. The Committee deprecate that during the years from 1973 to 1977, the percentage of promotions of Scheduled Caste and Scheduled Tribe employees was most unsatisfactory. In view of the fact that there are very few Scheduled Castes and Scheduled Tribes in the higher posts in the C.P.W.D., the Committee would like the C.P.W.D. to explore suitable ways and means for affording greater promotional opportunities to Scheduled Caste and Scheduled Tribe employees.

Reply of Government

The observations made by the Committee have been noted.

During the years 1973-74, rosters were not being maintained properly and the precise reservations quota for Scheduled Caste and Scheduled Tribe posts had not been worked out. However, the shortfall in the higher grades was generally due to non-availability of the eligible candidates belonging to Scheduled Castes and Scheduled Tribes in the lower categories from which promotions were to be made. Government would like to assure the Committee that the lapses which occurred during 1973-77 would be recur.

In the case of competitive examination for recruitment of Junior Engineers, the percentage of qualifying marks for Scheduled Castes and Scheduled Tribes candidates has been brought down to 35 per cent overall as against 50 per cent in technical and 55 per cent in aggregate prescribed for general category candidates. Similarly, for interviewing the qualifying candidates instructions have been given to the concerned authorities to adopt very liberal attitude in respect of Scheduled Castes and Scheduled Tribes candidates as compared to the general category candidates.

In regard to filling up of the posts by promotion, Departmental Promotion Committees are liberal in grading the assessment of Scheduled Caste and Scheduled Tribe candidates when compared to the gradings given to general candidates.

[Ministry of Works and Housing (Works Division), O.M. No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

CHAPTER IV

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

Recommendation Serial No. 7 (Para No. 2.23)

The Committee suggest that with a view to giving wider publicity to reserved vacancies and exploring possibility of securing more candidates, the C.P.W.D. should also intimate the reserved vacancies to the Directors of Social Welfare in the State/Union Territory concerned as laid down in Department of Personnel and Administrative Reforms O.M. No. 36034/2/78-Estt(SCT) dated the 24th February 1978. The Committee also desire that copies of all advertisements issued by the C.P.W.D. should invariably be sent to the local Scheduled Castes and Scheduled Tribes MLAs and MPs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also sponsor suitable Scheduled Caste/Scheduled Tribe candidates for employment in the C.P.W.D. The Committee further suggest that if adequate number of Scheduled Caste and Scheduled Tribe candidates are not available in any particular area, copies of all such notices should also be sent to the Employment Exchange of the adjoining areas so as to attract maximum number of Scheduled Caste and Scheduled Tribe candidates for appointment to the posts in the C.P.W.D.

Reply of Government

Suitable instructions have been issued to the Appointing Authorities in C.P.W.D. to intimate the reserved vacancies to the Director of Scheduled Castes/Scheduled Tribes Welfare and Director of Social Welfare. Since wide publicity would be given through advertisements and endorsements to concerned local authorities, it is hoped that candidates belonging to Scheduled Castes and Scheduled Tribes would automatically get adequate notice. As regards notifying the vacancies to adjoining local Employment Exchanges in cases where Scheduled Caste/Scheduled Tribe candidates are not available through the local Employment Exchanges, the matter has been referred to Directorate General of Employment and Training for issue of suitable instructions in this behalf to all the Employment Exchanges in the country.

As regards, notifying the vacancies to the local MLAs and MPs as well as members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes, it may be mentioned that this is a general question which is to be made applicable to all the Departments of Government of India. The Department of Personnel and Administrative Reforms are the proper authority for issuing general instructions in this regard. The recommendation of the Committee has been forwarded to them for appropriate action.

[Ministry of Works and Housing (Works Division), O.M. No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

Comments of the Committee

Please see Chapter—I.

CHAPTER—V

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

Recommendation Serial No. 3 (Para No. 1.17)

The Committee would also like to be apprised of the recommendations/suggestions made by the Departmental Committee appointed to look into as to why instructions received from the Ministry of Home Affairs/Department of Personnel and Administrative Reforms have not been implemented in the C.P.W.D. and its Regional Offices and the steps taken or proposed to be taken on the recommendations/suggestions made by that Committee.

Reply of Government

An inter-departmental group was set up on 16.12.1978 with the following composition:—

- | | |
|---|-----------|
| (1) Director (Vigilance), Ministry of Works and Housing, | Convenor. |
| (2) Deputy Secretary, Department of Personnel and Administrative Reforms, | Member. |
| (3) Superintending Engineer (Inquiries), C.P.W.D. | Member. |
- Its terms of reference are as follows:—

- (i) to find out the extent of non-implementation of the provisions regarding reservation for Scheduled Castes and Scheduled Tribes in services;
- (ii) to find out who are responsible for not implementing the said instructions, and
- (iii) to suggest steps to avoid recurrence of such lapses, if any, in the future.

The Group has issued a questionnaire for collecting the information on the relevant points to assess the present status of implementation of the reservation orders. The Group has also visited some Regional Offices. The report is expected in January, 1980.

The Committee will be apprised of the recommendations/suggestions made by the Inter-departmental Group after the report is received.

[Ministry of Works and Housing (Works Division), O.M. No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 4, (Para No. 1.18)

The Committee are also distressed to note that a large number of posts in the C.P.W.D. have been kept outside the purview of reservation orders for Scheduled Castes and Scheduled Tribes. The Committee see no reason why reservation orders have not been applied to these posts and would like the Ministry of Works and Housing to review the whole policy of making reservation orders applicable *in toto* to all the posts in C.P.W.D. in consultation with the Department of Personnel and Administrative Reforms.

Reply of Government

The reservation orders for Scheduled Castes and Scheduled Tribes are being applied in C.P.W.D. to all the posts in respect of which instructions have been issued by the Department of Personnel and Administrative Reforms. The reservation orders do not apply to Senior Class I posts above the level of Executive Engineers and equivalent. These posts are very limited in number as compared to the total strength of the C.P.W.D.

Since the recommendation made by the Committee relates to the general policy the Government regarding reservation for Scheduled Castes/Scheduled Tribes, the Department of Personnel and Administrative Reforms have been requested to examine the whole matter and take appropriate action.

[Ministry of Works and Housing (Works Division O.M.No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 12 (Para No. 2.34)

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

Reply of Government.

Relaxation in regard to experience wherever stipulated in the Recruitment Rules has already been given to the candidates belonging to Scheduled Caste/Scheduled Tribes communities. The recommendation of the Committee to recruit the Scheduled Caste and Scheduled Tribe candidates with minimum educational qualifications without previous experience to be followed with in-service training, is of general applicability and has been referred to the Department of personnel and Administrative Reforms for appropriate action.

[Ministry of Works and Housing (Works Division), O.M. No. 21012 (2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Serial No. 12 (Para No. 2,34)

The Committee are unhappy to note that though rosters are being maintained by the C.P.W.D. and its Regional Offices for different category of posts from the date of application of reservation orders for Scheduled Castes and Scheduled Tribes but rosters for the earlier periods are not available with them. The Committee, during the course of evidence, had taken the opportunity to examine some of the available rosters maintained by various Regions of the C.P.W.D. and noticed that in some rosters, wrong figures have been shown and dates of appointments have been prepared in one day and in one handwriting. The Committee Officers concerned there are cuttings and some of the rosters appear to have been prepared in one day and in one handwriting. The Committee can not but conclude that the rosters are not being maintained properly and in accordance with the instructions issued by the Department of Personnel and Administrative Reforms in this regard. Since the rosters maintained by the C.P.W.D. and its Regional Offices are neither in good shape nor in good orders, instructions have since been issued that the rosters would be maintained in printed and bound form by all the officers of the C.P.W.D. The Committee consider it a serious lapse on the part of officers concerned and would like that this matter should be looked into thoroughly and report submitted to the Committee. The Committee need hardly stress that rosters are the only mechanism through which a watch is kept on the proper placement of Scheduled Castes and Scheduled Tribes in services against the vacancies reserved for them. In fact they are kingpins on which the whole system of implementation of reservation orders rests and their proper maintenance keeps the authorities concerned informed of the representation of Scheduled Castes and Scheduled Tribes at the various points in different posts and the shortfalls, if any, can be detected immediately. The Committee would, therefore, need hardly stress that rosters should be properly maintained.

by the C.P.W.D. and these should be checked regularly by the competent authority and duly signed certificate of checks made thereon. Discrepancies noticed during the inspection of rosters should be rectified immediately and also brought to the notice of the Head of the Department.

Reply of Government

The observation made by the Committee have been noted.

Government regret that there has been a lapse on the part of officers concerned to maintain rosters properly and in accordance with the instructions issued by the Department of Personnel and Administrative Reforms.

As already stated in reply to recommendation No. 3 Para 1.17, a group consisting of Director (Vigilance), Ministry of Works and Housing, Deputy Secretary, Department of Personnel and Director of Works and Housing CPWD has been constituted with the following terms of reference:—

- (i) to find out the extent of non-implementation of the provisions regarding reservation for Scheduled Castes and Scheduled Tribes in services;
- (ii) to find out who are responsible for non-implementing the said instructions; and
- (iii) to suggest steps to avoid recurrence of such lapses, if any, in future.

The group has been asked to complete its deliberations and submit its report by 31st January, 1980. Thereafter, a further report would be submitted to the Committee.

2. The Cell under the Liaison Officer of the Office of Director General (Works) has prepared a check list of items to be verified. This check list will be utilised for inspecting the work of the Liaison Officers in the subordinate formations as also the work of the SEs (Coordination), who are responsible for recruitment. The inspections of the SEs (Coordination) Offices at Delhi and Calcutta has since been completed.

[Ministry of Works and Housing (Works Division), O.M. No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 15 (Para No. 2.56)

The Committee also stress that all the posts reserved for Scheduled Castes and Scheduled Tribes in the promotion quota should be actually filled in by them. They suggest that in case the required number of Scheduled Castes and Scheduled Tribes are not available in the eligibility zone, they should be promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Caste and Scheduled Tribe employees.

Reply of Government

Posts filled by promotion fall under two categories: one by promotion on the basis of seniority subject to fitness and the other, promotion by the method of selection to the post in a given zone of consideration. If sufficient number of candidates belonging to these communities are not available on account of their not having fulfilled the eligibility period, the vacancies are kept for them to be filled by them as soon as they become eligible. As regards the second method, the zone of consideration is fixed by the Department of Personnel and Administrative Reforms as 5 to 6 times of the number of vacancies at any given stage. In the case of promotion upto class III, two separate zones consideration are adopted: one for the general candidates and the other for the Scheduled Caste and the Scheduled Tribe candidates. There is thus no difficulty in obtaining enough candidates of the Scheduled Castes and Scheduled Tribes Communities for promotion by selection method. However, in the cases of promotion from Class III to Class II to the lowest rung of Class I, the existing instructions of the Department, from class II of Personnel and Administrative Reforms do not permit separate Zones of consideration nor do not permit separate zones of consideration, nor do these provide for carry forward of vacancies reserved for Scheduled Caste and Scheduled Tribe candidates, if sufficient number of officers of these communities are not available within the selection zone. This recommendation has, therefore, to be considered by the Department of Personnel and Administrative Reforms for issuing general orders on the subject; a reference has been made to that Department.

[Ministry of Works and Housing (Works Division),
O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 16, (Para No. 2.57)

The Committee have a fear that many a Scheduled Caste and Scheduled Tribe employees have been superseded in the C.P.W.D. in the past. The Committee are as a rule against the supersession of any Scheduled Caste or Scheduled Tribes employee and desire that they should be promoted, notwithstanding their suitability for the post to which they are being promoted and then given-in-service training to make them better equipped for that post.

Reply of Government

Normally there are not cases of supersession of Scheduled Castes Scheduled Tribes as long as they are found fit for promotion to the post under consideration. It is only these Scheduled Caste and Scheduled Tribe candidates who are not found fit on the basis of their record of service, who are left out of the panel. In the case of selection post, if any Scheduled Caste/Scheduled Tribe candidate is superseded, it will be only by Scheduled Caste and Scheduled Tribe candidates obtaining a higher grading and not by

general candidates. In both the methods of promotion relaxed standards are always adopted in the case of Scheduled Caste and Scheduled Tribe candidates as compared to the general candidates.

As regards the recommendation made by the Committee to promote Scheduled Caste/Scheduled Tribe employees notwithstanding their unsuitability, the Department of Personnel and Administrative Reforms has been requested to take appropriate action.

[Ministry of Works and Housing (Works Division), O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 22 (Para No. 2.85)

The Committee note that the work-charged staff in C.P.W.D. is made at one level and the confirmation is made at the Zonal level. The Committee further note that a Committee appointed by the C.P.W.D. to devise means by which reservations at the time of recruitment as well as confirmations could be attended to at one place, has since submitted its recommendations which are under examination. The Committee would like to be apprised of the decision taken in this regard and they hope that the anomalies created in the matter of applying reservation orders at the time of recruitment and confirmation done at different levels have since been rectified.

Reply of Government

The Report submitted by the Committee set up to go into the problems of work-charged staff in C.P.W.D. has been remitted back to the Committee for certain clarification. The Parliamentary Committee will be apprised of the final decision. A reference has also been made to Department of Personnel and Administrative Reforms on this issue seeking clarifications on certain aspects of the matter.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 24 (Para No. 2.90)

The Committee also feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes and Scheduled Tribes and *vice-versa* at the end of the third year of carry-forward of vacancies is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Central Public Works Department to find Scheduled Caste/Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be reserved to in the very first year.

Reply of Government

The instructions issued by the Department of Personnel and Administrative Reforms were being followed. The proposal of the Committee regarding exchange of vacancies between the Scheduled Castes/Scheduled Tribes in the very first year has been referred to the Department of Personnel and Administrative Reforms for appropriate action.

[Ministry of Works and Housing (Works Division) O.M. No. 21012 (2)/79-EW-2 dated 8th January, 1980.]

Recommendation Serial No. 25 (Para No. 3.14)

The Committee are distressed to note that the representation of Scheduled Castes and Scheduled Tribes in almost all categories of posts in the Central Public Works Department is far below the quotas reserved for them. They regret to be informed that the main reason for not filling vacancies reserved for Scheduled Castes and Scheduled Tribes is the non-availability of suitable candidates belonging to these communities. The Committee feel that there is no dearth of suitable Scheduled Caste and Scheduled Tribe candidates. There are instances when the candidates qualifying and appearing in the select list prepared by the Union Public Service Commission for Group 'A' posts remained unemployed. As such the argument advanced by the Ministry of Works and Housing/Central Public Works Department is not tenable. The Committee deplore that no serious efforts worth the name have been made by the Ministry of Works and Housing and the CPWD fill in all the reserved posts by Scheduled Castes and Scheduled Tribes as is evident from the arguments advanced by their representative during evidence. In the circumstances, the Committee can not but conclude that extent orders on the subject are neither being followed in letter and spirit by the appointing authorities of the CPWD nor adequate attention is being paid to improve the situation. The Committee are convinced that unless concerted efforts are made by the CPWD, the shortfall in the representation of Scheduled Castes and Scheduled Tribes can not be wiped out. The Committee, therefore, urge that the reservation orders should be rigidly followed so that all the reserved vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them and shortfalls are obliterated within a period of one year. The Committee suggest that special recruitment to recruit Scheduled Castes and Scheduled Tribe candidates only against the reserved vacancies in various categories of posts should immediately be resorted to. The Committee would also like the Ministry of Works and Housing and the C.P.W.D. to consider whether a Scheduled Caste/Scheduled Tribe candidate could not be appointed on the basis of minimum educational qualifications required for the post and then given in-service training to make him suitable for that post. It has also been admitted during evidence that there is likely to be a huge backlog in

promotions/confirmations etc, which has been promised to be cleared soon. The Committee hope that a sincere effort would be made to clear this backlog. It is also not clear whether the reservation has been made in accordance with the rules as regards for the earlier periods are not available. The Committee strongly recommend that the number of posts required to be reserved should be worked out on the basis of strength and backlog should be cleared.

The Committee further recommend that in order to ensure compliance of the above, a mini Cell headed by Senior Officers well versed in establishment matters be set up for a specific duration to work out the details on the basis of which the backlog should be taken up for clearance by methods suggested by that Cell.

Reply of Government

Shortage of Scheduled Caste and Scheduled Tribe employees in the various categories of posts in the CPWD exists, mostly in categories 'C' and 'D'. One of the contributing factors in the non-availability of officers of requisite qualifications and experience for the posts required in a Technical Department like Central Public Works Department. Efforts are, however, being made to get suitable candidates belonging to these communities to man these posts meant for them. They are being carried forward from year to year only with the hope of getting them filled, by some means or the other, at the appropriate time.

As observed by the Committee, the Director General of Works had constituted a Cell consisting of the Director of Administration, CPWD and a Superintending Engineer (Enquiries) CPWD to work out the details on the basis of which the backlog in the recruitment in the various grades of the CPWD should be taken up for clearance and to suggest steps for proper maintenance of rosters. The Cell is expected to complete its job and submit a report by the 31st December, 1979.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Serial No. 29 (Para No. 3.25)

The Committee would further like to be apprised of the decision taken on the suggestions made by the Ministry of Works and Housing to improve upon the performance prescribed by the Department of Personnel and Administrative Reforms for submission of annual statements with regard to representation and intake of Scheduled Castes and Scheduled Tribes in the services of various Ministries/Departments of the Government of India.

Reply of Government

In the light of the recommendations made by the Committee, the SCT Cell in the Ministry of Works and Housing has taken up the matter with the Department of Personnel and Administrative Reforms to revise the performance as advised by the Committee.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Serial No. 31 (Para No. 4.7)

The Committee note that Works in the C.P.W.D. are normally awarded on work orders upto Rs. 1 lakh in Construction Division and Rs. 1.5 lakhs in Maintenance Divisions of the C.P.W.D. and no preference is given to Scheduled Caste and Scheduled Tribe Contractors in this regard. The Committee feel that, other things being equal, preference should be given to Scheduled Caste and Scheduled Tribe contractors for the award of such contracts.

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

Reply of Government

During the course of oral evidence, it was pointed out to the Department that Ministry of Railways are giving certain concessions to the petty contracts belonging to Scheduled Caste/Scheduled Tribe. The Ministry of Railways have been addressed to intimate the relaxations/concessions being extended by them to such petty contracts. Action to implement such relaxations etc. will be taken on receipt of a reply from the Ministry of Railways.

[Ministry of Works and Housing (Works Division) O.M. No. 21012(2)/79-EW-2 dated the 8th January, 1980.]

Recommendation Serial No. 32 (Para No. 4.12)

The Committee desire that applications for grant of loans for house building purposes from Scheduled Caste and Scheduled Tribe employees should be considered on priority basis and house-building advances, as far as possible should not be refused to them. The Committee also desire that the desirability of charging differential rate of interest from Scheduled Caste and Scheduled Tribe employees should also be explored and, if necessary, concerned Ministry should also be approached for the purpose.

Reply of Government

The suggestion of the Committee in regard to grant of loans for house-building and the desirability of charging differential rate of interest from the Scheduled Caste and Scheduled Tribe employees is being examined by the Housing Division in the Ministry of Works and Housing.

[Ministry of Works and Housing (Works Division) O.M. No. 21012
(2)/79-EW-2 dated the 8th January, 1980.]

R. R. Bhole,
Chairman,

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

NEW DELHI;
April 8, 1981

Chaitra 18, 1903 (Saka).

A P P E N D I X

Analysis of the Action taken by Government on the recommendations contained in the 29th Report of the Committee

(Vide Para 3 of Introduction)

I.	Total number of recommendations	33
II.	Recommendations which have been accepted by Government (<i>vide</i> Recommendations Sl. Nos. 1, 2, 8, 9, 10, 11, 17, 18, 19, 20, 21, 23, 26, 27, 28, 30 and 33).	17
	Percentage to the total	51
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>vide</i> Recommendations Sl. Nos. 5, 6 and 14)	
	Number	3
	Percentage to the total	9
IV.	Recommendations in respect of which reply of Government has not been accepted and which requires/reiteration (<i>vide</i> Recommendation Sl. No. 7)	
	Number	1
	Percentage to the total	3
V.	Recommendations in respect of which final replies of Government have not been received (<i>vide</i> Recommendations at Sl. Nos 3, 4, 12, 13, 15, 16, 22, 24, 25, 29, 31 and 32)	
	Number	12
	Percentage to the total	37