

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1981-82)**

(SEVENTH LOK SABHA)

SIXTEENTH REPORT

**MINISTRY OF SHIPPING AND TRANSPORT
(TRANSPORT WING)**

**Action taken by Government on the recommendations
contained in the Ninth Report of the Committee
on the Welfare of Scheduled Castes and
Scheduled Tribes (Seventh Lok Sabha) on
the Ministry of Shipping and Trans-
port (Transport Wing)—reserva-
tions for, and Employment
of, Scheduled Castes and
Scheduled Tribes in
Hindustan Ship-
yard Limited**

Presented to Lok Sabha on..... 2.5. MAR 1982

Presented to Rajya Sabha on..... 2.5. MAR 1982



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to the

Sixteenth Report of the Committee on the
Welfare of Scheduled Castes and Scheduled
Tribes (7th Lok Sabha).

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES

(1981-82)

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*Elected on 15th September, 1981 vice Shri K. Rajamallu who resigned from the Committee w.e.f. 7th September, 1981.

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Ninth Report (Seventh Lok Sabha) on the Ministry of Shipping and Transport (Transport Wing)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Hindustan Shipyard Limited.

2. The Committee are glad to observe that Government have accepted all the recommendations of the Committee.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 1 Para No. 1.10)

The Committee regret to note that in contravention of the orders issued by the Ministry of Home Affairs in April, 1969, on the subject, a separate Cell has not so far been set up in the Ministry of Shipping & Transport to look after the proper implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes. The Committee recommend that a Cell in the Ministry should be set up immediately to ensure due compliance of the reservation orders. The Cell should, as far as possible, be manned by Scheduled Caste/Tribe personnel.

Reply of Government

A coordination Cell under the charge of a Joint Secretary in the Ministry has been set up to monitor the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes. An officer in each Wing of this Ministry has been designated to act as Liaison Officer to ensure implementation of the reservation orders in respect of the offices, undertakings, organisation etc. under that Wing. Wherever possible, officers belonging to Scheduled Caste/Tribe have been made the Liaison Officers.

[Ministry of Shipping & Transport O.M. No. SW/SHE/8/81 dt. 4-9-81]

Recommendation (Sl. No. 2 Para No. 1.11)

The Committee felt that the Liaison Officer has to act in close-coordination and liaison with the Ministry of Shipping and Transport. The Committee welcome the suggestion of the Ministry that an officer will be nominated for periodical inspection in Hindustan Shipyard Ltd., to further strengthen the liaison and coordination between the Ministry and the Hindustan Shipyard Limited.

Reply of Government

The Committee's recommendation has been noted.

[Ministry of Shipping & Transport O.M. No. SW/SHE/8/81 dt. 4-9-81]

Comments of the Committee

"The Committee would like to be informed whether an officer for periodical inspection of the matter relating to Scheduled Castes and Scheduled Tribes has been appointed by the Hindustan Shipyard Limited."

Recommendation (Sl. No. 3 Para No. 1.12)

The Committee need hardly point out that the very purpose of annual returns is defeated, if they are not scrutinised thoroughly on their receipt. The Committee would like the Ministry of Shipping and Transport to critically examine the returns on their receipt and to point out the discrepancies found in those returns to Hindustan Shipyard Limited so that timely action could be taken to rectify them.

Reply of Government

The Committee's recommendation has been noted.

[Ministry of Shipping & Transport O.M. No. SW|SHE|8|81 dt. 4-9-81]

Recommendation (Sl. No. 4 Para No. 1.15)

The Committee note that representation has been given to Scheduled Castes, while appointing Directors on the Board of Directors of Hindustan Shipyard Limited. The Committee desire that a non-Official Scheduled Castes/Tribes Director should always be on the Board of Directors and should be specifically entrusted with the responsibility of looking after the welfare interests of Scheduled Caste and Scheduled Tribe employees of Hindustan Shipyard Limited.

Reply of Government

On the basis of recommendations of the Administrative Reforms Commission, the Government had taken a decision as early as in 1968-69 that part-time members from outside the Government would be nominated on the Boards of Management of the public enterprises on the basis of their proven ability in the field of industrial, commercial, financial enterprises or in administration or in Trade Union Organisations. The recommendation of the Committee will however, be kept in view while appointing non-official Directors in the Board of Hindustan Shipyard Ltd.

[Ministry of Shipping & Transport O.M. No. SW|SHE|8|81 dt. 4-9-81]

Comments of the Committee

"The Committee emphasise that a Scheduled Caste/Tribe Officer should be appointed on the Board of Directors."

Recommendation (Serial No. 5, Para No. 2.6)

The Committee are unhappy to note that the Presidential Directive regarding reservations in favour of Scheduled Castes and Scheduled Tribes could only be made applicable in the Hindustan Shipyard Limited, *w.e.f.* 1972, even though the same was received in January, 1971, thus depriving many a Scheduled Castes and Scheduled Tribes of employment opportunities in the Hindustan Shipyard Limited for about a year. The Committee suggest that the backlog of vacancies in favour of Scheduled Castes and Scheduled Tribes should be calculated from the date of receipt of the Presidential Directive so that they are not put to any disadvantage due to late application of the orders.

Reply of Government

The Committee's Recommendation is noted. Efforts are being made to make up the backlog.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 6, Para No. 2.7)

The Committee should also like the Hindustan Shipyard Limited to ensure that in future the reservation orders received in favour of Scheduled Castes and Scheduled Tribes are adopted and implemented immediately on their receipt from the Ministry of Shipping and Transport/Bureau of Public Enterprises.

Reply of Government

It will be ensured that in future the reservation orders and other instructions received in favour of SCs and STs will be adopted and implemented immediately on receipt from the Ministry of Shipping and Transport and Bureau of Public Enterprises.

[Ministry of Shipping and Transport O.M. No. SW/SHE-3/81
dt. 31-2-81]

Recommendation (Special No. 7, Para No. 2.8)

The Committee regret to note that reservations in confirmation have not been provided in Hindustan Shipyard Limited in contravention of the extent orders on the subject contained in the 'Brochure on Reservation for Scheduled Castes and Scheduled Tribes'. The Committee urge that reservations in confirmation in favour of Scheduled Castes and Scheduled Tribes should be provided forthwith by Hindustan Shipyard Limited and the confirmation of Scheduled Castes and Scheduled Tribes employees made accordingly.

Reply of Government

The reservations for Scheduled Castes/Scheduled Tribes are followed in respect of all appointments. All appointments are made against permanent vacancies and the employees are confirmed after completion of the prescribed probation period except in cases of bad attendance where the probation is extended for the period of absenteeism. As per para 17-2 of the Brochure on reservations for SCs/STs, reservations should be provided both at the time of initial appointment on temporary basis as well as at the time of confirmation. The Committee's recommendations to provide for reservations in confirmations in favour of SCs/STs are noted and will be implemented whenever any appointments are made on temporary basis.

[Ministry of Shipping and Transport O.M. No. SW|SHE—8/81
dt. 31-8-81]

Comments of the Committee

"The Committee would like the Ministry of Shipping and Transport to apply reservation orders in confirmation even where appointments are made on temporary basis."

Recommendation (Serial No. 8, Para No. 2.15)

The Committee note that the Chief Manager (Personnel) is acting as a Liaison Officer for Scheduled Castes and Scheduled Tribes and a Cell has also been constituted in the Hindustan Shipyard Ltd., since 1st July, 1979 under the charge of a Scheduled Caste Officer of the rank of a Personnel Officer. Liaison Officer and the Cell have to play an important role for the timely and proper implementation of the reservation orders. The Committee hope that both these functionaries will remain alive to the duties assigned to

them and will see that the interests of Scheduled Castes and Scheduled Tribes, put under their charge, are fully protected and their welfare is looked after religiously.

Reply of Government

The suggestion of the Committee is noted.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 9, Para No. 2.16)

The Committee would also like that as far as possible, Liaison Officer be appointed from amongst the Scheduled Caste/Tribe Officers working in the Hindustan Shipyard Limited.

Reply of Government

The SC/ST Cell being headed by a Personnel Officer belonging to SC Community, has been functioning directly under the Chief Manager (Personnel) who is designated as Liaison Officer, and this arrangement is working satisfactorily. The Committee's suggestion that as far as possible, the Liaison Officer is appointed from among SC/ST Officers is noted.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 10, Para No. 3.11)

The Committee note the recruitment procedure being followed by the Hindustan Shipyard Ltd. for recruitment to man the various categories of posts under their control. The Committee welcome the suggestion of Hindustan Shipyard Limited that the Tehsildar or any other authority in Scheduled Caste/Tribe settlements should be made responsible to get the eligible Scheduled Caste/Tribe boys registered in the nearest Employment Exchange so as to get them employment in the Shipyard. The Committee also welcome the suggestion of Hindustan Shipyard Limited that they should be permitted to recruit Scheduled Caste/Tribe candidates having VIth or VIIth Class pass qualifications for recruitment in the Shipyard, so that they could be trained for absorption in suitable vacancies. The Committee would like the Hindustan Shipyard Limited to consider what further relaxations/concessions to Scheduled Castes and Scheduled Tribes could be given at the time of examination/interview/recruitment so as to augment their intake in the services of the Shipyard.

Reply of Government

We have been taking more number of candidates in the feeder lines, irrespective of the reserved points, in order to increase the intake of the SCs/STs. We have taken up with the Regional Appren-

ticeship Adviser for relaxation of basic qualification from VIII Standard to VII Standard for recruitment of SC/ST Apprentices but this proposal was not agreed to as there is no provision in the Apprenticeship Act for relaxation.

We have been calling all the eligible candidates who fulfil the minimum qualifications prescribed for written test/interview and selecting the candidates to the extent of required quota irrespective of the marks obtained by them. While absorbing them into regular service batchwise, first preference is given to SC/ST Candidates.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Comments of the Committee

"The Committee desire that the question of amending Apprentices Act, 1961 should be taken up with the concerned Ministries for the relaxation of basic qualifications from VIII standard to VII standard for the recruitment of Scheduled Castes/Tribes as apprentices."

Recommendation (Serial No. 11, Para No. 3.12)

The Committee note that the Copies of advertisements for the recruitment of Scheduled Castes/Tribes are being circulated to recognised Scheduled Caste/Tribe Associations, Social Welfare and Tribal Welfare authorities of the District/State and also broadcast through All India Radio. The Committee desire that copies of advertisements should also be sent to the local Scheduled Caste/Tribe MLAs and MPs as well as the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also sponsor suitable Scheduled Caste/Tribe candidates for employment in the Shipyard.

Reply of Government

The Committee's suggestion is noted. We have recently released an advertisement to the Press notifying 18 posts of Officers and one post of staff all reserved for SCs/STs and 35 copies of the advertisement have been sent to the Legislative Committee Officer, Lok Sabha Secretariat (SCTC Branch) New Delhi Vide our letter PD/3110/37 dated 24th June, 1981, requesting to arrange to handover the same to the Members of the Parliamentary Committee. The Legislative Committee Officer has also been requested to furnish us the addresses of the Members of the Committee so that copies of future advertisements will be sent to them direct. Copies of advertisement are also sent to the Local SC/ST MLAs and MPs.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 12, Para No. 3.13)

The Committee note that the dependents of the deceased employees are being provided employment by the Hindustan Shipyard Limited and at present about 191 persons are waiting for the same. The Committee feel that, in view of the precarious socio-economic conditions of Scheduled Castes and Scheduled Tribes, the dependents of the deceased Scheduled Caste/Tribe employees need special consideration for employment in the Shipyard.

Reply of Government

The Committee's suggestion is noted.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Comments of the Committee

"The Committee would like to be informed about the number of Scheduled Casts and Scheduled Tribes given employment on compassionate ground during each of the last 3 years."

Recommendation (Serial No. 13, Para No. 3.26)

The Committee are distressed to be informed that the officers and workmen promotion rules do not specifically provide for reservations. The Committee consider it a serious lapse on the part of Hindustan Shipyard Limited and would like the Hindustan Shipyard Limited to immediately provide reservations specifically in the officers and workmen Promotion rules.

Reply of Government

The reservations as per prescribed percentages are provided to SCs/STs in promotions in all categories although a formal provision there of was not made in the promotion Rules for Officers and Workmen. A suitable amendment has since been issued to the promotion rules of officers and workmen.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 14, Para No. 3.27) .

The Committee are unhappy to note that the number and percentage of Scheduled Castes promoted in Group A and Scheduled Tribes in all the Groups have been much below the quotas reserved for them. The Committee need hardly point out that mere provision of reservation in promotions in favour of Scheduled Castes and Scheduled Tribes will have no meaning unless all the vacancies reserved for them are actually filled in by them. The Committee would, therefore, like

the Hindustan Shipyard Limited to consider the extent to which the eligibility criteria for promotions in favour of Scheduled Castes and Scheduled Tribes could be relaxed further so as to promote more and more Scheduled Castes and Scheduled Tribes against the reserved vacancies.

Reply of Government

As per promotion procedure applicable to workers, staff and officers, they have to complete 2/3 years service in their present grade to become eligible for promotion. We are keeping the reserved promotion vacancies unfilled without dereserving them in cases where Scheduled Castes/Scheduled Tribes Candidates are in the margin of completing eligibility period. Such vacancies are filled in after the SC/ST candidates have obtained eligibility as prescribed under the promotion procedures. Further, in cases where departmental candidates are not available, such reserved vacancies are filled in by SC/ST Candidates through direct recruitment, although they are promotion posts and such an action entails considerable delay in filling of the posts.

The qualifying mark in case of promotion of workers from one category to next higher cadre is 60%. Presently the qualifying marks are relaxed to 55% in case of SCs/STs. We are examining to relax the marks further upto 50%. In case of Staff and Officers SC/ST candidates are promoted against reserved quota even if they do not secure minimum qualifying marks of 50% and 51 per cent respectively. We are however, examining the need to relax the qualifying marks further both the categories.

It is ensured that all vacancies reserved for SCs/STs are filled in by candidates from these communities only. If candidates are not available, the vacancies are kept unfilled and efforts are made to get ST/ST candidates.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-2-81]

Recommendation (Serial No. 15, Para No. 3.28)

The Committee would also like the Hindustan Shipyard Limited to consider whether the Scheduled Castes/Tribes could be recruited from the open market against the reserved promotional vacancies in case sufficient number of Scheduled Castes/Tribes are not available in the feeder cadres.

Reply of Government

A decision has since been taken to fill up reserved promotion posts by recruiting SC/ST candidates available internally for promotion. The Employees' unions have been taken into confidence in

this regard and such posts are filled in through recruitment of SC/ST candidates from the open market.

[Ministry of Shipping and Transport O.M. No. SW|SHE-8|81
dt. 31-8-81]

Recommendation (Serial No. 16, Para No. 3.30)

The Committee are happy to learn that a Scheduled Caste/Tribe Officer is invariably associated with the Departmental Recruitment/Promotion Committees where the vacancies are reserved or where the Scheduled Caste/Tribe candidates are considered against non-reserved vacancies. The Committee recommend that the Scheduled Caste/Tribe Officer associated with these Committees should be of a sufficiently higher status, so that he can have an effective say in the proceedings of such Committees.

Reply of Government

The Committee's suggestion that SC/ST Officers of sufficiently higher status i.e., Chief Manager/Manager should be associated on the recruitment/promotion committees is noted. Efforts are also being made to maintain a panel of senior officers belonging to SC/ST communities from local undertakings for the purpose of associating them with the selection committees. Presently Chief Managers/Managers and other Officers of equivalent status are being associated with selection/promotion committees to meet with the requirement of senior officers of SC/ST community to associate with selections.

[Ministry of Shipping and Transport O.M. No. SW|SHE-8|81
dt. 31-8-81]

Recommendation (Serial No. 17, Para No. 3.37)

The Committee note that whereas the directions of the Government of India on reservations in favour of Scheduled Caste/Tribe were received by the Hindustan Shipping Limited on 20-1-1971 *vide* Ministry's communication No. SY-33(104)|69, dated 15th January, 1971, the rosters have been maintained only from 1st January, 1972, i.e., after about one year. The Committee feel that rosters should have been maintained w.e.f. 15th January, 1971 so as to assess the correct position regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Hindustan Shipyard Limited. The Committee have no doubt that the vacancies, which should have been earmarked for Scheduled Castes/Tribes, had the rosters been

maintained w.e.f. 15th January, 1971, have been taken into consideration while calculating the backlog in the Hindustan Shipyard Limited.

Reply of Government

The backlog is calculated considering the reservations on the strength from Jan., 1971 and vigorous efforts are being made to clear the backlog in the representation of SCs/STs through various measures as suggested by the Government such as induction of more number of SCs/STs at feeder lines, recruitment of Probationary Officers and also recruitment of SC/ST to promotion post reserved which could not be filled for want of these candidates.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dated 31-8-81]

Recommendation (Serial No. 18, Para No. 3.38)

The Committee regret to note that discrepancies have been found by the Liaison Officer of the Hindustan Shipyard Limited in the rosters. The Committee, attach great importance to the proper maintenance of the rosters, as in their view, rosters are the only mechanism through which the representation of Scheduled Castes and Scheduled Tribes in services can be watched. They feel that only routine checking of rosters by the Liaison Officers will not be very helpful. The Committee therefore, recommend that rosters should be checked thoroughly and more frequently and discrepancies noticed in their maintenance rectified immediately.

Reply of Government

The Committee's suggestion is noted.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 19, Para No. 3.44)

The Committee are firmly of the view that vacancies reserved for Scheduled Castes and Scheduled Tribes, in no case, should be de-reserved. The Committee feel that concerted effort should have been made for filling in the vacancies of Secondary Grade Teacher and Launch Serang in Group 'C' before dereserving them in 1977. The Committee welcome the suggestion of Hindustan Shipyard Limited that the dereserved vacancies which have been carried forward, may

be advertised at specific intervals of time (say once in six months or so) so as to attract suitable Scheduled Caste/Tribe Candidates.

Reply of Government

As a matter of policy no dereservation of reserved posts is made now both in recruitment and promotions. This step has been taken with a view to improve the representation of SCs/STs at a faster pace, eventhough such an action entails much delay in filling up posts. We have now two posts of Secondary Grade teachers, which have been reserved for SC candidates and notified to Local Employment Exchange. We also propose to take physically handicapped SC candidates against these posts. If, however, no physically handicapped SC candidates are available, the posts will be filled in by SC candidates only. We are awaiting nominations from Employment Exchange and if the Employment Exchange has no nominations the posts will be advertised within the State and resort to other media for wide publicity.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 20, Para No. 4.7)

The Committee regret to note that the representation of Scheduled Castes and Scheduled Tribes in the Officers' cadre and the representation of Scheduled Tribes both in the Staff and Workmen cadres is much below the quotas prescribed for them. The Committee feel that the target of 5 years for clearing the whole backlog in the vacancies reserved for Scheduled Castes and Scheduled Tribes indicated by the Chairman, Hindustan Shipyard Ltd., during the course of evidence is too long a period. In their opinion, if sincere and concerted efforts are made, it should not take more than two years for the Hindustan Shipyard Limited to clear the backlog in view of the tremendous increase in the educational standards of Scheduled Castes and Scheduled Tribes over the past few years.

Reply of Government

All efforts will be made to wipe out the backlog in as short a period as possible. It is, however, anticipated that it would be difficult to achieve the percentage in respect of STs due to non-availability of candidates despite our efforts to get these candidates.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 21, Para No. 4.10)

The Committee would like to draw the attention of the Ministry of Shipping and Transport|Hindustan Shipyard Limited to the orders contained in the Ministry of Home Affairs O.M. No. 16/2/67-Est. (c) dated the 27th September, 1967 and Department of Personnel and Administrative Reforms O.M. No. 36021/6/75 Est. (SCT) dated the 9th October, 1975 regarding vacancies to be filled by deputation and would urge that these orders should be strictly followed.

Reply of Government

The Committee's suggestion is noted.

[Ministry of Shipping and Transport O.M. No. SW/SHE-8/81
dt. 31-8-81]

Recommendation (Serial No. 22, Para No. 4.20)

The Committee are concerned to note that only eight officers belonging to Scheduled Castes|Scheduled Tribes communities have been deputed to attend seminars|symposia during the last five years and only one officer has been sent for training abroad under Colombo Plan UNDP Assistance|Purchase Agreements etc., during the last five years. They also regret that no in-service training is given to Scheduled Caste and Scheduled Tribe employees in the Hindustan Shipyard Limited. To bring the Scheduled Caste/Tribe officers at par with other officers, the Committee feel that it is necessary to have an intensive in-service training for them. They also feel that to make them more, suitable for higher posts in the Hindustan Shipyard Limited and to expose them to modern methods of management and technology a greater number of Scheduled Caste/Scheduled Tribe Officers should be deputed for training abroad and to attend seminars/symposia.

Reply of Government

The Committee's recommendations are noted. Recently a programme has been evolved for development of officers keeping the individual aspirations and Management's requirements in view. A committee has been constituted to consider and finalise the names of officers for exposing them to various seminars|symposia and for training abroad. Due preference will be given to select more number of officers belonging to SC|ST communities for deputing them for training abroad and for various seminars|symposia etc., During the first half-year 1981, 10 SC|ST employees have been deputed to Advance Vocation Training|Seminars/Symposia.

We are also examining to conduct an in-service training programme exclusively for SC|ST employees to build up their competents and groom them to move up in the organisational heirarchy.

[Ministry of Shipping and Transport O.M. No. SW|SHE—8|81,
dt. 31-8-81]

Recommendation (Serial No. 23, Para No. 4.21)

The Committee note that out of 1997 apprentices taken by the Hindustan Shipyard Limited during 1976 to 1980, 192 belonged to Scheduled Castes and 44 belonged to Scheduled Tribes. The Committee need hardly stress that unless a very large number of Scheduled Castes and Scheduled Tribes are taken as apprentices in the Training School and subsequently absorbed in the services of the Hindustan Shipyard Ltd., the backlog cannot be expected to be cleared in the near future. They, therefore, suggest that greater number of Scheduled Castes and Scheduled Tribes should be inducted as apprentices in the Training School with a view to clearing the backlog in the services of the Hindustan Shipyard Limited as early as possible.

Reply of Government

In order to improve the representation of Scheduled Castes and Scheduled Tribes among workers, we have recruited this year 174 trade apprentices exclusively from SC/ST Community to improve their availability for induction as semi-skilled workmen gradually. We intend to follow the same policy in the recruitment of apprentices in the next batches as far as possible.

[Ministry of Shipping and Transport O.M. No. SW|SHE—8|81,
dt. 31-8-81]

Recommendation (Serial No. 24, Para 4.24)

The Committee note that there has been disagreement between the management and the Employees Union regarding recruitment of Scheduled Castes and Scheduled Tribes from open market against the reserved promotional vacancies. The Committee stress that it should be made abundantly clear to the Employees Union that the safeguards provided in the Constitution for Scheduled Castes and Scheduled Tribes are out-side the purview of the Employees! Union and are not negotiable. The Committee would like the Hindustan Shipyard Limited to consider the question of recognition of the Association of Scheduled Castes and Scheduled Tribes, so that the difficulties faced by these communities can be specifically brought to the notice of authorities.

Reply of Government

The Employee's Unions have been informed that the reserved promotion vacancies will be filled in through direct recruitment of SC|ST candidates, when internally SC|ST candidates are not available for promotion. After taking the Unions into confidence an internal order to this effect has been issued and accordingly, recruitment action is being taken against reserved promotion vacancies.

We have been maintaining a close liaison with the local SC|ST Association viz., Hindustan Shipyard SC|ST Employees Welfare Assn., and they are given free access to represent on the welfare of SCs|STs either to the liaison officer or Chairman and Managing Director. Prompt attention is given to their representations and they are assured of Management's cooperation and willingness to solve their problems expeditiously. Regarding formal recognition of the Association, we would request the Ministry of Shipping & Transport|Ministry of Home Affairs for instructions.

[Ministry of Shipping and Transport O.M. No. SW|SHE—8|81,
dt. 31-8-81]

Recommendation (Serial No. 25, Para No. 5.4)

The Committee note that the Hindustan Shipyard Limited has been maintaining the Grievances Register since 1978 and all complaints|representations received from the Scheduled Castes|Tribes employees are registered therein. The Committee suggest that the register should be checked at regular intervals by the Liaison Officer|Chairman and Managing Director to ensure that complaints|representations received from the Scheduled Castes|Tribe employees are disposed of promptly and Judiciously.

Reply of Government

All the complaints|representations received from our employees are registered in the Grievance Register. The Register is scrutinised by the Liaison Officer periodically to ensure that all representations are disposed of promptly. The Committee's suggestion that the grievance Register should be checked at intervals by the liaison Officer|Chairman and Managing Director is noted.

[Ministry of Shipping and Transport O.M. No. SW|SHE—8|81,
dt. 31-8-81]

Recommendation (Serial No. 26, Para No. 5.8)

The Committee are happy to note that 10 per cent of houses in Type I and II and 5 per cent of houses in Type III and IV have been reserved for Scheduled Caste and Scheduled Tribe employees. The Committee are also happy to note that whenever, houses fall vacant they are offered to Scheduled Caste/Tribe employees and others alternatively i.e., in the ratio of 1:1, and the houses allotted to Scheduled Castes/Tribes when fall vacant are allotted only to Scheduled Caste/Tribe employees. The Committee would like the present policy to continue till such time the required percentages of reservations in allotment of houses are reached.

Reply of Government

The present policy of allotment of houses will be followed till such time the required percentages of reservations in allotment of houses to SC/ST Employees are attained.

[Ministry of Shipping and Transport O.M. No. SW/SHE—8/81,
dt. 31-8-81]

Recommendation (Serial No. 27, Para No. 5.9)

The Committee would also like the Hindustan Shipyard Limited to consider whether interest free housing loans could be given to Scheduled Caste and Scheduled Tribe employees.

Reply of Government

Due to paucity of funds, we are unable to consider the request of our employees for grant of House Building Loans. However, the suggestion of the Committee to consider whether interest free loans could be given to SC/ST employees is noted.

[Ministry of Shipping and Transport O.M. No. SW/SHE—8/81,
dt. 31-8-81]

Comments of the Committee

"The Committee desire to be apprised of the House Building Advances given to Scheduled Caste/Scheduled Tribe employees during each of the last 3 years."

Recommendation (Serial No. 28, Para No. 5.16)

The Committee note that various Welfare Schemes have been launched by the Hindustan Shipyard Limited, either independently or in collaboration with the State Government. The Committee

expect the Hindustan Shipyard Ltd., to ensure that Scheduled Caste|Tribe Employees derive full advantage of these schemes. Also the question of granting full fee concession and the award of more scholarships to Scheduled Castes|Tribes merits favourable consideration by the Hindustan Shipyard Ltd.

Reply of Government :

The recommendations of the Committee to ensure more benefits|advantages to SC|ST employees under the welfare schemes are noted.

[Ministry of Shipping and Transport O.M. No. SW|SHE—8|81,
dt. 31-8-81]

NEW DELHI;
December 9, 1981.
Agrahayana 18, 1903 (S).

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