

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

**(SIXTH LOK SABHA)**

**TWENTY NINTH REPORT**

**MINISTRY OF WORKS & HOUSING (WORKS  
DIVISION)**

**Reservations for, and employment of, Scheduled Castes and Scheduled  
Tribes in the Central Public Works Department**



सत्यमेव जयते

*Presented to Lok Sabha on 27-4-1979*

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**LOK SABHA SECRETARIAT  
NEW DELHI**

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Corrigenda  
to

The Twenty-ninth Report of the Committee on the  
Welfare of Scheduled Castes and Scheduled Tribes.

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|---------------------------|---------------------------|-------------|------------|-------------|
| 66                        | 2,34                      | 8           | availabe   | available   |
|                           |                           | 30          | restors    | rosters     |
| 68                        | 2.58                      | 10          | invitable  | inevitable  |
| 71                        | 3.14                      | 18          | concreted  | concerted   |



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

**Shri Ram Dhan—*Chairman***

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**Shri Y. Sahai—*Chief Legislative Committee Officer***

**Shri H. L. Malhotra—*Senior Legislative Committee Officer***

## INTRODUCTION

1. I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Twenty-ninth Report 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 Committee in ten sittings took the evidence of the representatives of the Ministry of Works and Housing and the Central Public Works Department on the 7th to 10th November, 1978, 24th to 25th January and on the 7th March, 1979. The Committee wish to express their thanks to the Secretary and other officers of the Ministry of Works and Housing and also to the Director-General of Works and other officers of Central Public Works Department for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 18th April, 1979.

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

5. A summary of conclusions/recommendations contained in the Report is appended (Appendix X).

RAM DHAN,

*Chairman,*

*Committee on the Welfare of  
Scheduled Castes and*

*Scheduled Tribes.*

NEW DELHI;  
April 23, 1979

Vaisakha 3, 1901(S).

## CHAPTER I

### INTRODUCTORY

#### A. Organisational set-up

1.1. The Headquarters of the Central Public Works Department is situated at New Delhi and the Head of the Department is the Director General of Works. This Department is divided into several zones comprising of different States and Union Territories of India for purposes of execution of works. For purpose of recruitment of Drawing, Ministerial and other staff, the C.P.W.D. is divided into three distinct regions as shown below :—

|            |  |
|------------|--|
| Region 'A' | : Comprising of all units located in U. P., Delhi Complex, Gwalior, Rajasthan, Punjab, Haryana, Jammu & Kashmir and Himachal Pradesh, and Northern part of M. P. (Gwalior)                                       |
| Region 'B' | : Comprising of units working in West Bengal, Bihar, Orissa, Assam, Tripura, Manipur, Meghalaya, Arunachal Pradesh, Sikkim and Andaman.  |
| Region 'C' | : Comprising of units working in Bombay region, Gujarat, Madhya Pradesh, [excepting Northern part of MP (Gwalior)] Andhra Pradesh, Tamil Nadu, Kerala, Karnataka, Pondicherry, Goa, Daman & Diu and Lakshadweep. |

1.2. There is a Works Division in the Ministry of Works & Housing, headed by a Joint Secretary, which controls all policy matters concerning the C.P.W.D. In regard to the rules, regulations and other establishment matters, such as de-reservation of vacancies reserved for Scheduled Castes and Scheduled Tribes, framing of Recruitment Rules, relaxation of rules, etc. in which consultation with the Department of Personnel and Administrative Reforms and other Ministries are involved, all such matters are routed by the C.P.W.D. through the Works Division of the Ministry of Works & Housing. The Committee have also been informed that the responsibility of the Ministry of Works & Housing is to ensure that all instructions issued by the Government of India from time to time with regard to representation of Scheduled Castes and Scheduled Tribes in various Services of the C.P.W.D. are complied with.

#### B. Reservation Orders and Exemptions

1.3. The dates from which reservation orders in favour of Scheduled Castes and Scheduled Tribes have been enforced in the Central Public Works Department as far as the rosters are available are stated to be as follows :—

##### (I) For appointment against direct recruitment

| Category                   | Date from which reservations applied |          |          |
|----------------------------|--------------------------------------|----------|----------|
|                            | Region A                             | Region B | Region C |
| Ministerial Staff          | 1950                                 | 1950     | 1955     |
| Drawing staff              | 1952                                 | 1951     | 1955     |
| Work Charged establishment | 1969                                 | 1969     | 1970     |
| Class IV                   | 1950                                 | 1951     | 1955     |

| Category                                 | Date from which reservations applied |          |          |
|--|--------------------------------------|----------|----------|
|  | Region A                             | Region B | Region C |
| <i>II. For Promotion</i>                 |                                      |          |          |
| (a) Ministerial staff . . . . .          | 1963                                 | 1959     | 1970     |
| (b) Drawing staff . . . . .              | 1974                                 | 1973     | 1970     |
| (c) Work charged establishment . . . . . | 1973                                 | 1972     | 1975     |
| (d) Class IV . . . . .                   | 1963                                 | 1969     | 1970     |

1.4 In a note submitted to the Committee, it has been stated that percentage of reservations for Scheduled Caste and Scheduled Tribe employees in different Regions have been fixed as follows :—

#### *Regions A & C*

*Posts filled by direct recruitment for Ministerial and Drawing Staff and promotions :*

Reservation for Scheduled Castes 15% and for Scheduled Tribes 7½% (40 point roster).

#### *Region B*

*Posts filled by direct recruitment for Ministerial and Drawing staff :*

Reservation for Scheduled Castes 20% and for Scheduled Tribes 6% (100 point roster.)

*Posts filled by promotion :*

Reservation for Scheduled Castes 15% and for Scheduled Tribes 7½% (40 point roster).

1.5. The quota for Scheduled Castes and Scheduled Tribes has been fixed on the basis of population so far as direct recruitment posts are concerned in Region B. As regards Regions A & C, the quota has been fixed on an All India basis.

1.6. During the course of evidence, the Committee have been informed that the records with regard to the dates from which reservations for Scheduled Castes and Scheduled Tribes have been enforced in the Regional Offices of the C.P.W.D. are not available. Prior to 1963, each Superintending Engineer was the appointing authority and they used to maintain the rosters. Thereafter, a new system has been introduced and for each Region, one Superintending Engineer (Co-ordination) has been appointed and he has been made responsible for recruitment, promotion, etc. of staff of that region.

1.7. During evidence, the Director General of Works has informed the Committee that they have since consulted the Department of Personnel and Administrative Reforms with regard to the rosters to be maintained by the Regional Offices of the C.P.W.D. The revised reservations to be followed by Regions A, B and C of the C.P.W.D., on the basis of population of the States covered by each of these regions, have since been communicated to the Regional Offices for implementation with effect from the 1st March, 1979.

### III. For Confirmation :

1.8. The Committee have been informed that reservation in confirmation was being followed since 1968 except in certain posts like Assistant Architects, Assistant Director of Horticulture, etc. where the orders of reservation were not implemented on a misapprehension that posts which were filled both by direct recruitment and promotion in certain ratios prescribed in the Recruitment Rules, a common seniority was to be prepared and confirmation made on the basis of that seniority list. It was in 1974 that one of the officers belonging to reserved community pointed out that in respect of direct recruits and promotees, reservations were required to be made at the time of confirmation also in respect of direct recruits. Clarification was sought from the Department of Personnel & Administrative Reforms and a communication in that regard was sent to them on 18-2-1974. After obtaining the necessary clarification, instructions were being followed in these cases since 1975. In other categories, reservation in confirmation was being followed since 1968.

1.9. The Committee have also been informed that the orders/instructions issued by the Ministry of Home Affairs (Department of Personnel and Administrative Reforms) with regard to reservations for Scheduled Castes and Scheduled Tribes are being implemented in the C.P.W.D. subject to the availability of suitable candidates for the reserved posts. Reservation orders are applicable to all categories of posts, except eleven Senior Class I category posts above the level of Executive Engineer/Architect for which posts reservation orders are not applicable as per the general instructions issued by the Department of Personnel and Administrative Reforms relating to Group 'A' posts. Similarly, in the matter of reservation at the stage of confirmation, these are made in all posts upto the level of Assistant Executive Engineer/Deputy Architect.

1.10. The Secretary, Ministry of Works & Housing, during evidence, agreed to appoint a Committee consisting *inter alia* of an officer from the Department of Personnel and Administrative Reforms, to look into as to why instructions received from the Ministry of Home Affairs/Department of Personnel and Administrative Reforms relating to reservations for Scheduled Castes and Scheduled Tribes have not been implemented by the C.P.W.D. and also to suggest ways and means to quicken the mode of implementation of all orders pertaining to reservations in recruitment/promotion/confirmation etc. of Scheduled Castes and Scheduled Tribes in the C.P.W.D. and its Regional Offices.

1.11. During the course of evidence, it has been stated that there was only one instance which was brought to the notice of Ministry of Works and Housing wherein reservation orders had not been complied with by the C.P.W.D. It was a case of oversight pointed out by a Junior Engineer who was not shown as Scheduled Caste against his name in the seniority list. When this fact was brought to their notice, it was verified and he was promoted and his seniority was restored.

1.12. There is no reservation in ex-cadre posts as direct recruitment is not involved in such cases. Ex-Cadre posts are filled up by taking persons on deputation and reservation would apply to the vacancies in the parent Department from where the person comes on deputation. It has also

been stated that there is no statutory provision for reservations for Scheduled Castes and Scheduled Tribes in deputation posts but instructions have since been issued that when candidates belonging to Scheduled Castes and Scheduled Tribes apply, due consideration should be given to them. The Committee have been assured that, in future, while requisitioning persons for ex-cadre posts, it would be specifically provided to sponsor preferably candidates belonging to Scheduled Castes and Scheduled Tribes for such posts.

1.13. There are only three isolated posts in the C.P.W.D. namely, Curator of Paintings, Scientific Officer and Hindi Officer and they carried different pay scales. Since these categories have one post each, the reservations did not apply to such posts. These posts could not also be grouped together as they carried different scales of pay.

1.14. As regards grouping of posts, the Committee have been informed during the course of evidence, that in the past, when there were a few posts of Assistant Directors of Horticulture, they were clubbed with the posts of Assistant Engineers whose scales of pay were identical. Since 1975, the posts of Assistant Directors of Horticulture increased to more than 20 and so a separate roster for that category is now being maintained. At present, there are 25 posts of Assistant Directors of Horticulture.

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 & 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.

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.

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.

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.**

### **C. Liaison Officer and Cell**

1.19. The Committee have been informed that Deputy Secretary (Administration), acting as Liaison Officer in the Ministry of Works & Housing, is responsible for implementing the reservation orders and constitutional provisions relating to the representation of Scheduled Castes and Scheduled Tribes in the C.P.W.D.

1.20. The Committee have been informed that the post of Deputy Secretary did not exist in the C.P.W.D. and the Director of Administration in the Headquarters has been appointed as a Liaison Officer. The duties/powers of this officer are as specified by the Department of Personnel and Administrative Reforms viz. periodical inspection of rosters with a view to ensure that reservation orders are strictly followed and also to examine proposals to be sent to the Ministry of Home Affairs for dereservation of such vacancies. Similarly, in the Regional Offices, Superintending Engineers (Coordination) function as Liaison Officer for purpose of watching the reservations for Scheduled Castes and Scheduled Tribes.

1.21. In a written note submitted to the Committee, it has been stated that the Liaison Officer in the Ministry mostly attends to the observance of rules and orders about reservation in the Secretariat proper. He also ensures submission of annual returns by Subordinate appointing authorities and their consolidation and transmission to the Department of Personnel and Administrative Reforms. He assists the Commissioner for Scheduled Castes and Scheduled Tribes in investigating complaints and in collection of information for his annual reports. Papers about dereservation of vacancies are routed by the C.P.W.D. through the Works Division in the Ministry of Works & Housing. The Liaison Officer in the Ministry keeps a watch on maintenance of rosters in the Secretariat. He does not inspect the rosters maintained by the Attached and Subordinate offices.

1.22. On being asked whether Liaison Officer concerned is associated in the screening of applications received in response to advertisements or through Employment Exchange or direct, the Committee have been informed that in Region B, the Liaison Officer is associated in the screening of applications. In the other two Regions, the Liaison Officer is not always associated but the screening is done by the appointing authority.

1.23. The Committee have also informed that a Cell has been set up in the Headquarters Office of C.P.W.D. under the Liaison Officer with an Assistant posted in the Cell. The jurisdiction of the Cell is to watch the working of the whole C.P.W.D. with a view to ensure observance of reservation orders in respect of Scheduled Castes and Scheduled Tribes. During the evidence, the Committee have been informed that the orders to post an Assistant with the Liaison Officer were issued on 7-11-1978. All recognised associations have also been apprised of the setting up of the Cell in the C.P.W.D. but no notice has been displayed prominently in this regard.

1.24. The Liaison Officers have also been posted in the offices of Superintending Engineers (Coordination) in the Regions of the C.P.W.D. with a Cell under them. The main function of these Cells would be 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 Castes and Scheduled Tribes employees. One U.D.C. has been posted in each Cell to assist the Liaison Officer. Lectures are being arranged by the Department of Personnel and Administrative Reforms to be delivered to the concerned officers in C.P.W.D. in the matter of observance of reservations at the time of recruitment, promotion and confirmation, etc.

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 Office 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 Officer 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 improvements, whenever 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.



## CHAPTER II

### RECRUITMENT AND PROMOTIONS

#### A. Recruitment Procedure

2.1. The following procedure is followed in regard to recruitment to various posts in the Central Public Works Department :—

##### *Engineering Side*

- (i) Director General of Works by selection from amongst Chief Engineers level I.
- (ii) Chief Engineers level I by selection from Chief Engineers level II.
- (iii) Chief Engineers level II by selection from Superintending Engineers.
- (iv) Superintending Engineer by Selection from Executive Engineers.
- (v) Executive Engineer, 50% by promotion of Assistant Executive Engineers by Seniority-cum-fitness and 50% by promotion of Assistant Engineers Group 'B' by selection.
- (vi) Assistant Executive Engineers by direct recruitment through U.P.S.C.
- (vii) Assistant Engineers, 50% by promotion of Junior Engineers by selection and 50% by Limited Competitive Departmental Examination.
- (viii) Junior Engineers by All India Competitive Examination.

##### *Architectural Side*

- (i) Chief Architect by selection from amongst Senior Architects.
- (ii) Senior Architects by selection from amongst Architects.
- (iii) Architects by promotion from Deputy Architects and by selection from Assistant Architects/Technical Officers.
- (iv) Recruitment to the grade of Deputy Architect is exclusively done through the U.P.S.C. and in case of Architect when suitable candidates are not available for promotion, direct recruitment to the grade of Architect is also resorted to through U.P.S.C. While sending requisitions to the U.P.S.C. specific mention is made regarding reservation of vacancies and concessions for Scheduled Castes/Scheduled Tribes.

- (v) In Group 'B' direct recruitment is made at the level of Assistant Architect to the extent of 50% and in case of Assistant Director of Horticulture to the extent of 33-1/3% through U.P.S.C. Specific mention is made regarding reservation of vacancies for Scheduled Castes and Scheduled Tribes while sending requisitions to the U.P.S.C.
- (vi) Recruitment to the grade of Architectural Assistant (Grade II) and Assistant (Architectural Department) is done on region basis through Employment Exchange. Specific mention is made in the requisition to the Employment Exchange regarding reservation of vacancies and concession for Scheduled Castes/Scheduled Tribes. In case suitable candidates are not available through the Employment Exchange, the posts are advertised on All India basis making a specific mention regarding the concessions and reservations for Scheduled Castes/Scheduled Tribes in the advertisement.
- (vii) 100% by promotion of Senior Assistants (Arch. Deptt.), Assistant [S. G. (Arch. Deptt.).
- (viii) Chief Architectural Assistant; by promotion of Architectural Assistant (S.G.).
- (ix) Architectural Assistant (S.G.) : By promotion of Architectural Assistant Grade I.
- (x) Architectural Assistant (Gr. I) : By promotion of Asstt. Architectural Asstt. (Ordinary Grade).
- (xi) Senior Assistant (Arch. Deptt.) : By promotion of Asstt. (S.G.) Architectural Deptt.
- (xii) Assistant (S.G.) (Architectural Deptt.) : By promotion of Assistant Gr. I (Architectural Deptt.); and
- (xiii) Architectural Assistant Grade I : By promotion of Arch. Assistant Grade II.

#### *Horticulture Side*

- (i) Director of Horticulture : By selection from amongst Deputy Director of Horticulture, failing which by direct recruitment through UPSC.
- (ii) Deputy Director of Horticulture : By selection from amongst Assistant Directors of Horticulture, failing which by direct recruitment, through the UPSC.
- (iii) Assistant Director of Horticulture : 66-2/3% by promotion of Sectional Officers (Hort.) and 33-1/3% by direct recruitment through the UPSC.

| S. No.                                  | Name of the post              | Method of recruitment  |
|---|-------------------------------|--|
| <b>Ministerial Staff</b>                |                               |  |
| 1.                                      | Circle Office Supdt.          | 100% by promotion by selection from among Head Clerks and Stenographers (Selection Grade).   |
| 2.                                      | Head Clerk                    | 100% by promotion from among Upper Division Clerks (By Selection).   |
| 3.                                      | Upper Division Clerk          | (i) 37½% from amongst permanent and quasi-permanent Lower Division Clerks on the basis of seniority subject to the rejection of unfit and 50% on the basis of seniority from amongst these categories subject to their qualifying in a departmental test;<br>(ii) 12-1/2% on the basis of competitive examination limited to Lower Division Clerks having 3 years service. |
| 4.                                      | Stenographer (Ordinary Grade) | By selection on regional basis from among Lower Division Clerks.   |
| 5.                                      | Stenographer (Senior Grade)   | 100% by promotion, on the basis of seniority-cum-fitness from among stenographers (O. G.) with 8 years service in the grade.   |
| 6.                                      | Lower Division Clerk          | 90% by direct recruitment through Staff Selection Commission. 10% from amongst educationally qualified Class IV staff on the basis of competitive examination held by the Staff Selection Commission.  |
| <b>Drawing Staff</b>                    |                               |  |
| 1.                                      | Chief Estimator               | By promotion from Draftsman Grade I.   |
| 2.                                      | Draftsman Grade I             | By promotion from Draftsman Grade II on the basis of seniority-cum-fitness.  |
| 3.                                      | Draftsman Grade II            | By promotion from Draftsman Grade III on the basis of seniority-cum-fitness.   |
| 4.                                      | Draftsman Grade III           | 95% by direct recruitment.<br>5% by promotion from Ferro-Printers.   |
| 5.                                      | Ferro-Printer                 | 50% by direct recruitment and 50% by promotion from Class IV staff working in Ferro-Printing Section.  |
| <b>Class IV Staff</b>                   |                               |  |
| 1.                                      | Daftry                        | 100% by promotion from among Peon and Barkandazs.  |
| 2.                                      | Barkandaz                     | 100% by promotion from among Peons.  |
| 3.                                      | Peon                          | 100% by direct recruitment.  |
| <b>Class IV posts in Central Office</b> |                               |  |
| 1.                                      | Selection Grade Daftry        | By promotion amongst Daftries with 3 years in the grade.   |
| 2.                                      | Junior Gestetner Operator     | By promotion amongst Jamadars/Daftries with 3 years service and proficiency in operating/maintaining Gestetner machine.  |
| 3.                                      | Daftry                        | By promotion amongst Peons with 3 years service in the grade.  |
| 4.                                      | Jamadar                       | Do.  |
| 5.                                      | Barkandaz                     | By transfer amongst Peons.   |

### *Workcharged Establishment*

Posts on the Workcharged Establishment are filled through Employment Exchange by the respective Circle Office Superintending Engineers who are responsible for recruitment and promotions. Instructions also exist for reservations for Scheduled Castes/Scheduled Tribes in the matter of recruitment and promotions in the various categories of Workcharged Establishment.

2.2. In a note submitted to the Committee, the Committee have been informed that recruitment to all Groups A and B posts in the C.P.W.D. is made on all India basis at the Headquarters of the C.P.W.D. through U.P.S.C. i.e. in the office of the Director General of Works. The recruitment of Junior Engineers, which is a Group C post is made on an All India Competitive Examination conducted by the C.P.W.D. itself. Similarly, the highest post of Chief Estimator on the Drawing side and the post of Office Superintendent in the Circle Office on the Ministerial side is filled on promotion at the Headquarters of the CPWD. The recruitment and promotions to various grades in Groups C and D of the drawing side and ministerial side are made at the Regional level. For this purpose, in each Region, one of the Superintending Engineers is designated as Superintending Engineer (Coordination) for the purpose of recruitment and promotion for certain categories of posts.

2.3. In the notice for direct recruitment to the various posts, the number of vacancies to be filled and percentage of vacancies reserved for Scheduled Castes and Scheduled Tribes is mentioned. The concessions in the admission fee/age in respect of candidates belonging to Scheduled Castes and Scheduled Tribes is indicated in the Notice. These notices are entrusted to Department of Audio and Visual Publicity, Ministry of Information and Broadcasting and Employment Exchanges for such publicity through newspapers as they deem fit.

2.4. Asked whether any announcement to this effect is made on All India Radio, it has been stated that no publicity with regard to recruitment to various Class III and Class IV posts is given on All India Radio. However, in Regions B and C, vacancies are announced on All India Radio when there is no response from the local Employment Exchanges.

2.5. It has also been stated that percentage prescribed for Scheduled Castes and Scheduled Tribes by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms are being followed for recruitment in the Central Office of the C.P.W.D. During the course of evidence, the Committee have been informed that, whenever there are vacancies, the Director General of Works informs the Ministry of Works & Housing who in turn informs the U.P.S.C. The Selection of candidates is made by the U.P.S.C. on the basis of test or interview, as the case may be, and the Ministry of Works & Housing are informed subsequently by sending the merit list. The Ministry of Works & Housing/C.P.W.D. verify antecedents of candidates and send them for medical test, etc. Seniority of persons recruited through the U.P.S.C. is according to the merit list forwarded by the U.P.S.C. and not according to the roster.

2.6. Whenever a demand for recruitment is placed with the U.P.S.C., a copy of Recruitment Rules is also sent to them alongwith the demand to enable the U.P.S.C. to know the qualifications, relaxations, etc. admissible for various categories of posts.

2.7. With regard to verification of eligibility certificates for Scheduled Caste and Scheduled Tribe candidates, the Committee have been apprised that only one case was detected where there was discrepancy about the eligibility as he had submitted two certificates which were different. He was selected for the Central Engineering Service (Class I) on the basis of two certificates submitted by him to the U.P.S.C. One certificate mentioned him simply as a Scheduled Caste and the other mentioned that he belongs to Scheduled Caste but converted to Buddhism in 1956. As a Buddhist, he is not entitled to get an appointment for the posts reserved for Scheduled Castes. His case is still under examination.

2.8. On being asked, the Committee have been informed that the appointing authorities in the C.P.W.D. ranged from the Executive Engineer to the Director-General of Works for various categories of posts. For Class I posts, appointing authority is the Ministry of Works and Housing on behalf of the President of India.

2.9. Asked to state the procedure followed for notifying the vacancies reserved for Scheduled Castes and Scheduled Tribes, it has been stated that in case of Class III and IV posts, requisitions are sent to the Employment Exchanges and if they failed to get candidates from there, then recognised associations are approached. In the case of Stenographers, if required number of candidates are not available through Employment Exchanges, posts are advertised. The qualifications prescribed for the post of Stenographer are matriculation or equivalent with a minimum speed of 80 w.p.m. in shorthand and 40 w.p.m. in typewriting in English or Hindi and 5 percent mistakes are allowed. The procedure in this regard has been laid down by the Ministry of Home Affairs.

2.10. As regards the recruitment of Lower Division Clerks, etc., the Committee have been informed that the post of Lower Division Clerk, Stenographer, etc. are recruited through the Staff Selection Commission. Prior to 1973, the condition was that an L.D.C. might be recruited and given 2 years' time to pass the typing test failing which he would not be allowed to draw increment and confirmation would be postponed. Subsequently, it was decided that typing test would be a pre-qualification and before appointment, a candidate would have to pass the typing test. In the case of C.P.W.D., Recruitment Rules of L.D.Cs. have not yet been amended.

2.11. Asked to state as to how Class IV employees were recruited in 1975-76 when there was a ban on the recruitment of Class IV staff, the Director General of Works have stated that these recruitments have been made on compassionate grounds to employ dependent sons of employees who died in harness. Such compassionate recruitments have been made when the family of deceased are in a difficulty and there is no one to maintain the family. In such circumstances, one of the dependents of the deceased is given employment in relaxation of age and educational qualifications as permissible under the Rules.

2.12. In regard to recruitment of chowkidars, etc., there is a general ban on the direct recruitment as per orders issued in this regard by the Ministry of Finance in 1975.

2.13. There is no post of farrash in Regional Offices of the C.P.W.D. and dusting of tables, etc. is done by peons. Sweepers are mostly engaged for cleaning floors, etc.

2.14. The Committee have been informed that on the Engineering side, direct recruitment is made at the level of Assistant Engineers and Assistant Executive Engineers. These categories of posts are filled up by recruitment through the U.P.S.C. Junior Engineers are recruited directly through examination held by the C.P.W.D. In the case of Horticulture Department, Section Officer (Hort.) are recruited directly through the Employment Exchanges and Assistant Directors of Horticulture are recruited through the U.P.S.C.

2.15. In the case of Architectural staff, the direct recruitment of Architectural Assistants is done through the Employment Exchange and in the case of Assistant Architects and Deputy Architects, it is done through the U.P.S.C.

2.16. Draftsmen Grade III are also being directly recruited through the Employment Exchange.

2.17. In regard to recruitment of Junior Engineer (Group C posts), the Committee have been informed, during the course of evidence, that an All India Competitive examination is conducted by the C.P.W.D. at various centres all over the country. The Centres are at places where Regional Offices exist viz. Bombay, Delhi, Madras, Calcutta, Kanpur, Trivandrum, Gauhati, Bangalore, Hyderabad, Chandigarh, Srinagar, Patna, Bhopal, Bhubaneshwar and Ahmedabad. Advertisements and forms are sent to the Superintending Engineers all over the country.

2.18. When suggested during the course of evidence that instead of having an All India examination, the examination should be held in various Regions so as to attract more candidates from tribal belts, the Director General of Works stated that "we will open more centres". Previously, the recruitment of Junior Engineers was made by the Superintending Engineer (Coordination) on the basis of getting candidates from the Employment Exchanges.

2.19. There is no screening of applications and the persons who fulfil minimum qualifications, etc. are called to appear in the examination. The qualifying marks for passing the examination is 40 per cent in the aggregate for general category candidates whereas it is 30 per cent for Scheduled Caste and Scheduled Tribe candidates.

2.20. The Committee have been informed that the Liaison Officer is not associated with the screening of applications for recruitments as all those who fulfil the prescribed qualifications and satisfy the age limit are called for the test and no screening of applications is done in the C.P.W.D. If however, the number of candidates received from the Employment Ex-

change is less than the number of posts, the posts are then advertised and recognised associations of Scheduled Castes and Scheduled Tribes and the Commissioner for Scheduled Castes and Scheduled Tribes are also informed. In the Headquarters Office, such action had to be taken only once during the last three years in the case of Architectural Assistant. In that case, candidates were not available even after advertisements. Enough candidates were otherwise available for other posts except for technical ones (including stenographers).

2.21. There are large category of work-charged staff like masons, etc. and these posts are filled up by direct recruitment. Recruitment Rules for the work-charged staff had been made a long time back when there was no reservation for Scheduled Castes and Scheduled Tribes. These Rules are now being revised with a view to make a provision for reservations, relaxation of age limit and other concessions admissible to Scheduled Castes and Scheduled Tribes in accordance with the orders issued by the Government of India from time to time in this regard.

2.22. The Committee note 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.

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 Director of Scheduled Caste/Scheduled Tribe Welfare or Director 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 Caste and Scheduled Tribe M.L.As. and M.Ps. 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 and 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 Exchanges 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.

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.

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 Caste and Scheduled Tribe population. The Committee would like to be apprised of the final decision taken in the matter.

## B. Concessions and Relaxations

2.26. The Committee have been informed that in grades where recruitment is made through open competitive examination, usual fee concessions and age relaxations are given to Scheduled Caste and Scheduled Tribe candidates at the time of recruitment/written examination/interview as provided in the rules.

2.27. The following concessions are given to Scheduled Caste and Scheduled Tribe candidates for appearing in departmental examinations conducted by the Central Public Works Department.—

- (i) Upto 10 marks are added to marks obtained by the Scheduled Caste and Scheduled Tribe candidates in any of the departmental tests conducted by the C.P.W.D. so as to bring them within the zone of selection for higher post.
- (ii) In the cases of Scheduled Caste and Scheduled Tribe candidates whose confidential records are not upto the mark, the Confidential Reports are assessed on a somewhat relaxed standard in accordance with the instructions laid down in the Ministry of Home Affairs O.M. No. 1,158-RPS, dated the 17th August, 1958. It has further been decided that where the competent authority is Superintending Engineer and a particular Scheduled Caste or Scheduled Tribe candidate is proposed to be overlooked, confidential reports on him should be assessed on relaxed standard by the Chief Engineer, C.P.W.D.

2.28. Asked to state the number and percentage of Scheduled Caste and Scheduled Tribe candidates who had qualified under the relaxed standards during the last three years, the Committee have been supplied with a written statement showing the number of candidates who appeared in various departmental examinations during the last three years and the number and percentage of Scheduled Castes and Scheduled Tribes who qualified under relaxed standards which is at Appendix I.

2.29. During the course of evidence, the Committee have been informed that departmental examinations for promotion to the grade of Junior Engineers were held in the years 1977 and 1978. All those candidates who were working as Draftsmen, Works Assistants, etc. and possessing diploma and experience of 3 years were allowed to appear against three per cent of vacancies of Junior Engineers reserved for Departmental candidates from 1977. All the employees working in the Departmental were informed about the test. 27 candidates appeared in 1977 and 29 in 1978 respectively. Out of those who appeared in 1977, one was Scheduled Caste



and he qualified in the test. In 1978, there was no Scheduled Caste candidate. The percentage Scheduled Castes and Scheduled Tribes promoted was 4 per cent in 1977 and nil in 1978. The Committee have also been informed that no Scheduled Caste or Scheduled Tribe candidate has been withheld or debarred from appearing in the examinations.

2.30. The Committee have scrutinised a number of notifications/requisitions sent by the Regional Offices to the Employment Exchanges intimating vacancies to be filled in various grades. The Committee have noted that in Bombay Circle I, no concessions/relaxations admissible to Scheduled Castes and Scheduled Tribes had been mentioned in the requisitions sent to the Employment Exchange.

2.31. On being pointed out by the Committee that in the Recruitment Rules, a provision had been made for the relaxation of upper age limit by 3 years for the Scheduled Caste and Scheduled Tribe candidates in violation of standing instructions in this regard viz. that the maximum age limit prescribed for direct recruitment should be increased by five years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes, the Secretary, Ministry of Works and Housing has stated during evidence that instructions given in the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services superseded the old recruitment rules in actual application. It has also been stated that Recruitment Rules for non-gazetted posts were framed in 1952 and for gazetted posts in 1955. The Recruitment Rules of Section Officer (Horticulture) were issued in 1964 and it was mentioned therein that the upper age limit relaxable in the case of candidates belonging to Scheduled Castes and Scheduled Tribes might be in accordance with the general orders issued in this regard by the Central Government from time to time. It has also been stated that in advertisements, actual number of years of relaxation were mentioned invariably. When asked, the Committee have been informed that the minimum age for recruitment to Class I post is twenty-one. In reply to another question, it has been stated that a Saving Clause has been introduced by the Department of Personnel & Administrative Reforms from 1971 and Recruitment Rules framed after 1971 contained that Saving Clause.

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 requisitions 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 those should be meticulously followed.

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.

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 CPWD should be done away with so far as Scheduled Caste and Scheduled Tribes candidates are concerned.

### C. Maintenance of Rosters

2.35. The Committee have been informed that rosters for observing reservations are being maintained for each category of posts for quite some years now and such rosters are submitted to the Liaison Officer for inspection periodically. A statement showing the dates since when rosters are being maintained in each Region of the C.P.W.D. is at Appendix II. (page 92)

2.36. The Committee have also been informed that though rosters are being maintained for different categories from the dates of application of reservation orders for Scheduled Castes and Scheduled Tribes, the rosters for the earlier period are not now available. Asked to state whether the rosters were being maintained initially, the Director-General of Works, in evidence, has stated:—

“After 20 or 25 years, I cannot say whether they are maintained or not. All the officers who are there at present have been there for not more than 5 years.”

2.37. With regard to the maintenance of rosters, the Committee have been informed that the Department of Personnel and Administrative Reforms had given the revised reservations to be followed by Regions 'A', 'B' and 'C' of the C.P.W.D. on the basis of population of the States covered by each of these Regions. These had since been communicated to the Regional Offices for implementation from 1-3-1979.

2.38. During the course of evidence, the Committee have pointed out that when a Study Group of the Committee visited the Central Circle at Calcutta in September, 1978, rosters prior to 1970 were not available and it had been reported that they had been lost. The Study Group has desired that necessary data should be compiled immediately and backlog be calculated from the date the Central Circle at Calcutta came into existence. On that, the Director General of Works has informed the Committee that the backlog has since been worked out on the basis of seniority by the concerned Superintending Engineer. The Committee have also been informed in reply to a question that in Region 'B' in respect of Draftsman Grade II, reservation in promotion was enforced from 1973 and rosters are being maintained from that date.

2.39 The Committee then pointed out that when a Study Group of the Committee visited Madras in 1978, it has been informed that rosters for Madras Central Circle are being maintained in the Bombay Circle, the Headquarters of Region 'C'.

2.40. In reply to a question, in regard to the date of last inspection of rosters carried out in Region 'A', the Committee have been informed that actual inspection of rosters for Ministerial and Class IV staff had been carried out in November, 1978 but the date has not been put inadvertently after signing the register by the Liaison Officer concerned who has checked it.

2.41. The Committee have also taken the opportunity to examine some of the Rosters maintained by the C.P.W.D. during the course of evidence with the representatives of the Ministry of Works and Housing and the C.P.W.D. The Committee have observed that the rosters are not being maintained in accordance with the instructions issued by the Department of Personnel and Administrative Reforms in this regard. In some rosters, wrong figures have been shown and dates of appointment have not been given. They are not even signed by Liaison Officer concerned. There are cuttings and some of the rosters appeared to have been prepared in one day and in one handwriting. Cuttings, if any, should have been invariably attested and rosters should have been maintained on the prescribed proforma stitched in the form of register and not in loose sheets which could be changed at any time. In one of the rosters, it has not been made clear how a non-Scheduled Caste was shown against a reserved vacancy.

2.42. The Director General of Works has since informed the Committee that as many of the rosters produced by the Regional Offices as well as the Central Office are not in good shape and good order, instructions have since been issued that the rosters should be maintained in printed and bound form.

2.43. 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 dates 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 also not been given. These have not even been signed by Liaison Officers concerned. There are cuttings and some of the rosters appear to have been prepared in one day and in one hand writing. The Committee cannot 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 should be maintained in printed and bound form by all the offices 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.

#### D. Promotions

2.44. The detailed procedure in regard to promotions to various posts in the Central Public Works Department has been given in para 2.1 of this Report.

2.45. Asked to state the detailed procedure followed in the C.P.W.D. for promotion on the basis of (i) seniority subject to fitness, and (ii) by selection, separately, the Committee have been informed as follows :—

##### (I) Seniority subject to fitness :

Two separate lists of eligible officers are drawn up by the Departmental Promotion Committee. The first list will be for the non-reserved category and the second list for the reserved category. The number of vacancies reserved for Scheduled Castes and Scheduled Tribes will be determined on the basis of the roster and all those persons in the seniority list who are found fit to be promoted to the extent reservation are required to be made, will be included in the select list. Thereafter, these two lists are merged into a combined select lists in which the names of all selected officers, general as well as those belonging to Scheduled Castes and Scheduled Tribes, are arranged in the order of their *inter se* seniority in the origin seniority list of the category or grade from which the promotion is being made. In any Scheduled Caste or Scheduled Tribe candidate is available within five times the zone of consideration, he is promoted.

##### (II) Selection :

The Departmental Promotion Committee decides the field of selection i.e. the number of eligible officers to be considered for inclusion in the panel. Generally, the field of choice is five times the number of vacancies expected to be filled within a year. In the first instance, the Departmental Promotion Committee excludes all those Officers considered as unfit for promotion and for the rest, the Departmental Promotion Committee grades them into three distinct categories viz. "Outstanding", "Very Good" and "Good" on the basis of their merit as determined by respective records of service. Thereafter, the Departmental Promotion Committee draws up a panel to the extent necessary by placing the names of outstanding officers in the order of their *inter se* seniority followed by officers of the other two categories in the same way.

2.46. The *inter se* seniority of Officers within each category is kept in tact. In the case of Scheduled Caste and Scheduled Tribe candidates all those who are considered by the Departmental Promotion Committee as fit for promotion are included in the panel subject to the number of vacancies reserved for them. If any Scheduled Caste or Scheduled Tribe candidate comes up in the merit list on the basis of his grading of "Outstanding" and

"Very Good", he is included at the appropriate place in the panel and to the extent of the shortfall the other officers belonging to these communities are included in the panel subject to their being found suitable for promotion.

2.47. Clarifying about gradations, the Committee have been apprised that the gradations, "Outstanding", "Very Good" and "Good" have been prescribed keeping in view the requirements of efficient functioning of officers and anyone whose record is not good, is not fit for promotion and therefore by implication, efficiency would be affected if the man whose record is not good or whose record is of a mixed nature, is promoted, it will affect the efficiency of the Department. It was the basis of the present procedure of gradation introduced in 1956 so that for higher posts, wherever merit is required, persons of merit might get preference over those who have less merit. But in the case of Scheduled Caste and Scheduled Tribe employees if they are within the zone of consideration they will not be superseded by any person of general category with better grading to the extent of reserved quota. Gradations had been primarily introduced with a view to assessing the suitability of a person. In regard to the expression "consistent with the maintenance of efficiency", it has been further explained that a person who did not have anything against him on record will be promoted to the extent of reserved quota if by the position of his seniority, he is due for promotion without being superseded by anybody else. The representative of the C.P.W.D. further explained the position in this regard as follows :

"Supposing, we have got 10 vacancies to be filled. Out of 10, four are reserved for Scheduled Caste and Scheduled Tribe candidates. It is a hypothetical example. For 10 vacancies, we will consider 50 candidates according to the seniority. All these 50 candidates are graded by the Departmental Promotional Committee and the grading will be outstanding, very good and good. Against 50 candidates, there are only 10 vacancies; and four of them are reserved for Scheduled Castes and Scheduled Tribes. So, the first six people who are having outstanding grading will be put on the top of the list. But the others having outstanding grading in the unreserved category will not be brought under the list. Supposing the Scheduled Castes and Scheduled Tribe candidates are having very good and good grading and they are available. Then the four vacancies will go to them in preference to the unreserved candidates who may be having higher grading."

2.48. A statement showing the number of persons promoted during the period from 1973 to 1977 is at Appendix III.

2.49. Asked to state the number of Scheduled Caste and Scheduled Tribe persons promoted from L.D.C. to U.D.C. the Committee have been informed that there was no promotion in 1975. In 1976, out of 37 persons promoted, 6 were Scheduled Castes and 2 were Scheduled Tribes and in 1977, out of 18 persons promoted, 3 were Scheduled Castes and 2 were Scheduled Tribes. The selection of these candidates has been made on three criteria (i) 37½% on the basis of seniority; (ii) 50% by passing the qualifying examination, and (iii) 12½% by selection.

2.50. The Committee have also been informed that, as per Recruitment Rules, 50 per cent posts of Stenographers (Grade III) have been filled in

through Employment Exchanges and 50 per cent from departmental L.D.Cs. having a speed of 80 words per minute with minimum qualification of matriculation. In order to fill up the vacancies reserved for Scheduled Caste and Scheduled Tribe candidates in the grade of Stenographers, instructions have since been issued to the Co-ordinating Superintending Engineers at Delhi to send the Scheduled Caste and Scheduled Tribe L.D.Cs. working in the C.P.W.D. for training in stenography in Hindi and English and after they are trained, they would be tested with relaxed standards and appointed as Stenographers in the C.P.W.D.

2.51. The Committee have also enquired into the cases of promotion of Junior Engineers to the grade of Assistant Engineers. The Committee have been informed that there are 1443 Assistant Engineers in the C.P.W.D. Prior to 1972, there used to be no *ad hoc* promotion. In 1973, when the dispute with regard to the mode of recruitment and seniority, etc. arose, the C.P.W.D. started making *ad hoc* promotions. From 1973 till date, 412 Assistant Engineers on Civil side and 136 on Electrical side have been promoted on *ad hoc* basis. In 1977, when the Rules for filling up of these posts were finalised, it was decided that 50 per cent of posts would be filled by promotion and 50 per cent by a limited Departmental Competitive Exam. At that time, the total number of vacancies in the grade of Assistant Engineers, Civil and Assistant Engineers (Electrical) were assessed as 300 and 146 respectively, and on the recommendation of the Departmental Promotion Committee, 150 Assistant Engineers (Civil) were regularised and the remaining 150 posts were notified to the U.P.S.C. for holding a departmental examination. This year, 200 vacancies have been anticipated and out of that, 100 vacancies had been notified to the U.P.S.C. for holding a departmental examination and for the remaining 100 posts, Departmental Promotion Committee have considered the names but before the announcement of results of the Departmental Promotion Committee, all the *ad hoc* Assistant Engineers had gone to the Court with the plea that their *ad hoc* appointments should be regularised without having them considered by the Departmental Promotion Committee.

2.52. It has also been stated that the reasons for *ad hoc* promotions were that as per Recruitment Rules framed in 1954, for promotion from Junior Engineer to Assistant Engineer, 50 per cent of posts would go to diploma-holders and 50 per cent to Graduate Engineers. Some of the temporary Junior Engineers who are graduates and who have been promoted as Assistant Engineers, have gone to the Delhi High Court in a writ and the Delhi High court in its Judgement on 5-11-1971 passed orders that this quota invalid in as much as the final approval of the Department of Personnel and Administrative Reforms had not been taken. The Court observed that 100% posts were for promotion and no separate quota should be given to Graduate Engineers although Graduate Engineers had claimed such a quota separately. The Department of Personnel and Administrative Reforms when approached stated that there should be a limited examination and 50 per cent posts should be filled by departmental examination and 50 per cent by promotion. It took about 3 years to decide the case and in 1977, the Rules were notified. While regularising 150 vacancies 750 candidates were considered and selection was made out of them.

Reservation orders have also been made applicable and out of 150 Assistant Engineers regularised, 24 Scheduled Caste Assistant Engineers have also been regularised. There was no Scheduled Tribe candidate available within the zone of consideration. Eight Scheduled Caste Officers and one Scheduled Tribe Officer have not been regularised as they have not been found fit for promotion on a regular basis. Although for the unreserved vacancies, only persons with outstanding and very good reports were included but Scheduled Caste and Scheduled Tribe candidates with good reports were included in the panel.

2.53. When the Committee enquired as to why no Scheduled Caste or Scheduled Tribe candidate was promoted out of Assistant Engineers even though 11 posts were available, it has been stated that for promotion from Assistant Engineer to Executive Engineer, the Graduate candidates with 'Very Good' or 'Good' reports are promoted. But the diploma-holders could be promoted as Executive Engineers only when they have outstanding reports. The reason as to why Engineers have not been promoted is because they are diploma-holders and not Graduate Engineers.

2.54. During the course of evidence, the Committee also enquired about the avenues of promotion of Class IV staff. The Committee have been informed in reply that 10 per cent posts are reserved in the L.D.C. Grade for educationally qualified Class IV staff in the Subordinate Offices of the C.P.W.D. and for removing stagnation, selection grade will also be introduced in Class IV posts. Sweepers are eligible for promotion to the posts of Sewerman which are filled 100 per cent by promotion from the grade of Sweepers.

2.55. The Committee note the procedure being followed in the C.P.W.D. 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.

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.

2.57. The Committee have a fear that many a Scheduled Caste and Scheduled Tribe employee 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 Tribe 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.

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 promotions 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 to give benefits to Scheduled Caste/Scheduled Tribe Officers. If Ministry of Works and Housing/C.P.W.D. had any regards for constitutional provisions and some feeling for Scheduled Caste and Scheduled Tribe officers, 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.

#### E. Deputation

2.59. The Committee have been informed that a large number of employees working in the C.P.W.D. are sent on deputation to other departments of the Government of India, Public Undertakings, etc. A statement showing the number of employees, category-wise, sent on deputation by the C.P.W.D. to the various departments/undertakings during the period from 1975 to 1977 and the number of Scheduled Castes and Scheduled Tribes among them is at Appendix IV.

2.60. During evidence, the Committee have been informed that, whenever, any Department ask the C.P.W.D. to loan the services of their employees, such requests are circulated amongst their employees. Before the names of willing employees are forwarded to the borrowing department, it is ensured that there is no case of vigilance pending against such officers. If any case is pending, he is rotating on deputation, while sending an officer on deputation, his seniority is also taken into account and final selection of candidates is made by the borrowing departments.

2.61. The Committee then pointed out that although 14 Class I Officers of C.P.W.D. had been sent abroad for training since 1975, none of them belonged to Scheduled Castes or Scheduled Tribes inspite of the fact that some Scheduled Caste and Scheduled Tribe employees had given their options. Similarly, not a single Scheduled Caste or Scheduled Tribe Junior Engineer has been sent on deputation abroad during the last three years.

2.62. During evidence, the Director General of Works has explained that for sending employees abroad on deputation, foreign Governments ask for persons with particular qualifications and experience. Names of persons fulfilling such qualifications and experience are called for and are sent mostly seniority-wise provided they are willing and no case of vigilance is pending against such persons. Final selections are made by the foreign countries themselves.

2.63. Asked to state whether officers working in the C.P.W.D. have been attached to Embassies abroad, it has been stated that the Ministry of External Affairs have circulated a post recently and the C.P.W.D. had



sponsored names to that Ministry. Final selection was made by the Ministry of External Affairs.

2.64. As regards the posting of officers to Nepal, the Committee have been informed that names are called for in all cadres from the level of Superintending Engineers to the level of Junior Engineers. The names of officers who opt are kept in the order of seniority and, as and when vacancies arise, they are posted on the basis of their seniority subject to their suitability, vigilance clearance and medical examination. If Scheduled Caste and Scheduled Tribe officers have applied, their names are also arranged in that order and they are also sponsored. They are entitled to draw all the allowances which the Ministry of External Affairs sanction for the staff posted to Nepal.

2.65. The Committee have also been informed that a Foreign Assignments Cell also exist in the Department of Personnel and Administrative Reforms. Persons desiring to register their names in that Cell are required to apply on a prescribed proforma and the registrations are made by that Department.

**2.66. The Committee stress that while selecting persons for posts to be filled in by deputation or transfer in the C.P.W.D. and its Regional Officers, 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/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.**

#### **F. Confirmations**

2.67. The Committee have been informed that reservation in confirmation are followed in the C.P.W.D. and there is no case where Scheduled Caste or Scheduled Tribe employee has been superseded by other employees. A statement showing the number of employees in various grades confirmed in the C.P.W.D. as on 1-1-1978 and the number of Scheduled Castes and Scheduled Tribes among them is given at Appendix V.

2.68. In a note submitted to the Committee, it has been stated that in the C.P.W.D., reservations for Scheduled Castes and Scheduled Tribes are being followed at the time of confirmation for all posts in direct recruitment except in the case of those posts which are filled in both by direct recruitment and by promotion. It is only in the latter category that the reservations were not being observed before 19-3-1974 due to misinterpretation of rules. It has since been rectified after obtaining clarification from the Department of Personnel and Administrative Reforms in this regard.

2.69. The Committee have also been informed that confirmation of employees are made depending on the availability of permanent posts. Each employee is, however, made quasi-permanent immediately after the

completion of 3 years in service. It has also been stated that separate rosters for confirmation are being maintained in the C.P.W.D.

2.70. As regards the procedure followed for initiating confirmation, the Director General of Works has stated that every year, the Ministry of Finance is being approached to accord sanction for permanent posts and, as and when sanction is received, eligible incumbents are declared confirmed according to seniority in service.

2.71. When the Committee pointed out that rules of confirmation are not being followed in the cases of Junior Engineers and Assistant Engineers, inasmuch as that 3 Scheduled Castes and one Scheduled Tribe have not been confirmed in the grade of Assistant Engineer although they are eligible for the same, the Director General of Works has stated that no Assistant Engineer has been confirmed for the last 4-5 years because of the cases which have been going on in the court.

2.72. On enquiry as to why no Scheduled Caste or Scheduled Tribe Stenographer (Grade III) has been confirmed during the period from 1975 to 1977 in any Region of the C.P.W.D., the Director General of Works has stated, in reply, that in the category of Stenographers, all of them have already been confirmed and none is awaiting confirmation.

**2.73. The Committee are unhappy to note that the C.P.W.D. have not followed reservations 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 Castes/Scheduled Tribe officers might have been superseded in certain categories and this aspect needs thorough investigation.**

## **G. De-reservation**

2.74. The Committee have been informed that the prescribed instructions of the Department of Personnel and Administrative Reforms regarding de-reservation and carry forward of vacancies are being followed in the C.P.W.D. A statement showing the posts dereserved in the C.P.W.D. during the period from 1973 to 1977 is at Appendix VI.

2.75. During evidence, the Committee enquired why in 1976, 10 posts of Assistant Executive Engineers in 1976 and 11 posts in 1977 were de-reserved. In reply, it has been stated that the U.P.S.C. failed to recruit Scheduled Caste and Scheduled Tribe candidates against the said vacancies and so de-reservation had to be resorted to and prior approval of the Department of Personnel and Administrative Reforms had been taken before resorting to de-reservation. The posts had, however, been carried forward to the subsequent year.

**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 de-reserved.**

## H. Departmental Recruitment/Promotion Committees

2.77. In a written note submitted to the Committee, the particulars of Departmental Recruitment/Promotion Committees, their composition and function have been stated to be as follows :—

### Promotions

| Department/<br>Office                    | Category of<br>Post                             | Composition of Departmental<br>Promotion Committee |           |
|--|---|--|-----------|
| 1  | 2   | 3  |           |
| Directorate<br>General of<br>Works, CPWD | Chief Architect<br>Group 'A'.                   | Member UPSC  | —Chairman |
|  |   | Secretary of W&H<br>Ministry.                      | —Member   |
|  | Senior Architect.                               | Director<br>General of Works.                      | —Member   |
|  |   | Member, UPSC                                       | —Chairman |
|  |   | Joint Secretary,<br>Ministry.                      | —Member   |
|  |   | Director General<br>of Works.                      | —Member   |
|  | Architect Group 'A'                             | Member UPSC  | —Chairman |
|  |   | Director General<br>of Works                       | —Member   |
|  |   | Deputy Secretary(EM)                               | —Member   |
|  |   | Chief Architect CPWD                               | —Member   |
|  | Assistant<br>Architect Group 'B'                | Director General<br>of Works                       | —Chairman |
|  |   | Deputy Secretary(EW)                               | —Member   |
|  |   | Chief Architect                                    | —Member   |
|  |   | Director of<br>Administration,<br>CPWD             | —Member   |
|  | Architectural<br>Assistant (SG)<br>(Group 'C')  | Director of<br>Administration,<br>CPWD             | —Chairman |
|  |   | Sr. Architect                                      | —Member   |
|  |   | Dy. Dir. of Admn.                                  | —Member   |
|  |   | Member UPSC  | —Chairman |
|  | Director of<br>Horticulture,<br>Group 'A'       | Joint Secretary,<br>Ministry of W&H                | —Member   |
|  |   | Director General<br>of Works                       | —Member   |
|  | Deputy Director<br>of Horticulture<br>Group 'A' | Member, UPSC                                       | —Chairman |
|  |   | Joint Secretary,<br>Ministry                       | —Member   |
|  |   | Director General<br>of Works                       | —Member   |

| 1  | 2  | 3   |
|--|--|---|
|  | Assistant Director<br>of Horticulture,<br>Group 'B'  | Director General<br>of Works,<br>Deputy Secretary (EW)<br>Dir. of Admn. —Chairman<br>—Member<br>—Member |
|  | <b>PROMOTION</b>   |   |
| 1. Junior Engineer<br>to<br>Asstt. Engineer  | Director General<br>of Works, CPWD<br>Deputy Secretary,<br>Ministry of Works,<br>and Housing<br>Director of<br>Administration CPWD<br>Joint Secretary,<br>Ministry of<br>Works & Housing<br>Director General<br>of Works<br>Deputy Secretary<br>(EW) Ministry of<br>Works & Housing<br>Member/Chairman<br>UPSC | —Chairman<br>—Member<br>—Member<br>—Member<br>—Chairman   |
| 2. Asstt. Executive<br>Engineer to<br>Executive Engineer   | Joint Secretary<br>(Works) Ministry<br>of Works & Housing<br>Director General<br>of Works, CPWD<br>Dy. Secretary (EW)<br>Ministry of Works<br>and Housing<br>Member/Chairman<br>UPSC   | —Member<br>—Member<br>—Member<br>—Chairman  |
| 3. Asst. Engineer.<br>to Executive<br>Engineer.  | Joint Secretary,<br>(Works), Ministry<br>of Works & Housing<br>Director General<br>of Works, CPWD<br>Dy. Secretary (EW)<br>Ministry of Works<br>and Housing<br>Member/Chairman<br>UPSC   | —Member<br>—Member<br>—Member<br>—Chairman  |
| 4. Executive<br>Engineer to<br>Superintending<br>Engineer  | Joint Secretary,<br>(Works), Ministry<br>of Works & Housing<br>Director General<br>of Works, CPWD<br>Member/Chairman<br>UPSC   | —Member<br>—Member<br>—Chairman   |
| 5. Superintending<br>Engineer to<br>Chief Engineer<br>(Level-II)<br>Chief Engineer<br>(Level-II) to<br>Chief Engineer<br>(Level-I) | Secretary, Ministry of<br>Works & Housing<br>Director General<br>of Works.   | —Member<br>—Member  |
| 6. Chief Engineer<br>(Level-I) to<br>Director General<br>of Works.   | Chairman UPSC<br>Secretary in Shipping<br>and Transport<br>Secy, Min of W&H  | —Chairman<br>—Member<br>—Member   |

| 1                                | 2   | 3                               | 4 |
|----------------------------------|---|---------------------------------|---|
| <b>CONFIRMATION</b>              |   |                                 |   |
| 1. Assistant Engineer            | Director General of Works<br>Deputy Secretary, (EW), Ministry of Works & Housing<br>Director of Administration                                | —Chairman<br>—Member<br>—Member |   |
| 2. Assistant Executive Engineer  | Joint Secretary (Works), Ministry of Works & Housing<br>Director General of Works, CPWD<br>Deputy Secretary (EW), Ministry of Works & Housing | —Chairman<br>—Member<br>—Member |   |
| 3. Executive Engineer            | Joint Secretary (Works), Ministry of Works & Housing<br>Director General of Works<br>Deputy Secretary (EW), Ministry of Works & Housing       | —Chairman<br>—Member<br>—Member |   |
| 4. Superintending Engineer       | Joint Secretary (Works), Ministry of Works & Housing.<br>Director General of Works  | —Chairman<br>—Member            |   |
| 5. Chief Engineer (Level I & II) | Secretary, Ministry of Works & Housing<br>Director General of Works   | —Chairman<br>—Member            |   |
| Directorate General of Works     | Secretary Ministry of Works & Housing.  | —Chairman                       |   |

*Composition of the Department Promotion Committee*

|                 |  |                                 |
|-----------------|--|---------------------------------|
| Circle Office   | Director of Administration   | —Chairman                       |
| Superintendent  | Deputy Director of Printing/Estates<br>Dy. Director of Administration-III                        | —Member<br>—Member              |
| Chief Estimator | Director of Administration<br>Superintending Surveyor of Works<br>Dy. Director of Administration | —Chairman<br>—Member<br>—Member |

| 1  | 2  | 3   |
|--|--|---|
| Head Clerks,<br>U.D.Cs. Draftman<br>Grade I, II, III and<br>Ferro-Printers | Superintending Engineer (Coord)<br>of the Region.<br>One Superintending Engineer<br>from the same Region.<br>One Superintending Engineer<br>from the Central Board of<br>Direct Taxes failing which<br>Superintending Engineers (Post<br>& Telegraph). | —Chairman<br><br>—Member<br><br><br><br>—Member |

*Group 'D' posts in Central Office*

Promotions/Confirmations

|                                     |  |
|-------------------------------------|--|
| 1. Dy. Director of Administration   | —Chairman  |
| 2. Section Officer, EC-VII          | —Member  |
| 3. Section Officer, Scheduled Caste | —Member  |
| 4. Section Officer                  | —Member  |
|                                     | (Nominated by<br>the Ministry<br>of Works &<br>Housing.) |

2.78. The function of the Committee are to consider cases of promotions/confirmations etc. and the representatives of Scheduled Castes and Scheduled Tribes are included in the Departmental Promotion Committees whenever available.

2.79. During evidence, it has been stated that Departmental Promotion Committees for Group 'A' and 'B' posts do not have Scheduled Caste or Scheduled Tribe Officer as a member because no such officer of requisite status is available in the Ministry/Department. In case of Group 'C' and 'D' posts, a Scheduled Caste Officer has been associated in the Departmental Promotion Committees held in the Central Headquarters office except in the last Departmental Promotion Committee. As regards Group 'B' posts, the Committee have been informed that the Departmental Promotion Committee consist of the Director General of Works, Director (Admn.) and a Deputy Secretary from the Ministry of Works & Housing. The composition of the Departmental Promotion Committees has been prescribed by the Department of Personnel and Administrative Reforms and any change in the composition of Departmental Promotion Committees is to be made with their prior consent.

2.80. The Committee regret to note that the position as regards association of a Scheduled Caste/Scheduled Tribe member in various Departmental Recruitment Promotion Committees 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 Scheduled Tribe officer from another Department of the Central/State Government should invariably be associated with such Departmental Recruitment/Promotion Committees.

# 1. Work-charged and muster roll staff

2.81. In a written statement furnished to the Committee, the Committee have been informed that the strength of work-charged staff in various categories employed by the C.P.W.D. is stated to be as under :—

|                             | Maintenance | Construction | Scheduled Castes | Scheduled Tribes |
|-----------------------------|-------------|--------------|------------------|------------------|
| 1. Electrical categories    | 8060        | 276          | 810              | 130              |
| 2. Civil Categories         | 5258        | 68           | 1323             | 153              |
| 3. Horticulture categories  | 2365        | —            | 785              | 1                |
| 4. Common categories        | 293         | 120          | 24               | 4                |
| 5. Wasted out categories    | 9           | —            | —                | —                |
| 6. Un-recognised categories | 29          | 14           | 6                | 1                |
| 7. Transferred categories   | 259         | 68           | 52               | —                |

2.82. The strength of work-charged staff, zone-wise, is stated to be as under :—

|                           | Maintenance | Construction | Total |
|---------------------------|-------------|--------------|-------|
| New Delhi Zone            | 6104        | —            | 6104  |
| Northern Zone             | 2607        | 11           | 2618  |
| Food Zone                 | 1357        | 9            | 1366  |
| Delhi Administration Zone | 1039        | —            | 1039  |
| Eastern Zone              | 2688        | 16           | 2704  |
| South Western Zone        | 2241        | 5            | 2246  |
| Nepal                     | 237         | 505          | 742   |

2.83. The Committee have also been informed that there are two types of staff mostly employed by the C.P.W.D. and the first category is work-charged staff who are more or less continuous and second category is daily rated staff on muster roll for short period for specific urgent work. No guidelines have been issued to provide reservations for daily-rated staff as they are required for urgent work at short notice and it is difficult to get Scheduled Caste and Scheduled Tribe persons at short notice. All posts of work-charged establishment are filled in by direct recruitment through Employment Exchange or by promotions as laid down in a year in the Recruitment Rules. The daily-rated workers (muster roll staff) are not normally engaged beyond 200 days and they are not considered for regular absorption in the work-charged establishment and they are also sponsored by the Employment Exchanges.

2.84. In regard to reservations in the work-charged categories, there has been some confusion on account of recruitments being made at one level and the confirmations being made at the zonal level. A Committee has since been constituted by the C.P.W.D. to go into this matter and devise means by which reservations at the time of recruitment as well as confirmations could be attended to at one place. The Committee has since given its suggestions/recommendations which are being examined by the C.P.W.D. authorities.

2.85. The Committee note that the recruitment of 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 confirmations done at different levels have since been rectified.

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 recruitments also.

#### **J. Exchange of Vacancies reserved for Scheduled Castes and Scheduled Tribes**

2.87. The Committee have been informed that vacancies reserved for Scheduled Castes and Scheduled Tribes and not filled by Scheduled Caste and Scheduled Tribe candidates for want of suitable candidates and are carried forward to three years of recruitment. In the third year, the vacancies are changed *inter se* (i.e. between Scheduled Caste and Scheduled Tribe candidates). If after, the third year, no suitable candidate is available, the vacancies carried forward are treated as having lapsed.

2.88. Only two posts reserved for Scheduled Tribes in the category of Assistant Executive Engineer have been filled by Scheduled Castes in 1975. In Region A, three U.D.Cs. in 1975 and one in 1977 belonging to Scheduled Castes were promoted as Head Clerks against the vacancies meant for Scheduled Tribes by exchange. In Regions B and C, no such exchanges have been made during the last five years.

2.89. During evidence, when the Committee drew the attention of the representative of the Ministry of Works and Housing to the fact that in the case of recruitment of Assistant Architect in 1976, there were four posts and one post reserved for Scheduled Tribe has been adjusted and had gone to a Scheduled Caste without the post being carried forward, the Committee have been informed that the exchange has been made by the U.P.S.C. and the appointment has also been made on the recommendation of the U.P.S.C.



290. The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes 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 and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.

## CHAPTER III

### STAFF STRENGTH AND SHORTFALLS

#### A. Staff Strength and Shortfalls

3.1. A statement showing the various categories of posts included in Group 'A', 'B', 'C' and 'D' together with their scales of pay in the C.P.W.D. is at Appendix VII.

3.2. Another statement showing the number of employees in various categories of posts, the number of Scheduled Castes and Scheduled Tribes among them and the number of Scheduled Castes and Scheduled Tribes confirmed among them in the C.P.W.D. and its Regional Offices, as on 1-1-1978, is at Appendix VIII.

3.3. The details of backlog in recruitment/promotion/confirmation in each category in the C.P.W.D. and its Regional Offices during the period from 1973 to 1977 is at Appendix IX.

3.4. The Committee have been informed that there are about 65 Superintending Engineers in C.P.W.D. and each Superintending Engineer has about five Executive Engineers under him. Each Executive Engineer has about 60 employees under him. There are about 16,819 work-charged staff in C.P.W.D. out of which 3,000 are Scheduled Castes and 289 are Scheduled Tribes *i.e.* 18 per cent and 1.8 per cent respectively.

3.5. The Committee have also been informed that the shortfall exist in the following categories of posts in the C.P.W.D. :—

Group 'A' : Assistant Executive Engineers.

Group 'B' : Assistant Engineers (Civil & Electrical).

Group 'C' : Architectural Assistants, Junior Engineers (Civil) and Junior Engineers (Electrical) and Chief Estimator.

There is also shortfall in the following categories in Regional Offices of the C.P.W.D. :—

Head Clerks, UDCs, LDCs, Stenographers, Peons, Chowkidars and Draftsman Grade III.

3.6. The main reason for the shortfall of Scheduled Caste and Scheduled Tribe candidates is due to non-availability of suitable candidates belonging to these communities at the time of recruitment and also at the time of promotion. A proposal for the setting up of a Training Institute in the C.P.W.D. has been submitted to the Planning Commission and if the Training Institute is established, it would be possible for the C.P.W.D. to take Scheduled Caste and Scheduled Tribe candidates who are educationally qualified but who do not come within the merit list and train them so as to fill the vacancies reserved for Scheduled Castes and Scheduled

Tribes. The Committee have also been informed that whenever C.P.W.D. has recruited candidates through the Employment Exchanges, they have always specified the number of candidates they require from the Scheduled Castes and Scheduled Tribes. The Employment Exchanges have not been able to meet the requirements. There has also been no response from the recognised associations whenever they are approached for sponsoring candidates against the list of vacancies sent to them by the C.P.W.D.

3.7. The Committee have also been informed that in case of direct recruitment, while notifying number of reserved vacancies for Scheduled Castes and Scheduled Tribes, the shortfall of previous years is taken into account and if the candidates are available, the deficit is wiped out.

3.8. The available unutilised vacancies reserved for Scheduled Castes and Scheduled Tribes are also carried forward to subsequent recruitment years as per instructions issued by the Department of Personnel and Administrative Reforms in this regard.

3.9. As regards the posts to be filled by promotion, the Committee have also been informed that there is a limited scope for special measures as only the persons who figure in the zone of consideration are considered for placing in the final select list. In such cases also, persons belonging to Scheduled Castes and Scheduled Tribes and figuring in the zone of consideration are considered for promotion against the quota reserved for them notwithstanding the fact that such persons are not otherwise covered in the merit list.

3.10. Asked to state the steps taken for improving the situation, the Committee have been informed that at present recruitment of L.D.Cs. and Stenographers is being done through the Staff Selection Commission and they are able to sponsor enough Scheduled Caste candidates for the posts of L.D.C. However, they are unable to sponsor enough Scheduled Tribe candidates for the posts of L.D.C. and enough Scheduled Caste and Scheduled Tribe candidates for the posts of Stenographers. Unless members of these communities are available for these posts, the shortfall cannot be removed.

3.11. In order to fill the vacancies reserved for Scheduled Castes and Scheduled Tribes in the grade of stenographers, where there is quite a large backlog, the Committee have been informed that instructions have since been issued to the Co-ordination Superintending Engineers at Delhi to send Scheduled Caste and Scheduled Tribe L.D.Cs. working in their offices for training in stenography in Hindi and English and after their training, they may be tested with relaxed standards and appointed as stenographers in the C.P.W.D.

3.12. In case of Peons, Chowkidars and Draftsmen Grade III, it is hoped that enough candidates would be available through the Employment Exchanges, but due to the ban on recruitment, it has not been possible to make any substantial recruitment to these posts during the last three years.

3.13. In reply to a question, the Committee have been informed that no *ad hoc* appointment/special recruitment of Scheduled Castes and Scheduled Tribes has been made by the C.P.W.D. during the last three years.

3.14. The Committee are distressed to note the representation of Scheduled Castes and Scheduled Tribes in almost all categories of posts in the C.P.W.D. is far below the quotas reserved for them. They regret to be informed that the main reason for not filling the 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 candidate qualifying and appearing in the select list prepared by the UPSC for Group 'A' posts remained unemployed. As such the argument advanced by the Ministry of Works and Housing/C.P.W.D. is not tenable. The Committee deplore that no serious efforts worth the name have been made by the Ministry of Works & Housing and the C.P.W.D. to fill in all the reserved posts by Scheduled Castes and Scheduled Tribes as is evident from the arguments advanced by their representatives during evidence. In the circumstances, the Committee cannot but conclude that extant orders on the subject are neither being followed in letter and spirit by the appointing authorities of the C.P.W.D. nor adequate attention is being paid to improve the situation. The Committee are convinced that unless concerned efforts are made by the C.P.W.D., the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge that the reservation orders should be rigidly followed so that all the reserved vacancies 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 Caste 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 & Housing and the C.P.W.D. to consider whether a Scheduled Caste/Tribe candidate could not be appointed on the basis of the 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 records 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 if any, 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.

#### **B. Training facilities for Scheduled Caste and Scheduled Tribe Employees**

3.15. It has been stated in written note furnished to the Committee that there is at present no training arrangement for training of fresh recruits including, Scheduled Castes and Scheduled Tribes in the C.P.W.D. except for Assistant Engineers and Junior Engineers. There is also no in-service training programme intended for Scheduled Castes and Scheduled Tribes. The

in-service training which is at present given is very limited and only some refresher courses are being organised. These refresher courses do not improve the chances of selection to the higher categories of posts in the C.P.W.D.

3.16. During evidence, the Committee have been informed that there is a small training centre which is run by the C.P.W.D. at New Delhi for training of officers as well as certain categories of Craftsmen. As it is a small organisation, a proposal for setting up of a full-fledged training Institute in New Delhi with two regional centres—one at Calcutta and other at Bombay to meet the training requirement of the C.P.W.D. is at present under examination of the Planning Commission. It will give training not only to officers but also to Craftsmen on the civil as well as on the electrical and mechanical side.

3.17. During evidence, the Committee have been informed that 14 Class I Officers of C.P.W.D. have been sent abroad for training since 1975 but none of them belongs to Scheduled Castes and Scheduled Tribes. The Committee have also been informed that under a scheme of the Ministry of Home Affairs for training abroad of Scheduled Castes and Scheduled Tribes and Backward Classes, three officers of the C.P.W.D. working in the Architectural side have been sent abroad and they have since returned after undertaking necessary training.

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 Officer sent for training abroad since 1975, when such officers were available in the Department. This indicates lack of sincerity on the part of Ministry/CPWD to sent 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 New Delhi with two regional centres, one at Calcutta and the other at Bombay, is at present under examination of the Planning Commission. 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 numbers 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.

### C. Annual Statements

3.19. Under the instructions issued by the Department of Personnel and Administrative Reforms, two statements, one showing the total number of Government servants in the C.P.W.D. and the number of Scheduled Castes and Scheduled Tribes amongst them as on 1st January of a year and the other showing the particulars of recruitment made, during the calendar

year and the numbers filled by Scheduled Castes and Scheduled Tribes are required to be sent to that Department by the 31st March every year.

3.20. The Committee have been informed that the annual statements for the years 1977 and 1978 were sent by the C.P.W.D. to the Ministry of Works and Housing on 18-5-1977 and 18-2-1978 respectively. The Ministry of Works and Housing, after consolidating these statements for all organisations under them, sent them to the Department of Personnel and Administrative Reforms and also to the Commissioner for Scheduled Castes and Scheduled Tribes. These statements for the year 1977 were sent by the Ministry of Works and Housing to the Department of Personnel and Administrative Reforms, etc. on 16-4-1978.

3.21. During evidence, the representative of the Department of Personnel and Administrative Reforms has informed the Committee that they have not made any comments on these statements as the percentages of Scheduled Castes and Scheduled Tribes are comparable to the All India figure of last year.

3.22. As regards annual statements, Secretary, Ministry of Works & Housing while suggesting that these statements should be more exhaustive, stated as under :—

“We suggested that it should be more detailed, showing the appointments made at certain levels.”

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 & 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 organisations 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 submission of these returns.

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

**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 proform 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.**

## **CHAPTER IV**

### **MISCELLANEOUS**

#### **A. Redressal of Grievances and complaints of Scheduled Caste and Scheduled Tribe employees**

4.1. In a note submitted to the Committee, the Ministry of Works and Housing have stated that there is no special machinery for attending to the grievances and complaints from Scheduled Caste and Scheduled Tribe employees. However, in the Department, there are committees known as "Hard Case Committees" which examine the complaints from all the employees including those belonging to Scheduled Castes and Scheduled Tribes.

4.2. The Committee have enquired whether applications of Scheduled Caste and Scheduled Tribe employees for outside posts are forwarded by the C.P.W.D. without any hindrance and whether any complaint in this regard has been received from the employees. In reply, it has been stated that subject to vigilance clearance in respect of officers and also their fulfilling the eligibility criteria, applications of all employees are forwarded. There has been a complaint from one of the officers for not forwarding his application for outside post and his application could not be forwarded as some vigilance case was pending against him.

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

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 Scheduled Caste/Scheduled Tribe Officers for effective implementation of various orders and clearing of back-logs. 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 officers 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.

#### **B. Award of petty contracts to Scheduled Castes and Scheduled Tribes**

4.5. The Committee have been informed in a note submitted to the Committee that petty contracts are awarded by the C.P.W.D. for the maintenance, repairs and other minor works. The Executive Engineer in Con-



struction Division can award work orders upto Rs. 1 lakh and in Maintenance Division upto Rs. 1.5 lakhs. The Executive Engineers and Assistant Engineers have been empowered to call quotations before awarding the work order and the work is normally awarded on work orders to the persons who quote the lowest rate.

4.6. During evidence, the Committee have been informed that no instructions have been issued by the C.P.W.D. to give preference to Scheduled Caste and Scheduled Tribe contractors in the award of petty contracts and concessions could be given to Scheduled Caste and Scheduled Tribe persons if they form co-operatives.

4.7. The Committee note that works in the C.P.W.D. are normally awarded on work orders upto Rs. one lakh in Construction Divisions 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.

#### C. Housing facilities

4.8. In a note submitted to the Committee, the Committee have been informed that no separate housing facilities are provided for Scheduled Caste and Scheduled Tribe employees of C.P.W.D. However, in the general pool accommodation controlled by the Directorate of Estates, Ministry of Works and Housing, there is a reservation for Scheduled Caste and Scheduled Tribe employees to the extent of 5 per cent in types III and IV and 10 per cent in types I and II Government quarters. In Regional Offices, there is separate accommodation for C.P.W.D. staff at some places but no reservation has been made for Scheduled Caste and Scheduled Tribe employees in the allotment of these quarters. The quarters attached to C.P.W.D. Enquiry Offices are always allotted to the staff working in those Enquiry Offices.

4.9. During evidence, the Committee have been informed that loans for house-building purposes or for purpose of flats are given to all employees and no differential rate of interest is being charged from Scheduled Caste and Scheduled Tribe employees.

4.10. 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.

#### D. Brochure

4.11. The Committee have been informed that no brochure giving comprehensive information about the posts reserved for Scheduled Castes and

Scheduled Tribes in the C.P.W.D., methods of recruitment, qualifications required and various concessions and relaxations admissible to Scheduled Castes and Scheduled Tribes in recruitment, etc. has been brought out by the C.P.W.D. The Committee have also noticed during their tour to various places that some of the offices of the C.P.W.D. do not have copies of the Brochure on Reservation for Scheduled Castes and Scheduled Tribes in Services.

**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 offices of the C.P.W.D.**

NEW DELHI

April 23, 1979

*Vaisakha 3, 1901 (Saka)*

RAM DHAN

*Chairman,*

*Committee on the Welfare of*

*Scheduled Castes and*

*Scheduled Tribes*

(Vide Para 2.28 of the Report)

(Vide Para 2.28 of the Report)

Number of candidates who appeared in various Departmental Examination during each of the last 3 years and the number of and percentage of Scheduled Castes and Scheduled Tribes who qualified under relaxed standards.

[illegible]

## APPENDIX-II

(Vide Para 2.35 of the Report )

*Statement showing dates of maintenance of rosters.*

| Sl. No.                      | Category | Year of maintaining the roster |           | Authority which inspected the roster | Date of last inspection | Defect found if any. | Corrective measures taken | Remarks   |
|------------------------------|----------|--------------------------------|-----------|--------------------------------------|-------------------------|----------------------|---------------------------|---|
|                              |          | Recruitment                    | Promotion |                                      |                         |                      |                           |   |
| 1                            | 2        | 3                              | 4         | 5                                    | 6                       | 7                    | 8                         | 9   |
| Region 'A'                   |          |                                |           |                                      |                         |                      |                           |   |
| 1. Ministerial Staff         | }        | 1955                           | 1964      | Superintending Engineer              | Not mentioned           | Nil                  | —                         | In the roster maintained for the category of Meter  |
| 2. Class IV Staff            |          | 1952                           | 1974      | Superintending Engineer              | May 1978                | Nil                  | —                         | Reader it was found that  |
| 3. Drawing Staff             |          | 1969                           | 1973      | Superintending Engineer              | Nil                     |                      | —                         | there was one post of Meter Reader and it was filled by a general candidate whereas it should have gone to S.C. candidate. This happened in advertently and another post has since been sanctioned and is being filled up by S. C. candidate from amongst those sponsored by the Employment Exchange. |
| 4. Workcharged Establishment |          |                                |           |                                      |                         |                      |                           |   |

**Notes :—**

- Though the rosters were being maintained for different categories from the dates of application of reservations the dates given above are of the earliest rosters now available.
- In this Department the appointing authority used to be individual Superintending Engineer, who used to maintain the roster for each circle. This system changed in 1960-61 when a few S.E.'s in each region were designated as S.E.'s (Coordination) for each region for purpose of recruitment/Promotion.

## Region 'B'

| 1                            | 2 | 3 | 4    | 5    | 6   | 7             | 8   | 9              |
|------------------------------|---|---|------|------|---|---------------|-----|----------------|
| 1. Ministerial Staff         | . | . | 1950 | 1969 | Superintending Engineer (Coordn.)             | 1977          | Nil | Does not arise |
| 2. Drawing Staff.            | . | . | 1951 | 1962 | Do.   | Oct. 1978     | Do. | Do.            |
| 3. Class IV Staff.           | . | . | 1955 | 1969 | Do.   | 1977          | Do. | Do.            |
| 4. Workcharged Establishment | . | . | 1969 | —    | Do.   | Sept. 1979    | Do. | Do.            |
| Region 'C'                   |   |   |      |      |   |               |     |                |
| 1. Ministerial Staff         | . | . | 1955 | 1970 | Superintending Engr. Bombay cent. Cir.        | 17-4-78       | Nil | Does not arise |
| 2. Drawing Staff             | . | . | 1955 | 1970 | No. I. Superintending Engr. Bombay Cent. Cir. | 19-8-78       | Do. | Do.            |
| 3. W.C. Establishment.       | . | . | 1970 | 1975 | Superintending Engr. Madras Cent. Circle.     | Not Mentioned | Do. | Do.            |
| 4. Class IV                  |   |   |      | 1955 |   |               |     |                |

Note:—

1. and 2. As stated in Region 'A' on pre-page (p. 92)

# APPENDIX III

Vide Para 2-48 of the Report)

Statement showing the total number of employees categorywise promoted during the last three years on the basis of (i) seniority subject to suitability and (ii) by selection separately and the number of Scheduled Castes/Scheduled Tribes amongst them

| Category                     | Year | Non-Selection |     |            | Selection   |     |     | Remarks                                  |
|------------------------------|------|---------------|-----|------------|-------------|-----|-----|--|
|                              |      | Total posts   | S/C | S/T        | Total posts | S/C | S/T |  |
| 1                            | 2    | 3             | 4   | 5          | 6           | 7   | 8   | 9  |
|                              |      |               |     | Region 'A' |             |     |     |  |
| 1. UDC to Head Clerk         | 1975 | —             | —   | —          | 40          | 10  | —   |  |
|                              | 1976 | —             | —   | —          | 3           | —   | —   |  |
|                              | 1977 | —             | —   | —          | 39          | 9   | 1   |  |
| 2. LDC to UDC                | 1975 | —             | —   | —          | —           | —   | —   | 37 ½ % by seniority-cum-fitness          |
|                              | 1976 | 158           | 26  | 11         | —           | —   | —   | 50% by seniority-cum-qualifying test.    |
|                              | 1977 | 149           | 24  | 4          | —           | —   | —   | 12 ½ % by merit on basis of examination. |
| 3. Class IV to Ferro-Printer | 1975 | —             | —   | —          | —           | —   | —   |  |
|                              | 1976 | —             | —   | —          | —           | —   | —   |  |
|                              | 1977 | 4             | 1   | —          | —           | —   | —   |  |
| 4. Draftsmen                 | 1975 | —             | —   | —          | —           | —   | —   |  |
| Gr. III to                   | 1976 | 16            | 3   | —          | —           | —   | —   |  |
| Gr. II                       | 1977 | 46            | 6   | —          | —           | —   | —   |  |
| Draftsmen                    | 1975 | 3             | 2   | —          | —           | —   | —   |  |
| Gr. II                       | 1976 | —             | —   | —          | —           | —   | —   |  |
| Gr. I                        | 1977 | 21            | 2   | —          | —           | —   | —   |  |
| 5. Workcharged Establishment | 1975 | 46            | 7   | 1          | —           | —   | —   |  |
|                              | 1976 | 76            | 14  | —          | —           | —   | —   |  |
|                              | 1977 | 77            | 2   | 1          | —           | —   | —   |  |

| 1                                | 2                    | 3             | 4           | 5           | 6           | 7           | 8           | 9  |
|----------------------------------|----------------------|---------------|-------------|-------------|-------------|-------------|-------------|--|
| Region 'B'                       |                      |               |             |             |             |             |             |  |
| 1. UDC to Head Clerk             | 1975<br>1976<br>1977 | —<br>—<br>—   | —<br>—<br>— | —<br>—<br>— | 3<br>7<br>6 | —<br>1<br>1 | —<br>1<br>— | Persons who actually joined<br>in the specified year only<br>have been considered. |
| 2. LDC to UDC                    | 1975<br>1976<br>1977 | —<br>29<br>21 | —<br>5<br>8 | —<br>4<br>1 | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | Do.  |
| 3. D'man Gr. II to I             | 1975<br>1976<br>1977 | 2<br>—<br>3   | 1<br>—<br>1 | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | One S/C against unreserved<br>quota.   |
| 4. D'man Gr. III to II           | 1975<br>1976<br>1977 | —<br>—<br>9   | —<br>—<br>4 | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —  |
| 5. Peon to LDC                   | 1975<br>1976<br>1977 | —<br>—<br>1   | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —  |
| <i>Workcharged Establishment</i> |                      |               |             |             |             |             |             |  |
| 6. Un. skilled to Semi-skilled.  | 1975<br>1976<br>1977 | 18<br>3<br>10 | —<br>1<br>2 | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —  |
| 7. Semi-skilled to skilled       | 1975<br>1976<br>1977 | 2<br>2<br>6   | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —<br>—<br>— | —  |

against 10% quota

| 1                          | 2    | 3  | 4 | 5          | 6 | 7 | 8 | 9  |
|----------------------------|------|----|---|------------|---|---|---|--|
|                            |      |    |   | Region 'C' |   |   |   |  |
| 1. UDC to Head Clerk       | 1975 | —  | — | —          | 6 | 1 | 1 | 37 1/2% by screening-cum-fitness 50% by screening-cum-qualifying test. |
|                            | 1976 | —  | — | —          | 3 | 1 | 1 | —  |
|                            | 1977 | —  | — | —          | 9 | 1 | 1 | 2  |
| 2. LDC to UDC              | 1975 | —  | — | —          | — | — | — | 12 1/2% by merit on basis of examination.                              |
|                            | 1976 | 13 | 2 | 1          | — | — | — | —  |
|                            | 1977 | 27 | 2 | 1          | — | — | — | —  |
| 3. Draftsmen Gr. III to II | 1975 | —  | — | —          | — | — | — | —  |
|                            | 1976 | 1  | 1 | —          | — | — | — | —  |
|                            | 1977 | 2  | — | —          | — | — | — | —  |
| 4. Draftsmen Gr. II to I   | 1975 | —  | — | —          | — | — | — | —  |
|                            | 1976 | —  | — | —          | — | — | — | —  |
|                            | 1977 | 4  | 1 | —          | — | — | — | —  |
| 5. Workcharged             |      |    |   |            |   |   |   |  |
| Skilled                    | 1975 | 6  | 1 | —          | — | — | — | —  |
|                            | 1976 | —  | — | —          | — | — | — | —  |
|                            | 1977 | 12 | 3 | —          | — | — | — | —  |
| Semi-skilled               | 1975 | 5  | 1 | —          | — | — | — | —  |
|                            | 1976 | 4  | — | —          | — | — | — | —  |
|                            | 1977 | 17 | 7 | —          | — | — | — | —  |
| Un-skilled                 | 1975 | 14 | 1 | —          | — | — | — | —  |
|                            | 1976 | —  | — | —          | — | — | — | —  |
|                            | 1977 | —  | — | —          | — | — | — | —  |



# APPENDIX IV

(Vide para 2.59 of the Report)

Statement showing the number of employees, category-wise, sent on Deputation during the last three years

| Grade                    | 1975            |               | 1976            |               | 1977            |               |
|--------------------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|
|                          | No. of Officers | No. of SC/STs | No. of Officers | No. of SC/STs | No. of Officers | No. of SC/STs |
| CENTRAL OFFICE           |                 |               |                 |               |                 |               |
| Asstt. Engineer (C)      | 21              | 4             | 84              | 3             | 11              | —             |
| Asstt. Engineer (E)      | Nil             | Nil           | 7               | —             | 1               | —             |
| Executive Engineer (C)   | 14              | 1             | 20              | 1             | 7               | —             |
| Executive Engineer (E)   | —               | —             | 3               | —             | 1               | —             |
| Suptdg. Engineer (E)     | —               | —             | 6               | —             | 6               | —             |
| Suptdg. Engineer (E)     | —               | —             | 2               | —             | 1               | —             |
| Chief Engineer (C)       | 3               | —             | 2               | —             | —               | —             |
| Chief Engineer (E)       | —               | —             | —               | —             | 1               | —             |
| Junior Engineers         | —               | —             | —               | —             | 37              | 3             |
| Sr. Architect            | —               | —             | —               | —             | 4               | —             |
| Architect                | —               | —             | —               | —             | 4               | —             |
| Asstt. Architect         | —               | —             | —               | —             | 5               | 1             |
| Arch. Assistant          | —               | —             | —               | —             | 3               | —             |
| Asstt. Dir. Horticulture | —               | —             | —               | —             | 2               | —             |

*Statement showing the number of employees Category-wise sent on deputation during the last three years*

**Region A**

| S. No.               | Category | Year | Persons sent on Deputation |    |    |
|----------------------|----------|------|----------------------------|----|----|
|                      |          |      | Total                      | SC | ST |
| 1. L.D.C.            |          | 1975 | 2                          | —  | 6  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |
| 2. U.D.C.            |          | 1975 | 15                         | 2  | —  |
|                      |          | 1976 | 3                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |
| 3. Steno. III        |          | 1975 | 5                          | —  | —  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |
| 4. Head Clerk        |          | 1975 | 1                          | 1  | —  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |
| 5. D'm'n Gd. I       |          | 1975 | 5                          | —  | —  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | 1                          | 1  | —  |
| 6. D'm'an Gd. II     |          | 1975 | —                          | —  | —  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | 12                         | —  | —  |
| <b>Region B</b>      |          |      |                            |    |    |
| 7. Ministerial Staff |          | 1975 | —                          | —  | —  |
|                      |          | 1976 | 3                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |
| 8. Drawing staff     |          | 1975 | —                          | 1  | —  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |
| <b>Region C</b>      |          |      |                            |    |    |
| 9. L.D.C.            |          | 1975 | 2                          | —  | —  |
|                      |          | 1976 | 2                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |
| 10. D'm'n Gd. I      |          | 1975 | —                          | —  | —  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | 2                          | —  | —  |
| 11. D'm'an Gd. II    |          | 1975 | —                          | —  | —  |
|                      |          | 1976 | —                          | —  | —  |
|                      |          | 1977 | 1                          | —  | —  |
| 12. Steno            |          | 1975 | —                          | —  | —  |
|                      |          | 1976 | 1                          | —  | —  |
|                      |          | 1977 | —                          | —  | —  |

# APPENDIX V

(Vide para 2.67 of the Report)

Statement showing the number of employees confirmed in CPWD and the number of Scheduled Castes and Scheduled Tribes among them (as on 1-1-1978)

| S. No.         | Category                 | Total No. of employees |     |    | No. of SC/ST confirmed |    |
|----------------|--------------------------|------------------------|-----|----|------------------------|----|
|                |                          | Total                  | SC  | ST | SC                     | ST |
| 1              | 2                        | 3                      | 4   | 5  | 6                      | 7  |
| CENTRAL OFFICE |                          |                        |     |    |                        |    |
| 1.             | D. G. (W)                | 1                      | —   | —  | —                      | —  |
| 2.             | Chief Engineer (C)       | 10                     | —   | —  | —                      | —  |
| 3.             | Chief Engineer (E)       | 2                      | —   | —  | —                      | —  |
| 4.             | Suptdg. Engineer (C)     | 37                     | 1   | —  | —                      | —  |
| 5.             | Suptdg. Engineer (E)     | 21                     | —   | 1  | —                      | —  |
| 6.             | Ex. Engineer (C)         | 370                    | 18  | —  | 7                      | —  |
| 7.             | Ex. Engineer (E)         | 79                     | 4   | 1  | 1                      | 1  |
| 8.             | Asstt. Ex. Engineer(C)   | 84                     | 5   | —  | —                      | —  |
| 9.             | Asstt. Ex. Engineer (E)  | 18                     | 2   | —  | —                      | —  |
| 10.            | Asstt. Engineer (C)      | 1167                   | 40  | 2  | 1                      | —  |
| 11.            | Asstt. Engineer (Elec)   | 345                    | 25  | —  | —                      | —  |
| 12.            | Junior Engineer (C)      | 3970                   | 266 | 12 | 191                    | 11 |
| 13.            | Junior Engineer (E)      | 1126                   | 108 | 6  | 77                     | 4  |
| 14.            | Chief Architect          | 1                      | —   | —  | —                      | —  |
| 15.            | Sr. Architect            | 34                     | 1   | —  | —                      | —  |
| 16.            | Architect                | 56                     | 10  | 2  | —                      | —  |
| 17.            | Dy. Architect            | 21                     | 3   | 1  | 4*                     | 1  |
| 18.            | Asstt. Architect         | 67                     | 14  | 1  | —                      | —  |
| 19.            | Architect Asstt.         | 328                    | 15  | —  | 14                     | —  |
| 20.            | Director of Hort.        | 1                      | —   | —  | —                      | —  |
| 21.            | Dy. Dir. of Hort.        | 6                      | 1   | —  | —                      | —  |
| 22.            | Asstt. Director of Hort. | 26                     | 5   | —  | 2                      | —  |
| 23.            | Circle Office Supdt.]    | 53                     | 12  | —  | —                      | —  |
| 24.            | Chief Estimators         | 8                      | —   | 1  | —                      | —  |

\*One officer has been promoted as Architect.

# APPENDIX V—(Contd.)

Statement showing the number of employees and SC/ST confirmed

| S. No.          | Category                       | Total no. of employees<br>as on 1-1-78 |     |    | No. of SC/ST<br>confirmed |    | Remarks                                  |
|-----------------|--------------------------------|--|-----|----|---------------------------|----|--|
|                 |                                | Total                                  | SC  | ST | SC                        | ST |  |
| 1               | 2                              | 3                                      | 4   | 5  | 6                         | 7  | 8  |
| <b>Region A</b> |                                |  |     |    |                           |    |  |
| 1.              | Head Clerk                     | 70                                     | 7   | 3  | 3                         | 1  |  |
| 2.              | UDC                            | 407                                    | 71  | 8  | 38                        | 10 | Con-<br>firmed on<br>lower grade.        |
| 3.              | LDC                            | 1100                                   | 184 | 19 | 56                        | 11 |  |
| 4.              | Steno Gd. III                  | 94                                     | 2   | —  | 2                         | —  |  |
| 5.              | D'man Gd. I                    | 72                                     | 7   | —  | 2                         | —  |  |
| 6.              | D'man Gd. II                   | 197                                    | 17  | —  | 1                         | —  |  |
| 7.              | D'man Gd. III                  | 190                                    | 18  | —  | 11                        | —  |  |
| 8.              | Jr. Engineer                   | 1176                                   | 150 | 8  | 74                        | 3  |  |
| 9.              | Class IV                       | 854                                    | 219 | 17 | 121                       | 9  |  |
| 10.             | Class IV Regular<br>classified | 1687                                   | 744 | 7  | 410                       | 2  |  |
| 11.             | S.O. Hort.                     | 78                                     | 12  | 1  | 4                         | 1  |  |
| 12.             | Chief Estimator                | 3                                      | —   | —  | —                         | —  |  |
| 13.             | Transferred<br>categories      | 204                                    | 16  | —  | 9                         | —  |  |
| <b>Region B</b> |                                |  |     |    |                           |    |  |
| 1.              | Office Supdt.                  | 4                                      | 2   | —  | 1                         | —  |  |
| 2.              | UDC                            | 137                                    | 18  | 3  | 15                        | 3  |  |
| 3.              | LDC                            | 255                                    | 41  | 5  | 23                        | 3  |  |
| 4.              | Stenographers                  | 30                                     | 1   | —  | 4                         | —  |  |
| 5.              | Barkandaz                      | 19                                     | 2   | —  | 2                         | —  |  |
| 6.              | Peon                           | 154                                    | 28  | 7  | 14                        | 5  |  |
| 7.              | Daftary                        | 20                                     | 2   | —  | 2                         | —  |  |
| 8.              | Chowkidar                      | 196                                    | 35  | 5  | 23                        | 4  |  |
| 9.              | Sweeper]                       | 69                                     | 45  | 1  | 31                        | 1  |  |
| 10.             | Head Clerk                     | 15                                     | 1   | —  | —                         | —  |  |
| 11.             | D'man Gd. I                    | 23                                     | 6   | —  | 3                         | —  |  |
| 12.             | D'man Gd. II                   | 54                                     | 8   | —  | 3                         | —  |  |
| 13.             | D'man Gd. III                  | 72                                     | 13  | —  | 5                         | —  |  |
| <b>Region C</b> |                                |  |     |    |                           |    |  |
| 1.              | Head Clerk                     | 41                                     | 6   | 3  | —                         | —  | All con-<br>firmed on lower<br>category. |

| 1                  | 2 | 3   | 4  | 5  | 6  | 7  | 8  |
|--------------------|---|-----|----|----|----|----|--|
| UDC                |   | 294 | 54 | 8  | 5  | —  |  |
| LDC                |   | 490 | 97 | 7  | 8  | 4  | Further<br>Eligibility<br>list has been<br>issued for<br>SC & ST |
| Group D staff peon |   |     |    |    |    |    |  |
| Daftry, Barkandas  |   | 399 | 99 | 17 | 40 | 11 |  |
| Steno . . .        |   | 48  | —  | 1  | —  | 1  |  |
| Work Asstt.        |   | 107 | 8  | —  | 2  | —  |  |
| Care Taker .       |   | 2   | 1  | —  | —  | —  |  |
| Cook-Bearer .      |   | 1   | —  | —  | —  | —  |  |
| Asstt. Cook Bearer |   | 2   | 1  | —  | —  | —  |  |
| Surveyor . .       |   | 1   | —  | —  | —  | —  |  |
| Chowkidars .       |   | 375 | 93 | 16 | 51 | 4  |  |
| Lab. Attendant     |   | 1   | —  | —  | —  | —  |  |
| Sweeper .          |   | 33  | 27 | —  | 10 | —  |  |
| Sweeper man        |   | 12  | 10 | 2  | 3  | —  |  |
| Chief Estimator    |   | 1   | —  | —  | —  | —  |  |
| D/Man Gd. I        |   | 29  | 2  | 1  | —  | 1  |  |
| Gd. II .           |   | 72  | 7  | 2  | 5  | 1  |  |
| Gd. III .          |   | 109 | 10 | 3  | 6  | 3  |  |

# APPENDIX VI

(Vide para 2·74 of the Report)

*Statement showing posts dereserved in CPWD during the period  
from 1973 to 1977*

| Sl.<br>No. | Category   | No. of posts dereserved |      |      |      |      |
|------------|--|-------------------------|------|------|------|------|
|            |  | 1973                    | 1974 | 1975 | 1976 | 1977 |
| 1.         | Executive Engineer . . .                                 | —                       | —    | —    | —    | —    |
| 2.         | Assjt. Executive Engineer . .                            | 6                       | 4    | 10   | 10   | 11   |
| 3.         | Asstt. Engineer . . . .                                  | —                       | —    | —    | —    | 10   |
| 4.         | Junior Engineer . . . .                                  | —                       | —    | —    | —    | —    |
| 5.         | Architect . . . .  | —                       | —    | —    | —    | —    |
| 6.         | Dy. Architect . . . .                                    | —                       | —    | —    | —    | —    |
| 7.         | Asstt. Architect/Asstt. (Arch.<br>Deptt.) Gd. II . . . . | —                       | —    | —    | —    | —    |
| 8.         | Arch. Assistant . . . .                                  | —                       | —    | —    | —    | —    |
| 9.         | Dy. Director of Horticulture                             | —                       | —    | —    | —    | —    |
| 10.        | Asstt. Director of Horticulture                          | —                       | —    | —    | —    | —    |
| 11.        | Circle Office Supdt. . . .                               | —                       | 6    | —    | —    | —    |
| 12.        | Chief Estimator . . . .                                  | —                       | —    | 1    | —    | —    |

## APPENDIX VII

(Vide para No. 3·1 of the Report)

*Statement showing various categories of posts included in Group A, B, C and D together with scale of pay*

|   | <i>Scale of pay</i> |
|---|---------------------|
| <b>Group A</b>  | <b>Rs.</b>          |
| Chief Engineer Level I                                    | 2500—2750           |
| Chief Engineer Level II                                   | 2250—2500           |
| S.E. (SG)   | 2000—2250           |
| S.E. (OG)   | 1500—2000           |
| E.E.  | 1100—1600           |
| A.E.E.  | 700—1300            |
| Chief Architect   | 2250—2750           |
| Sr. Architect   | 1500—2000           |
| Dy. Architect   | 700—1300            |
| Dir. of Horticulture                                      | 2000—2200           |
| Dy. Dir. of Horticulture                                  | 1100—1600           |
| <b>Group B</b>  |                     |
| Asstt. Engineer   | 650—1200            |
| Asstt. Architect  | 650—1200            |
| Asstt. Dir. of Horticulture                               | 650—1200            |
| <b>Group C</b>  |                     |
| Architectural (Assistant) }<br>Assistant (Arch. Deptt.) } | 550—750             |
| Senior Asstt. (Arch. Deptt.)                              | 700—900             |
| Archl. Asstt. (Gr. I) }<br>Asstt. (Arch. Deptt.) }        | 425—700             |
| Archl. (Asstt./Asstt.) }<br>(Archl. Deptt.) (Gr. II) }    | 330—560             |
| Circle Office Supdt.                                      | 550—750             |
| Chief Estimator   | 700—900             |
| Jr. Engineer (Civil)                                      | 425—700             |
| Jr. Engineer (Elec.)                                      | 425—700             |
| Head Clerk  | 425—700             |
| UDC   | 330—560             |
| LDC   | 260—400             |
| D/man Gr. I   | 425—700             |
| D/man Gr. II  | 330—560             |

*Scale of pay*

Rs.

|                           |   |
|---------------------------|---|
| D/man Gr. III . . .       | • 260—430   |
| Stenographer Sr. Grade    | • 425—700   |
| Stenographer . . .        | • 330—560   |
| Ferro Printer . . .       | • 225—308   |
| <i>Group D</i>            |   |
| Junior Cestetner Operator | • 210—4—250—EB—5—270                              |
| Daftry Selection Grade    | • 210—4—250—EB—5—270                              |
| Daftry . . .              | • 200—3—206—4—234—EB—4—250                        |
| Jamadar                   | • 200—3—206—4—234—EB—4—250                        |
| Barkandar**               | • 196—3—220—EB—3—232 +<br>Spl. pay of Rs. 10 p.m. |
| Peons** . . .             | • 196—3—220—EB—3—232                              |
| Chowkidar** . . .         | • 196—3—220—EB—3—232                              |
| Khallasi** . . . . .      | • 196—3—220—EB—3—232                              |
| Frash** . . . . .         | • 196—3—220—EB—3—232                              |
| Sweeper** . . . . .       | • 196—3—220—EB—3—232                              |

\*\*In these posts a Selection Grade has been recently introduced in the scale of pay of Rs. 200—3—212—4—232—EB—4—240.



# APPENDIX VIII

(Vide para 3.2 of the Report)

Statement showing number of employees in various categories of posts and number of Scheduled Castes and Scheduled Tribes confirmed among them

| S. No.               | Category | Total No. of employees as on 1-1-79 |     |    | No. of SC/ST confirmed |    | Remarks                                      |
|----------------------|----------|-------------------------------------|-----|----|------------------------|----|--|
|                      |          | Total                               | SC  | ST | SC                     | ST |  |
| 2                    |          | 3                                   | 4   | 5  | 6                      | 7  | 8  |
| CENTRAL OFFICE       |          |                                     |     |    |                        |    |  |
| D.G. (W)             |          | 1                                   | —   | —  | —                      | —  | —  |
| Chief Engineer (C)   |          | 19                                  | —   | —  | —                      | —  | —  |
| Chief Engineer (E)   |          | 2                                   | —   | —  | —                      | —  | —  |
| Supdg. Engineer (C)  |          | 87                                  | 1   | —  | —                      | —  | —  |
| Supdg. Engineer (E)  |          | 21                                  | —   | 1  | —                      | —  | —  |
| Ex. Engineer (C)     |          | 370                                 | 18  | —  | 7                      | 7  | —  |
| Ex. Engineer (F)     |          | 79                                  | 4   | 1  | 1                      | 1  | —  |
| Asstt. Engineer (C)  |          | 84                                  | 5   | —  | —                      | —  | —  |
| Asstt. Engineer (F)  |          | 18                                  | 2   | —  | —                      | —  | —  |
| Asstt. Engineer (C)  |          | 1167                                | 49  | 2  | 1                      | 4  | —  |
| Asstt. Engineer (E1) |          | 345                                 | 25  | —  | —                      | —  | —  |
| Junior Engineer (C)  |          | 3970                                | 266 | 12 | 191                    | 11 | —  |
| Junior Engineer (E)  |          | 1126                                | 108 | 6  | 77                     | 4  | —  |
| Chief Architect      |          | 1                                   | —   | —  | —                      | —  | —  |
| Sr. Architect        |          | 34                                  | 1   | —  | —                      | —  | —  |
| Architect            |          | 56                                  | 10  | 2  | —                      | —  | —  |
| Dy. Architect        |          | 21                                  | 3   | 1  | 4*                     | 1  | *One officer has been promoted as Architect. |
| Asstt. Architect     |          | 67                                  | 14  | 1  | —                      | —  | —  |
| Architect Asstt.     |          | 328                                 | 15  | —  | 14                     | —  | —  |
| Director of Hort.    |          | 1                                   | —   | —  | —                      | —  | —  |
| Dy. Dir. of Hort.    |          | 6                                   | 1   | —  | —                      | —  | —  |
| Asstt. Dir. of Hort. |          | 26                                  | 5   | —  | 2                      | —  | —  |
| Circle Office Supdt. |          | 53                                  | 12  | —  | —                      | —  | —  |
| Chief Estimator      |          | 8                                   | —   | 1  | —                      | —  | —  |
| Region A             |          |                                     |     |    |                        |    |  |
| Head Clerk           |          | 70                                  | 7   | 3  | 3                      | 1  | Confirmed on lower grade                     |
| UDC                  |          | 487                                 | 71  | 8  | 38                     | 10 |  |
| LDC                  |          | 1100                                | 184 | 19 | 56                     | 11 |  |

| 1                        | 2    | 3   | 4  | 5   | 6 | 7 | 8 |
|--------------------------|------|-----|----|-----|---|---|---|
| Steno Gd. III            | 94   | 2   | —  | 2   | — |   |   |
| D'man Gd. I              | 72   | 7   | —  | 2   | — |   |   |
| D'man Gd. II             | 197  | 17  | —  | 1   | — |   |   |
| D'man Gd. III            | 190  | 18  | —  | 11  | — |   |   |
| Jr. Engineer             | 1176 | 150 | 8  | 74  | 3 |   |   |
| Class IV                 | 854  | 219 | 17 | 121 | 9 |   |   |
| Class IV Reg. Classified | 1687 | 744 | 7  | 410 | 2 |   |   |
| S.O. Hort.               | 78   | 12  | 1  | 4   | 1 |   |   |
| Chief Estimator          | 3    | —   | —  | —   | — |   |   |
| Transferred Categories   | 204  | 16  | —  | 9   | — |   |   |

*Workcharged Establishment*

|              |      |     |    |     |   |   |
|--------------|------|-----|----|-----|---|---|
| Skilled      | 1409 | 153 | 6  | 70  | 2 | — |
| Semi-skilled | 2182 | 382 | 9  | 167 | 1 | — |
| Unskilled    | 2804 | 787 | 22 | 296 | 2 | — |

**Region B**

|               |     |    |   |    |   |   |
|---------------|-----|----|---|----|---|---|
| Office Supdt. | 4   | 2  | — | —  | — | — |
| UDC           | 137 | 18 | 3 | 15 | 3 | — |
| LDC           | 255 | 41 | 5 | 23 | 3 | — |
| Stenographer  | 30  | 1  | — | —  | — | — |
| Barkandaz     | 19  | 2  | — | 2  | — | — |
| Peon          | 154 | 28 | 7 | 14 | 5 | — |
| Dftry         | 20  | 2  | — | 2  | — | — |
| Chowkidar     | 196 | 35 | 5 | 23 | 4 | — |
| Sweeper       | 69  | 45 | 1 | 31 | 1 | — |
| Head Clerk    | 15  | 1  | — | —  | — | — |
| D'man Gd. I   | 23  | 6  | — | 3  | — | — |
| D'man Gd. II  | 54  | 8  | — | 3  | — | — |
| D'man Gd. III | 72  | 13 | — | 5  | — | — |

**Region C**

|  |     |    |    |    |    |   |
|--|-----|----|----|----|----|---|
| Head Clerk                             | 41  | 6  | 3  | —  | —  | All confirmed on lower category.              |
| U.D.C.                                 | 294 | 54 | 8  | 5  | —  |   |
| LDC                                    | 490 | 97 | 7  | 8  | 4  | Further Elig. list has been issued for SC/ST. |
| Group D Staff peon, D'ftrya Barkandass | 399 | 99 | 17 | 40 | 11 |   |
| Steno                                  | 48  | —  | 1  | —  | 1  |   |
| Work Assistant                         | 107 | 8  | —  | 2  | —  |   |
| Caretaker                              | 2   | 1  | —  | —  | —  |   |
| Cook-Bearer                            | 1   | —  | —  | —  | —  |   |
| Asstt. Cook Bearer                     | 2   | 1  | —  | —  | —  |   |
| Surveyor                               | 1   | —  | —  | —  | —  |   |
| Chowkidar                              | 375 | 93 | 16 | 51 | 4  |   |
| Lab. Attendant                         | 1   | —  | —  | —  | —  |   |
| Sweeper                                | 33  | 27 | —  | 10 | —  |   |
| Sewerman                               | 12  | 10 | 2  | 3  | —  |   |
| Chief Estimator                        | 1   | —  | —  | —  | —  |   |
| D/Man Gd. I                            | 29  | 2  | 1  | —  | 1  |   |
| Gd. II                                 | 72  | 7  | 2  | 5  | 1  |   |
| Gd. III                                | 109 | 10 | 3  | 6  | 3  |   |

# APPENDIX IX

(Vide para 3.3 of the Report)

## Backlog in Recruitment/ Promotion/Confirmation

| S. No. | Category | Year | Recruitment |    | Promotion   |    | Confirmation |    | Remarks |
|--------|----------|------|-------------|----|---|----|--------------|----|---------|
|        |          |      | SC          | ST | SC  | ST | SC           | ST |         |
| 1      | 2        | 3    | 4           | 5  | 6   | 7  | 8            | 9  | 10      |
|        | AEE(C)   | 1973 | 4           | 5  | Promotions and confirmations of AEE(C) & AEE(E) are always made in one batch of all recruits including SC/ST candidates to the extent available.              |    |              |    |         |
|        |          | 1974 | 3           | 5  |   |    |              |    |         |
|        |          | 1975 | 1           | 4  |   |    |              |    |         |
|        |          | 1976 | 1           | 5  |   |    |              |    |         |
|        |          | 1977 | 1           | 2  |   |    |              |    |         |
|        | AEE(E)   | 1973 | 1           | 2  | Promotions & confirmations of AEE(C) and AEEs(E) are always made in one batch of all recruits of one year including SC/ST candidates to the extent available. |    |              |    |         |
|        |          | 1974 | 1           | 1  |   |    |              |    |         |
|        |          | 1975 | 1           | 1  |   |    |              |    |         |
|        |          | 1976 | 2           | 1  |   |    |              |    |         |
|        |          | 1977 | 1           | —  |   |    |              |    |         |

AE(C) Direct recruitment to this grade has  
AE(E) has been suspended since 1972.

There was no reservation for SC/ST for promotion from AE to EE prior to 20-7-74. After this date SC/ST candidates to the extent available in the zone of consideration are included to the extent of reservation subject to availability of officers. There is no carryforward of backlog.

(No confirmation made)

|               |      |    |    |   |   |    |    |
|---------------|------|----|----|---|---|----|----|
| JB(C)         | 1973 | 63 | 53 | — | — | —  | —  |
|               | 1974 | —  | —  | — | — | 53 | 24 |
|               | 1975 | —  | —  | — | — | —  | —  |
|               | 1976 | 74 | 58 | — | — | 78 | 34 |
|               | 1977 | 20 | 22 | — | — | —  | —  |
| JB(E)         | 1973 | 30 | 23 | — | — | —  | —  |
|               | 1974 | —  | —  | — | — | 5  | —  |
|               | 1975 | —  | —  | — | — | —  | —  |
|               | 1976 | 37 | 25 | — | — | 3  | —  |
|               | 1977 | 16 | 12 | — | — | —  | —  |
| Architect     | 1973 | —  | —  | — | — | —  | —  |
|               | 1974 | —  | —  | — | — | —  | —  |
|               | 1975 | —  | —  | — | — | —  | —  |
|               | 1976 | 1  | —  | 1 | — | —  | —  |
|               | 1977 | 3  | 1  | 1 | — | —  | —  |
| Dy. Architect | 1973 | 1  | —  | — | — | —  | —  |
|               | 1974 | 1  | —  | — | — | —  | —  |
|               | 1975 | —  | —  | — | — | —  | —  |
|               | 1976 | 1  | 1  | 2 | — | 1  | —  |
|               | 1977 | —  | —  | 1 | — | —  | —  |

| 1                    | 2    | 3 | 4  | 5 | 6 | 7 | 8 | 9 | 10 |
|----------------------|------|---|----|---|---|---|---|---|----|
| Asstt. Arch.         | 1973 | — | —  | — | 1 | — | — | — | —  |
|                      | 1974 | — | —  | — | 1 | — | — | — | —  |
|                      | 1975 | 1 | —  | — | — | — | — | — | —  |
|                      | 1976 | 2 | —  | — | — | — | — | — | —  |
|                      | 1977 | — | —  | — | — | — | — | — | —  |
| Asstt. Dir. of Hort. | 1973 | — | —  | — | — | — | — | — | —  |
|                      | 1974 | — | —  | — | 1 | — | — | — | —  |
|                      | 1975 | — | —  | — | — | — | — | — | —  |
|                      | 1976 | 2 | —  | — | — | — | — | — | —  |
|                      | 1977 | — | —  | — | — | — | — | — | —  |
| <i>Region A</i>      |      |   |    |   |   |   |   |   |    |
| Head Clerk           | 1973 | — | —  | — | — | — | — | — | —  |
|                      | 1974 | — | —  | — | — | — | — | — | —  |
|                      | 1975 | — | —  | — | — | 3 | — | — | —  |
|                      | 1976 | — | —  | — | — | — | — | — | —  |
|                      | 1977 | — | —  | — | — | 1 | — | — | —  |
| Stenographer         | 1973 | — | —  | — | — | — | — | — | —  |
|                      | 1974 | — | —  | — | — | — | — | — | —  |
|                      | 1975 | 2 | 1  | — | — | — | — | — | —  |
|                      | 1976 | 2 | 1  | — | — | — | — | — | —  |
|                      | 1977 | 3 | 1  | — | — | — | — | — | —  |
| UDC                  | 1973 | — | —  | — | — | — | — | — | —  |
|                      | 1974 | — | —  | — | — | — | — | — | —  |
|                      | 1975 | — | —  | — | — | — | — | — | 4  |
|                      | 1976 | — | —  | — | — | 1 | — | — | —  |
|                      | 1977 | — | —  | — | — | 7 | — | — | —  |
| LDC                  | 1973 | 2 | 2  | — | — | — | — | — | —  |
|                      | 1974 | 1 | 1  | — | — | — | — | — | —  |
|                      | 1975 | — | 5  | — | — | — | 3 | — | —  |
|                      | 1976 | — | 7  | — | — | — | — | — | —  |
|                      | 1977 | — | 13 | — | — | — | — | — | —  |
| D/Man Gd. I          | 1973 | — | —  | — | — | — | — | — | —  |
|                      | 1974 | — | —  | — | — | 1 | — | — | —  |
|                      | 1975 | — | —  | — | 1 | — | — | — | —  |
|                      | 1976 | — | —  | — | — | — | — | — | —  |
|                      | 1977 | — | —  | — | — | 2 | — | — | —  |
| D/Man Gd. II         | 1973 | — | —  | — | — | — | — | — | —  |
|                      | 1974 | — | —  | — | — | 1 | — | — | —  |
|                      | 1975 | — | —  | — | — | — | — | — | —  |
|                      | 1976 | — | —  | — | — | 1 | — | — | —  |
|                      | 1977 | — | —  | — | 1 | 4 | — | — | —  |

| 1                  | 2            | 3  | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|--------------------|--------------|----|---|---|---|---|---|---|----|
| D/Man Gd. III      | 1973         | 1  | 1 | — | — | — | — | — | —  |
|                    | 1974         | —  | — | — | — | — | — | — | —  |
|                    | 1975         | —  | — | — | — | — | — | — | —  |
|                    | 1976         | —  | — | — | — | — | — | — | —  |
|                    | 1977         | —  | 3 | — | — | — | — | — | —  |
| Class IV Regular   | 1973         | 1  | 1 | — | — | — | — | — | —  |
|                    | 1974         | —  | 1 | — | — | — | — | — | —  |
|                    | 1975-77      | —  | — | — | — | — | — | — | —  |
| Ferro Printer      | 1973 to 1976 | —  | — | — | — | — | — | — | —  |
|                    | 1977         | —  | — | — | 1 | — | — | — | —  |
| Sanitary Inspector | 1973 to 1975 | —  | — | — | — | — | — | — | —  |
|                    | 1976         | —  | — | — | — | 1 | — | — | —  |
|                    | 1977         | —  | — | — | — | — | — | — | —  |
|                    | 1973 to 1976 | —  | — | — | — | — | — | — | —  |
| Skilled            | 1977         | —  | — | 6 | — | — | — | — | —  |
|                    | 1973         | 2  | — | — | — | 2 | — | — | —  |
|                    | 1974-76      | —  | — | — | — | — | — | — | —  |
| Semi- skilled      | 1977         | —  | — | — | 6 | — | — | — | —  |
|                    | 1973         | 23 | — | — | — | — | — | — | —  |
|                    | 1974-77      | —  | — | — | — | — | — | — | —  |
| <i>Region B</i>    |              |    |   |   |   |   |   |   |    |
| Stenographer       | 1973         | 6  | 3 | — | — | — | — | — | —  |
|                    | 1974         | 7  | 3 | — | — | — | — | — | —  |
|                    | 1975         | 7  | 3 | — | — | — | — | — | —  |
|                    | 1976         | 7  | 3 | — | — | — | — | — | —  |
|                    | 1977         | 5  | 3 | — | — | — | — | — | —  |
| D'man Gd. I        | 1973         | —  | — | — | 1 | — | — | — | —  |
|                    | 1974         | —  | — | — | 1 | — | — | — | —  |
|                    | 1975         | —  | — | — | 1 | — | — | — | —  |
|                    | 1976         | —  | — | — | 1 | — | — | — | —  |
|                    | 1977         | —  | — | — | 1 | — | — | — | —  |
| D'man Gd. II       | 1973         | —  | — | 3 | 1 | — | — | — | —  |
|                    | 1974         | —  | — | 3 | 2 | — | — | — | —  |
|                    | 1975         | —  | — | 3 | 2 | — | — | — | —  |
|                    | 1976         | —  | — | 3 | 2 | — | — | — | —  |
|                    | 1977         | —  | — | 2 | 3 | — | — | — | —  |
| D'man Gd. III      | 1973         | 6  | 8 | — | — | — | — | — | —  |
|                    | 1974         | 8  | 8 | — | — | — | — | — | —  |
|                    | 1975         | 8  | 8 | — | — | — | — | — | —  |
|                    | 1976         | 8  | 8 | — | — | — | — | — | —  |
|                    | 1977         | 9  | 9 | — | — | — | — | — | —  |

| 1             | 2    | 3  | 4  | 5 | 6 | 7 | 8 | 9 | 10 |
|---------------|------|----|----|---|---|---|---|---|----|
| Ferro Printer | 1973 | —  | 1  |   |   |   |   |   |    |
|               | 1974 | —  | 1  |   |   |   |   |   |    |
|               | 1975 | —  | 1  |   |   |   |   |   |    |
|               | 1976 | —  | 1  |   |   |   |   |   |    |
|               | 1977 | —  | 1  |   |   |   |   |   |    |
| LDC           | 1973 | 13 | 19 |   |   |   |   |   |    |
|               | 1974 | 13 | 20 |   |   |   |   |   |    |
|               | 1975 | 13 | 20 |   |   |   |   |   |    |
|               | 1976 | 15 | 21 |   |   |   |   |   |    |
|               | 1977 | 10 | 22 |   |   |   |   |   |    |
| Peon          | 1973 | 20 | 10 |   |   |   |   |   |    |
|               | 1974 | 19 | 9  |   |   |   |   |   |    |
|               | 1975 | 19 | 9  |   |   |   |   |   |    |
|               | 1976 | 19 | 9  |   |   |   |   |   |    |
|               | 1977 | 20 | 9  |   |   |   |   |   |    |
| Chowkidar     | 1973 | 14 | 32 |   |   |   |   |   |    |
|               | 1974 | 14 | 32 |   |   |   |   |   |    |
|               | 1975 | 14 | 32 |   |   |   |   |   |    |
|               | 1976 | 14 | 32 |   |   |   |   |   |    |
|               | 1977 | 14 | 32 |   |   |   |   |   |    |

#### WORKCHARGED ESTABLISHMENT

|              |      |    |    |   |   |
|--------------|------|----|----|---|---|
| Skilled      | 1973 | 13 | 14 | 2 | — |
|              | 1974 | 6  | 6  | 3 | 1 |
|              | 1975 | 6  | 6  | 1 | — |
|              | 1976 | 6  | 6  | 2 | — |
|              | 1977 | 7  | 6  | 1 | — |
| Semi- killed | 1973 | —  | —  | 5 | 2 |
|              | 1974 | —  | —  | 4 | 3 |
|              | 1975 | —  | —  | 5 | 3 |
|              | 1976 | —  | —  | 4 | 2 |
|              | 1977 | —  | —  | 4 | 2 |
| Unskilled    | 1973 | 6  | 6  | — |   |
|              | 1974 | 7  | 6  | — |   |
|              | 1975 | 6  | 6  | — |   |
|              | 1976 | 6  | 6  | — |   |
|              | 1977 | 6  | 6  | — |   |

#### Region C

|              |      |   |                           |   |   |   |              |
|--------------|------|---|---------------------------|---|---|---|--------------|
| LDC          | 1973 | 1 | No Recruitment due to ban |   |   |   | 1974 to 1977 |
|              | 1977 | 4 | 2                         | — | — | — | 6            |
| Stenographer | 1977 | — | —                         | — | — | 3 | 1            |
| D/Man G. II  | 1973 | — | —                         | — | 1 | 1 | —            |
|              | 1977 | — | —                         | 1 | — | — | —            |

| 1                         | 2       | 3 | 4 | 5 | 6  | 7 | 8 | 9 | 10 |
|---------------------------|---------|---|---|---|----|---|---|---|----|
| D/Man Gd. III             | 1973    |   | 1 | — | 2  | — | 1 | — |    |
|                           | 1974    |   | — | — | —  | — | — | 1 |    |
| D/Man II(E) 4             | 1977    |   | — | — | 1  | — | — | — |    |
| Gd. II(E)                 | 1973    |   | — | — | —  | — | 1 | — |    |
| <b>WORK CHARGED ESTT.</b> |         |   |   |   |    |   |   |   |    |
| Unskilled                 | 1973    |   | 5 | 2 | —  | 2 | — | — |    |
|                           | 1974    |   | — | 1 | 1  | 1 | — | — |    |
|                           | 1975    |   | — | — | —  | 1 | — | — |    |
|                           | 1976    |   | 1 | — | —  | — | — | — |    |
|                           | 1977    |   | — | — | —  | 1 | 1 | — |    |
|                           |         |   | 6 | 3 | 1  | 5 | 1 | — |    |
| Semi-skilled              | 1973    |   | 5 | — | 5  | 2 | — | — |    |
|                           | 1974    |   | — | — | 16 | 1 | — | — |    |
|                           | 1975    |   | — | — | 1  | — | — | — |    |
|                           | 1976    |   | — | — | —  | — | — | — |    |
|                           | 1977    |   | — | — | 2  | 1 | — | — |    |
|                           |         |   | 5 | — | 24 | 4 | — | — |    |
| Skilled                   | 1973    |   | 3 | — | —  | — | — | — |    |
|                           | 1974    |   | — | — | —  | — | — | — |    |
|                           | 1975    |   | 4 | — | —  | — | — | — |    |
|                           | 1976-77 |   | — | — | —  | — | — | — |    |
|                           |         |   | 7 | — | —  | — | — | — |    |

## APPENDIX X

(Vide para 5 of Introduction)

### SUMMARY OF CONCLUSIONS/RECOMMENDATIONS CONTAINED IN THE REPORT

| Sl. No. | Reference to para No. in the Report | Summary of Conclusion Recommendations   |
|---------|-------------------------------------|---|
| 1       | 2                                   | 3   |
| 1.      | 1.15                                | <p>While the Committee would discuss in succeeding paragraphs in detail the various aspects of application of reservation orders by the Ministry of Works &amp; 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.</p> <p>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 &amp; Housing and C.P.W.D. to devise adequate checks to ensure rigid implementation of the extant orders on the subject.</p> |
| 2.      | 1.16                                |   |
| 3.      | 1.17                                | <p>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 &amp; 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.</p>   |



4. 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 & 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.

5. 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 improvements, whenever 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.

6. 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.

7. 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 Director of Scheduled Caste/Scheduled Tribe Welfare or Director 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 Caste and Scheduled Tribe M.L.As. and M.Ps. 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 and 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 Exchanges 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.

8. 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.

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 Caste and Scheduled Tribe population. The Committee would like to be apprised of the final decision taken in the matter.

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 requisitions 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 those should be meticulously followed.

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.

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 experi-

9. 2.25

10. 2.32

11. 2.33

12. 2.34

ence for recruitment in the C.P.W.D. should be done away with so far as Scheduled Caste and Scheduled Tribe candidates are concerned.

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 dates 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 also not been given. These have not even been signed by Liaison Officers concerned. There are cuttings and some of the rosters appear to have been prepared in one day and in one hand writing. The Committee cannot 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 should be maintained in printed and bound form by all the offices 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.

14. 2.55

The Committee note the procedure being followed in the C.P.W.D. 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.

15. 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.

16. 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 Tribe 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.

17. 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* appoint-

ments should be regularised without having them considered by the Departmental Promotion Committee. The Committee feel that *ad hoc* promotions 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 & Housing/C.P.W.D. had any regards 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.

18. 2.66

The Committee stress that while selecting persons for posts to be filled in by deputation or transfer in the C.P.W.D. and its Regional Officer, 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.

19. 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.

20. 2.76 The Committee are distressed to note that quite a large number of posts have been deserved 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 deserved.

21. 2.80 The Committee regret to note that the position as regards association of Scheduled Caste/Scheduled Tribe member in various Departmental Recruitment/Promotion Committees 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 Scheduled Tribe officer from another Department of the Central State Government should invariably be associated with such Departmental Recruitment/Promotion Committees.

22. 2.85 The Committee note that the recruitment of 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 appraised 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 confirmations done at different levels have since been rectified.

23. 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 recruitments also.

The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes by Scheduled Tribes and *vice-versa* 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 and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be reserved to in the very first year.

The Committee are distressed to note the representation of Scheduled Castes and Scheduled Tribes in almost all categories of posts in the C.P.W.D. is far below the quotas reserved for them. They regret to be informed that the main reason for not filling the 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 UPSC for Group 'A' posts remained unemployed. As such the argument advanced by the Ministry of Works and Housing/C.P.W.D. is not tenable. The Committee deplore that no serious efforts worth the name have been made by the Ministry of Works & Housing and the C.P.W.D. to fill in all the reserved posts by Scheduled Castes and Scheduled Tribes as is evident from the arguments advanced by their representatives during evidence. In the circumstances, the Committee cannot but conclude that extant orders on the subject



are neither being followed in letter and spirit by the appointing authorities of the C.P.W.D. nor adequate attention is being paid to improve the situation. The Committee are convinced that unless concerted efforts are made by the C.P.W.D., the shortfall in the representation of Scheduled Castes and Scheduled Tribes cannot be wiped out. The Committee, therefore, urge that the reservation orders should be rigidly followed so that all the reserved vacancies 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 Caste 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 & Housing and the C.P.W.D. to consider whether a Scheduled Caste/Tribe candidate could not be appointed on the basis of the 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 records 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.

26. 3.18

The Committee fail to understand why not a single Schedule 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 indicates 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 New Delhi with two regional centres, one at Calcutta and the other at Bombay, is at present under examination of the Planning Commission. 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 numbers 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.

27. 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 organisations 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 implemen-

tation 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 returns.

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

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.

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 Scheduled Castes. 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.

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31. 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 Divisions 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 Schedule Caste and Schedule 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 nominating basis and if necessary, the rules may be amended accordingly.

32. 4.10

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.

30. 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.