

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

(SEVENTH LOK SABHA)
24 TWENTY-FOURTH REPORT
MINISTRY OF COMMUNICATIONS

**Reservations for, and Employment of, Scheduled
Castes and Scheduled Tribes in Posts
and Telegraphs Department.**



29 APR 1982

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<u>Page</u>	<u>Para</u>	<u>Line</u>	<u>For</u>	<u>Read</u>
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8	2.11	3	Insert 'in' after 'filled'	
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9	2.14	11	he	the
10	2.20	2	reserves	reserved
26	3.18	8	Insert 'was' after 'backlog'	
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COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES

(1981-82)

Shri R. R. Bhole—*Chairman*

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1. Dr. D. N. Gadhok—*Chief Legislative Committee Officer*
2. Shri P. C. Choudhry—*Senior Legislative Committee Officer.*

INTRODUCTION

1. The Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Twenty Fourth Report on the Ministry of Communications—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Posts and Telegraphs Department.

2. The Committee took the evidences of the representatives of the Ministry of Communications on the 4th and 5th February, 1982. The Committee wish to express their thanks to the Secretary, Ministry of Communications and other officers of that Ministry for placing before the Committee material and information, the Committee wanted in connection with the examination of this subject.

3. The Report was adopted by the Committee on the 8th April, 1982.

4. A summary of conclusions/recommendations contained in the Report is appended (See Appendix II).

NEW DELHI:
April 15, 1982
Chaitra 25, 1904 (Saka)

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

CHAPTER I

1. INTRODUCTORY

A. Organisational Set-Up

The Ministry of Communications is headed by Secretary (Communications) who is also the Chairman, Posts and Telegraphs Board and the Director General, Posts and Telegraphs. In handling the work of the Ministry, Secretary (Communications) is assisted by the Additional Secretary.

1.2 Secretary, Ministry of Communications functions as the Director General, Posts and Telegraphs and the Chairman, Posts and Telegraphs Board as well. Members of the Posts and Telegraphs Board enjoy the status of *ex-officio* Additional Secretaries to the Government of India. All policy decisions relating to Posts and Telegraphs Services are laid down by the Posts and Telegraphs Board functioning under the Chairmanship of Secretary, Communications. Working of the P&T Board is, therefore, analogous to that of a Ministry. There is, therefore, no cause for the Ministry to issue any directives to Posts and Telegraphs Department. However, the Ministry of Communications endorses orders regarding reservations for the Scheduled Castes and Scheduled Tribes to the P&T Department for their implementation.

1.3 As regards the function of the Ministry of Communications *vis-a-vis* the P&T Department, it has been stated that the Posts and Telegraphs Department deals with all matters relating to Posts and telecommunications in the country and functions independently whereas the Ministry (Main) besides having the Wireless Planning and Co-ordination Wing in the Secretariat has under its control two subordinate offices (a) Overseas Communications Service (b) Monitoring Organisation and two public sector Undertakings namely Indian Telephone Industries Limited and Hindustan Teleprinter Limited. While the Ministry co-ordinates the activities in the organisations directly reporting to it, namely, the Wireless Planning and Co-ordination the Overseas Communications Service, the Indian Telephone Industries Ltd. and the Hindustan Teleprinters Ltd., it has only minimal co-ordinating functions as far as the P&T Department is concerned.

1.4 There are 17 postal circles in the Posts and Telegraphs Department which look after the work relating to Postal Services. Each such circle is under the charge of a Postmaster General. There are 15 Telecommunication Circles in all. In addition, there are 27 Telephone Districts and out of them 9 Districts are under the charge of General Managers. The remaining 18 Districts are under the Charge of District Managers.

1.5 Telephone, Coaxial and Microwave Cable laying schemes and their maintenance are under the charge of four Zonal General Managers in charge of maintenance with headquarters at Delhi, Madras, Calcutta and Bombay.

1.6 The field organisation for execution of International Satellite System and International Telecommunication Satellite Projects is headed by General Manager, Satellite, with headquarters at Delhi.

1.7 There are also four telecommunication factories, located at Calcutta, Bombay, Jabalpur and Bhilai.

1.8 Besides 39 Training Centres for training of Telecom. Engineers, there are 4 Postal Training Centres for training of Postal personnel. There is also a Postal Staff College for training of officers belonging to Indian Postal Service.

1.9 With the assistance of United Nations Development Programme, the P&T Department has started one Advanced Level Telecommunication Training Centre at Ghaziabad for long term requirements of technical personnel required for planning.

B. P & T Board

1.10 It has been stated in a written note furnished to the Committee that the P&T Board was reconstituted on the 15th February, 1974. The Board comprises of Director General, Posts and Telegraphs who acts as Chairman and six other members. The composition of the Board is indicated below :—

- | | |
|--|----------|
| (i) Director General, Posts and Telegraphs | Chairman |
| (ii) Member (Finance) | |
| (iii) Member (Postal Operation) | |
| (iv) Member (Telecommunication Operation) | |
| (v) Member (Administration) | |
| (vi) Member (Postal Development and Agency Functions). | |
| (vii) Member (Telecommunication Development) | |

1.11 During evidence the Committee have been informed that the members of the Posts and Telegraphs Board are appointed by the Ministry. The members are officers of the level of Additional Secretary (ex-officio). The appointments of the members of the Board are approved by the Appointments Committee of the Cabinet.

1.12 Explaining the procedure for the selection of members of the Board, Secretary, Ministry of Communications stated that the selection is first made by the Union Public Service Commission through the Departmental Promotion Committee. Then the proposal comes to the Ministry and is approved by the Minister. Thereafter the names are sent to the Appointment Committee of the Cabinet for approval.

1.13 In reply to a query it has been stated that all the members of Posts and Telegraphs Board are Government officials and two members are drawn from the Indian Tele-Communication Service and two others from the Indian Postal Service.

1.14 When asked about the possibility of appointing any Scheduled Caste/Scheduled Tribe as a member of the Board in the near future, the Secretary, Ministry of Communications, informed the Committee that unfortunately there was no senior person from the Scheduled Caste/Scheduled Tribe Community who could be appointed as a Member of the Board, in near future.

1.15 The Committee regret that at present there is no representative of Scheduled Caste/Scheduled Tribe in the P and T Board and there is no possibility of appointing any Scheduled Caste/Scheduled Tribe as a member of the Board in the near future as no senior officer of these communities is available for

such a high post. They also regret that no specific member of the Board has been entrusted with the job of looking after the interests of Scheduled Caste/Scheduled Tribe employees in the organisation. The Committee feel that P and T Board which is an apex body for the P and T Department and looks after all the matters relating to Administration, Financial, etc. of the Department should make a special point to see that the reservations provided in favour of Scheduled Caste and Scheduled Tribe are faithfully adhered to in the P and T Department so that the Officers belonging to these communities do not suffer from any apprehension on account of the absence of their representative in the Board.

1.16 The Committee would also like that one member of the Board should be specifically entrusted with the responsibility of looking after the implementation of reservation orders and other relaxations and concessions provided to the Scheduled Castes and Scheduled Tribes.

2. RESERVATION ORDERS AND EXEMPTIONS

1.17 The Committee have been informed that in the P&T Department the reservation orders have been made applicable from the following dates in respect of direct recruitment and promotions :—

(i) Direct Recruitment	Percentages		Date from which reservation is made applicable
	SC	ST	
(a) By open competition through UPSC	12½%	5%	26-1-1950
	15%	7½%	25-3-1970
(b) Direct recruitment to Group 'C'	16½%	7½%	12-3-1973
(ii) By promotion through Departmental examination	12½%	5%	11-7-1968
	15%	7½%	25-3-1970
(iii) Posts filled by promotion on seniority-cum-fitness basis	15%	7½%	27-11-1972
(iv) Temporary appointment for duration of 45 days or more	15%	7½%	24-9-1968

1.18 It has been stated that in posts/services filled by direct recruitment, reservation is made for Scheduled Castes and Scheduled Tribes both at the time of initial appointment on a temporary basis as well as at the time of confirmation. In posts filled by promotion, however, there is no reservation at the stage of confirmation of promotees.

1.19 The following types of posts have been kept outside the purview of reservation orders :

- (i) Posts which are of the duration of less than 45 days.
- (ii) Posts which are filled up on deputation.
- (iii) Posts to which ad-hoc appointments are made for short duration or are filled by local arrangements.

1.20 When the Committee enquired during evidence as to whether people from other Departments were taken on deputation in various circles of the

Posts and Telegraphs Department, the Secretary, Ministry of Communications stated :—

“Yes Sir, In a very few cases we have two organisation under the P & T. One is our own civil wing which we have set up to do the work which used to be done by CPWD before 1965. We took on deputation officers from the CPWD. Now we are recruiting our own officers in the last few years. We have even now a few officers on deputation from the CPWD. The other is from the medical wing. We get officers from the Health Ministry. Other than this, there are very few cases of deputation.”

1.21 When asked whether P&T employees were sent on deputation to other Departments the Secretary, Ministry of Communications, stated that people from P&T Department were sent on deputation to International Organisations and also to other Ministries. But no officers were sent on deputation to CPWD.

1.22 In a subsequent note submitted to the Committee the following number of officers on deputation in P&T Department from other Departments, and those sent on deputation from P&T Department to outside Departments in respect of Group ‘C’ and ‘D’ posts as on 1-1-1982 has been furnished :

	TOTAL	SC	ST
1. Officers on deputation from other Departments	3	Nil	Nil
2. Officers from P & T Department sent on Deputation to other Departments	84	5	1

1.23 The Committee note that as on 1-1-1982, 84 officers in Group ‘C’ and ‘D’ have been sent on deputation from P & T Department to other departments and there are only 5 Scheduled Caste Officers and 1 Scheduled Tribe Officer among them who have been sent on deputation.

1.24 The Committee are aware that there is no reservation for Scheduled Castes and Scheduled Tribes in deputation posts. But they feel unhappy that the instructions issued by Department of Personnel and Administrative Reforms that “Whenever a Ministry/Department etc., propose to depute in the public interest officers serving in or under them to a post in or under another Ministry/Department etc. the Scheduled Caste/Scheduled Tribe employees serving in or under the Ministry/Department concerned, who are eligible to be sent on deputation, should also be considered along with other eligible employees, for such deputation” have not been observed by the P & T Department.

1.25 The Committee recommend that P & T Department should issue necessary guidelines to all Postal Circles/Telephone Districts etc. to keep in view the interests of the Scheduled Castes and Scheduled Tribes while sponsoring officers from P & T Department to other Departments on deputation.

3. LIAISON OFFICER AND CELL

1.26 It has been stated that Secretary, P&T Board is the Liaison Officer for the entire P&T Department and he ensures sending of teams to Circle Offices to check their Communal rosters with a view to see that they are maintained properly and the reservation orders are implemented fully.

The reports submitted by these teams are scrutinised personally by Secretary, P&T Board and the concerned Heads of Circles are advised to take appropriate remedial action wherever called for.

1.27 In the P&T Directorate, Secretary, P&T Board is assisted by Deputy Liaison Officer and Asstt. Liaison Officer and Scheduled Castes/Tribes Cell for this purpose. Representations received from SC and ST employees are given careful examination and all possible efforts are made by the Staff Section in the P&T Directorate to redress their grievances to the extent possible and permissible under the existing rules on the subject.

1.28 The Liaison Officers functioning in the Circles are also required to visit their subordinate units for a similar inspection to ensure that the reservation orders are actually implemented. The Liaison Officers send their reports to the P&T Directorate and a random sample check is carried out by Secretary, P&T Board. Instructions have also been issued to Liaison Officers in Circle Offices that they should meet representatives of SC/ST employees and attend to the redressal of their grievances.

1.29 Asked whether the Liaison Officers watched the placement of Scheduled Castes and Scheduled Tribes personnel against the reserved vacancies, the Committee have been informed that the Liaison Officers are doing so. They are made specifically responsible for implementation of various orders relating to reservation of posts for Scheduled Caste/Scheduled Tribe in Government.

1.30 In a note furnished to the Committee it has been stated that no separate Cell has been set up in the Ministry to look after the representation of Scheduled Caste/Scheduled Tribe in P & T Department. However, a Section with an Assistant in the Ministry coordinates matters pertaining to Scheduled Castes/Scheduled Tribes in respect of the Subordinate Offices and the Public Sector undertakings under its control.

1.31 When the Committee pointed out during evidence that in reply to the list of points for discussion submitted to the Committee it has been stated that there is no separate Cell in the Ministry but now it is claimed that there is a Cell headed by a Deputy Secretary, the Secretary, Ministry of Communications stated as follows :—

“The Ministry is small and, therefore, previously it was headed by an Assistant and, therefore, this reply was given.

I would like to submit that the Deputy Secretary who is now heading the Cell is not exclusively doing this work only. He has other duties also.”

1.32 The Committee drew the attention of the Secretary, Ministry of Communications to the provision that in each Ministry, the Deputy Secretary incharge of Administration would act as Liaison Officer and Ministries/Departments should set up a Cell within the Ministry/Department under the direct control of the Liaison Officer. The witness explained that the Posts and Telegraphs Department which enjoyed all the powers of the Ministry has a properly organised Cell which is headed by a Joint Secretary. The Ministry do not have to oversee the working of the Posts and Telegraphs Department all the time or even most of the time. Posts and Telegraphs Department has been having a Cell for a long time.

1.33 The Committee note that in the Posts and Telegraphs Department there is a reservation Cell which is headed by a Joint Secretary. But the Cell

in the Ministry of Communications which is at present headed by a Deputy Secretary is not exclusively looking after the reservation work. The Deputy Secretary has to perform other duties also.

1.34 The Committee recommend that the Cell in the Ministry should be adequately strengthened and it should look after the reservation work both in P & T Department and the Public Sector Undertakings under the control of the Ministry. Preferably a Senior Officer belonging to Scheduled Caste/Scheduled Tribe community should be incharge of this Cell. In view of the fact that Secretary, Ministry of Communications is also the Chairman of P & T Board, the Committee feel that the Cell in the Ministry can serve a very useful purpose both in achieving proper coordination and implementation of the reservation orders.

CHAPTER II

I.A. RECRUITMENT PROCEDURE

2.1 In P&T Department appointment of staff is made by direct recruitment and by promotion. In direct recruitment the candidates are recruited by open competition through Union Public Service Commission and Staff Selection Commission. Direct recruitment to group C & D posts is made through local employment exchanges. Besides, direct recruitment is also made by the Posts and Telegraphs Department.

2.2 As regards filling of posts by way of promotion, it has been stated that posts wherein element of direct recruitment does not exceed 66-2/3% are filled (i) through limited Departmental Competitive Examination in group B, C & D. (ii) by selection from Group B to the lowest rung of group A and (iii) on the basis of seniority subject to fitness in groups A, B, C and D.

2.3 The Committee have been informed in a note that recruitment to class III and class IV, both technical and non-technical, is made as follows :—

- (i) By direct recruitment
- (ii) By promotion according to seniority and according to rules
- (iii) Through Departmental Examination.

2.4 In the case of direct recruitment, vacancies are reported to the Employment Exchanges and/or advertised in the newspapers. Selection is made on the basis of merit. In some cases, the method of holding interviews is also resorted to for adjudging the suitability of the candidates. For filling up the posts by promotion from Class IV to Class III and within Class III, the criteria of seniority-cum-fitness is adopted and for certain categories of posts departmental examinations are conducted for assessing suitability of the candidates and deciding their *inter se* merit. Where there are no examinations, merit obtained in the school/university forms the basis of selection in the order of merit.

2.5 In addition, from 1981 the Department has also started the method of filling posts of Junior Engineers (Civil)/(Electrical) by holding open competitive examination which has an element of interview. Prior to 1981, the Junior Engineers were recruited by the Superintending Engineers through the Employment Exchanges.

2.6 The following statement shows the number of Junior Engineers (Civil/Electrical) recruited during the last three years and the number of Scheduled Castes/Scheduled Tribes amongst them :

Year	Total No. of JEs recruited	No. of SCs recruited as JEs	No. of STs recruited as JEs
1978	458	56	8
1979	349	64	6
1980	235	47	—

2.7 The Committee have been informed that the number of posts of Junior Engineers (Civil/Electrical) to be filled up against outside quota through the open competitive examination in 1981 was as under :—

Junior Engineers	Other Communi- nity	Scheduled Castes	Scheduled Tribes	Ex-ser- viceman	Total
Civil	119	58	118	40	335
Electrical	50	22	16	10	98

2.8. In reply to a question as to what was the procedure for recruitment of Class IV employees in the P&T Department, the Chairman P&T Board stated during evidence that the vacancies are intimated to the Employment Exchanges. Also, there are recruiting authorities within the Department. On the Postal side, the Department recruit extra-Departmental employees, part time employees and casual labour. For recruitment to Class IV posts, the Staff Selection Board holds an examination and selects the candidates. If sufficient number of candidates do not qualify, then the requirement is placed with the Employment Exchanges. Staff Selection Board while making appointments keeps in view the reservations in favour of Scheduled Castes and Scheduled Tribes.

2.9. The Secretary, Ministry of Communication informed the Committee that non-technical posts in Group 'C' in the Postal and Telecommunication wings are filled through the Employment Exchanges. The recruitment is done on the basis of marks obtained by the candidates in the qualifying examination i.e. Higher Secondary.

2.10. A statement furnished to the Committee showing year-wise recruitment made by the Posts and Telegraphs Department during the years 1978, 1979 and 1980 is at Appendix I.

2.11. When asked although the number of vacancies which occurred in Class I, II and III during the last three years was quite large but the number of posts actually filled reserved categories was quite small, the Committee have been informed in a written note that direct recruitment of Class I and II posts is made through UPSC. The gap between the number of vacancies and posts actually filled up is due to the non-availability of suitable candidates.

2.12. In the case of promotee from Class IV to Class III and from Class III to Class II certain length of qualified service has been prescribed for all categories of posts. For promotion from Group 'B' to Group 'A' and from Group 'C' to Group 'B', the selection is restricted to officers in the zone of consideration.

2.13. It has been further stated that due to inadequate intake of Scheduled Castes and Scheduled Tribe Tribes in the initial years sometimes Scheduled Castes and Scheduled Tribe candidates with the requisite length of service are not available. It is felt that gradually this situation will improve and adequate number of Scheduled Caste and Scheduled Tribe employees with requisite length of service will become available.

2.14. The Committee has been informed that a special drive was launched in October, 1972 to make good the shortage of Scheduled Caste/

Scheduled Tribe and the result was quite satisfactory. The information was obtained from the Heads of Circles about details of the cadres where difficulty was experienced in recruitment of Scheduled Castes/Scheduled Tribes in sufficient numbers. This particular information was passed on to the recognised Scheduled Caste/Scheduled Tribe Associations so that they could sponsor qualified candidates belonging to the reserved communities. After 18.8.1973 a special drive for making special recruitment of Scheduled Caste/Scheduled Tribe candidates was not launched. However, due to sustained efforts, the overall representation of Scheduled Caste/Scheduled Tribe has considerably increased as would appear in the following table showing the position as on 1-1-1980 :—

Class	Percentage of total number of employees (SC)	Percentage of total number of employees (ST)
Group-A	7.0	0.9
Group-B	11.8	1.0
Group-C	17.0	3.9
Group-D (Excluding Sweepers)	19.8	5.2
Group-D (Sweepers)	89.5	5.2

2.15 In the case of Scheduled Castes, the percentage have been exceeded in Group C, Group D (excluding Sweepers) and Group D (Sweepers). In Group B, the position is fairly satisfactory and it would be possible to reach the required percentage as more Scheduled Caste employees complete the minimum length of service and qualify for senior posts. This is also true of Group A. The position in regard to Scheduled Tribes is not quite satisfactory. Perhaps other Departments also face a similar situation.

2.16 It has been stated in a subsequent note that while the position in case of the recruitment of Scheduled Castes is improving the position in regard to the recruitment of Scheduled Tribe employees is not improving at the satisfactory pace particularly in certain Circles where the Scheduled Tribe population is low.

2.17 When the Committee suggested that the Posts and Telegraphs Department must come to the help of Scheduled Caste/Scheduled Tribe candidates in the matter of their employment the Secretary, Ministry of Communications stated during evidence :—

"I am not taking any credit for myself. What I would like to submit to the Committee is that definitely in the matter of employment of Scheduled Castes/Scheduled Tribes the atmosphere in Posts and Telegraph Department is fairly satisfactory. Over the years this matter has received fairly good attention at all levels in the Department."

2.18 The Committee note that out of 1042 Junior Engineers recruited during the period 1978 to 1980, 167 (16%) belonging to Scheduled Caste and only 14 (1.3%) were from Scheduled Tribes. The Committee also note that

in 1981, the outside quota of the Junior Engineers (in Civil and Electric) to be filled up by the open competition was 433, out of which 80 posts had been earmarked for Scheduled Castes and 134 for Scheduled Tribes. The Committee hope that these posts will be publicised widely and all possible measures will be taken to attract maximum number of candidates from Scheduled Caste and Scheduled Tribe communities so that all the posts reserved for them could be filled up.

2.19 The Committee need hardly stress that unless adequate number of Engineers at the stage of initial recruitment are selected there will always be a shortfall in the higher categories, which after passage of time, will be difficult to wipe out.

1. B. ADVERTISEMENTS AND EMPLOYMENT EXCHANGES

2.20 The Committee have been informed that the Employment Exchanges are requested to sponsor candidates against the reserves vacancies. In addition, the advertisements are also given in Newspapers.

2.21 In reply to a question as to whether the reasons for rejection of the Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchanges were communicated to them, the Committee have been informed that it is the practice of the Post and Telegraph Department not to communicate reasons for non-selection of a candidate or a group of candidates either to candidates themselves or to the Employment Exchanges. Since every effort is made to select Scheduled Caste/Scheduled Tribe candidates, even by relaxing standards to fill up their quota, non-selection can only be due to unsuitability of candidate(s). Rather than communicating reasons for non-selection of candidate(s) to the Employment Exchange it may be advantageous to make in depth analysis of the recruitment position only of Circles where requisite number of Scheduled Caste/Scheduled Tribe candidates are not available and their quota remains unfilled. In such cases special efforts may be called for.

2.22 When the Committee enquired whether the vacancies in the P & T Department were being announced on All India Radio the Secretary, Ministry of Communications informed the Committee that so far they have not done it. However he promised to do so.

2.23 When the Committee emphasised the need to send copies of advertisements to local MPs and MLAs belonging to Scheduled Castes and Scheduled Tribe and also to the Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes, the Secretary, Ministry of Communications stated during evidence :—

“We have over 2000 points of recruitment all over the country. Every year there is a minimum of two cycles of recruitment. In regard to sending of copies of all the Scheduled Caste/Scheduled Tribe MLAs all over the country, it is difficult. What I mean is from every recruiting authority, copies should go to MLAs and MPs. That will not be a small task because we have to monitor also. Then there will be a problem that the MLAs and MPs may say that they did not get the copies sometimes which we will have to monitor. We cannot absolve ourselves of our responsibility.”

2.24 Asked whether copies of advertisements were also sent to the Directors of Scheduled Castes and Scheduled Tribes, the Secretary,

Ministry of Communications informed the Committee that copies of advertisements are sent to them only if they do not get Scheduled Caste/Scheduled Tribe candidates. However, he promised to send copies of advertisement to the Director of Scheduled Castes and Scheduled Tribes at the initial stage also. 1

2.25 The Committee are not convinced of the reasons advanced by the Secretary, Ministry of Communications, during evidence that it is difficult to send copies of advertisements to Scheduled Castes/Scheduled Tribes, M.L.As and MPs. Most of the Scheduled Castes and almost all the Scheduled Tribes live in remote areas which do not have modern means of communications. Therefore to reach these communities special efforts will have to be made and all means of publicity will have to be adopted. The Committee feel that it is through their representatives both in the Legislative Assemblies and in the Parliament, that they could be more conveniently informed about the number and nature of posts vacant/reserved for them. In these circumstances, the Committee feel that it is imperative that copies of an advertisement notices should be sent to the Members of Parliament and State Assemblies belonging to Scheduled Castes and Scheduled Tribes of the region where recruitment is proposed to be held. The Committee would also like that these notices should be sent to the Members of the Committees of the State Assemblies and Parliament on the Welfare of Scheduled Castes and Scheduled Tribes and to the State Authorities looking after the Welfare of Scheduled Castes and Scheduled Tribes.

2. DEPARTMENTAL RECRUITMENT COMMITTEES/SELECTION BOARDS

2.26 The Committee have been informed that the Scheduled Caste and Scheduled Tribe officials are adjudged separately in regard to their fitness. Separate lists are also drawn up for the eligible Scheduled Caste or Scheduled Tribe officials arranged in order of their *inter se* seniority in the main list. Efforts are also made to have an officer belonging to Scheduled Caste/Scheduled Tribe in the Departmental Promotion Committee.

2.27 When the Committee wanted to know whether any member of Scheduled Caste/Scheduled Tribe community was included in the Recruitment/Departmental Promotion Committee, the Secretary, Ministry of Communications stated during evidence that instructions had been issued to include Scheduled Caste/Scheduled Tribe officer in Departmental Promotion Committees by taking officers from the Postal or Telecommunication Circles some ten years before. But it was not always possible to find suitable officer of the required level.

2.28 As regards the status of Scheduled Caste/Scheduled Tribe Member of the Departmental Promotion Committee it has been stated that it depends on the constitution of the Departmental Promotion Committee as prescribed in the Statutory recruitment rules for each post.

2.29 Asked during evidence what was the difficulty in having such officer from other departments as in Public Sector Units the officers were being taken from outside, the Secretary, Ministry of Communications stated :—

“This is possible in big towns or cities. We have more than 2,000 recruiting authorities spread all over the country. In smaller places it is not possible.

We have another problem. Even within our own department when a Telecommunication officer has to look for a postal man, the latter feels that his own work is affected. If we have to go outside our department, the problem will be even greater.

In 1981, we carried an all India drive and asked all departmental promotion Committees all over the country to dispose of their entrie backlog. During the year, 95 per cent of them have done so, but they have not been able to associate scheduled Caste and Scheduled Tribe officers in every Committee. In some cases, they have been able to do it, but in some other cases, they have not been able to do it."

2.30 When the Committee pointed out that in the absence of Scheduled Caste/Scheduled Tribe officer on the Departmental Promotion Committee it may be possible that the reservation rules may not be observed properly, the Secretary, Ministry of Communications stated that all Departmental Promotion Committees were observing the rules. There are instructions in this regard. The Roster Registers are being maintained and all reserved points are noted in the registers.

2.31 The Committee recommend that a Scheduled Caste or Scheduled Tribe officer should invariably be included in the various Departmental Recruitment/Promotion Committees in the Posts and Telegraphs Department so that there is no apprehension among the Scheduled Caste and Scheduled Tribe employees that their interests are not being safeguarded properly. If Scheduled Caste/Scheduled Tribe officer of the required level is not available in the P & T Department, another Scheduled Caste/Scheduled Tribe officer of the required status from other Central or State Department might be included in the Departmental Recruitment/Promotion Committees.

3. CONCESSIONS AND RELAXATIONS

2.32 In Posts and Telegraphs Department the following relaxations/concessions have been granted to Scheduled Caste/Scheduled Tribe employees :—

(i) *Age :*

All the Scheduled Castes/Scheduled Tribe employees are entitled to age concessions of 5 years in the matter of recruitment to Group 'A', 'B', 'C' and 'D' where there is direct recruitment.

Where an upper age limit not exceeding 5 years is prescribed for promotion to a service/post, it is relaxed by 5 years in the case of candidates belonging to Scheduled Caste/Scheduled Tribe. This however, would not apply to posts which have arduous field duties or are meant for operational safety.

(ii) *Fees for examination :*

The fees prescribed for admission to any examination or selection to the service or post are reduced to one-fourth in the case of candidates belonging to the Scheduled Caste/Scheduled Tribe.

(iii) *Relaxation of standard of suitability :*

All the Scheduled Caste and Scheduled Tribe candidates are eligible to qualify for the Departmental Promotion Examination confirmation of

or qualifying examination with 33% marks in individual papers and 38% in aggregate. As per the revised instructions issued on 4th May, 1981 it has been provided that the Scheduled Caste and Scheduled Tribe candidates even with less marks can be promoted against the vacancies reserved for them provided they are not found unfit.

(iv) *Separate interview of Scheduled Caste/Scheduled Tribe candidates :*

For reserved vacancies, interview of Scheduled Caste/Scheduled Tribe candidates are to be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with general candidates and the interviewing authority/Board is/are prominently aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standards.

(v) *Travelling allowances :*

Scheduled Caste/Scheduled Tribe candidates called for interview are entitled to a single class II railway fare from the normal place of residence to the place of interview and back.

(vi) In case of merit selection the Scheduled Caste/Scheduled Tribe candidates form separate pool and selection is made irrespective of the merit selection in the general category.

2.33 Asked whether the P&T Department could relax the condition of length of service while promoting Scheduled Caste/Scheduled Tribe candidates, the Secretary, Ministry of Communications stated that length of service is stipulated for particular posts which they can not relax without consulting the Department of Personnel.

2.34 When asked whether it was not possible for the P&T Department to relax the condition of length of service in marginal cases by six months or one year, the representative of P&T Department stated during evidence :—

“In the case of normal categories, for the purpose of selection we take three times the number of vacancies. In the case of Scheduled Caste and Scheduled Tribe it is five times the number of vacancies so that people even lower below can be taken. But, so far as the number of years of service is concerned, it is decided by the Department of Personnel.”

2.35 The Committee note the various concessions and relaxations given to the Scheduled Castes and Scheduled Tribes for recruitment in the Posts and Telegraphs Department. They hope that the concessions and relaxations available for these communities will be genuinely granted to them, so that there is no difficulty in getting required number of Scheduled Castes and Scheduled Tribes for the reserved posts.

2.36 The Committee recommend that in the light of poor representation of Scheduled Castes in Groups A and B and of Scheduled Tribes in all the Groups in P & T Department, the question of giving further relaxation in the conditions of length of service, etc., prescribed for promotion to various posts should be examined in consultation with the Department of Personnel and Administrative Reforms with a view to promote more Scheduled Caste/Scheduled Tribe employees in that Department.

4. MAINTENANCE OF ROSTERS

2.37 To give effect to the prescribed percentage of reservation in services and posts in the P & T Department the following rosters have been prescribed.

	Rosters prescribed
(a) Direct recruitment on an All India basis by open competition.	40-point roster
(b) Direct recruitment on all India basis otherwise than by open competition.	40-point roster
(c) Direct recruitment to Class III and IV posts on a local or regional basis.	100-point roster
(d) Promotions	40-point roster

2.38 It has been stated that separate rosters are being maintained for each cadre or grade. If, however, there are small cadres or isolated posts, such posts are grouped together with similar other posts for purposes of reservation orders. This is done in the case of direct recruitment only as no grouping of posts is to be done in cases of promotion.

2.39 Liaison officers nominated in the Circle offices conduct inspection of rosters in respective offices in their charge. Cases of negligence or lapses are reported by them to the Heads of Circles. Secretary, P&T Board who is the Liaison Officer for the entire P&T Department also conducts inspections of Circle Offices with a view to ensure that rosters are maintained properly and reservation orders are followed. Where necessary, instructions are issued to the Circle Offices for taking appropriate remedial action.

2.40 Asked when the system of special inspection of rosters was started in the P&T Department, the Secretary, P&T Board stated :

"A year and a half ago, in September, October, 1980".

2.41 In reply to a query as to whether there is adequate number of inspectors to carry out the inspections and whether they are trained, the Secretary, Ministry of Communications has stated that their number is not adequate quantitatively but at Headquarters, there is sufficient staff. As regards the trained inspectors to carry out the job of inspection, it has been stated that they have adequate experience. It has been further stated that the general inspection reports of circles are sent to the Secretary, Ministry of Communications and occasionally the Secretary, P&T Board also sees the relevant portion of these reports.

2.42 The nature of discrepancies noticed in rosters by the Liaison officer during special inspection of 10 officers of the P&T Department is stated to be as under :—

- (i) Scheduled Caste and Scheduled Tribe vacancies are sometimes not shown against their reserved points.
- (ii) Reserved posts are filled up but no date of appointment is shown against these points.
- (iii) Sometimes the procedure for de-reservation of reserved vacancies is not meticulously followed.

- (iv) Entries in the rosters are not initialled by the appointing authority in some cases.

2.43 The procedural irregularities found in the maintenance of rosters are got corrected and the concerned authorities are instructed to follow the correct procedure laid down by the Government from time to time.

2.44 As regards the periodicity of inspection of the rosters by the Liaison Officers, the Committee have been informed in a note that no periodicity of inspection of the rosters by the Liaison Officer has been fixed. However, the rosters are inspected as follows :—

- (i) By the Liaison Officer nominated in the subordinate offices as a regular measure. They ensure that reservation orders are properly implemented.
- (ii) The inspection branch of Posts and Telegraphs Directorate headed by a Deputy Director General and assisted by Directors one each from Postal and Telecommunication Wings regularly carry on inspections of 20% Circles/Districts every year by rotation. During their inspection/Visits, they inspect rosters also. The inspection report of this high powered team is submitted to the Secretary of the Ministry who examines it carefully and issues necessary instructions.
- (iii) Recently, a system has been introduced to conduct special inspection of rosters of Circles/Districts showing higher shortfall in filling up of Scheduled Caste/Scheduled Tribe vacancies. It is proposed to pursue this method of special inspection to concentrate on the areas which require special attention.

2.45 In a subsequent note furnished to the Committee, they have been informed that the following defects have been noticed by the officers of the inspection organisation who inspected the various circle offices in the recent past :—

- (i) the Liaison Officer for Scheduled Caste/Scheduled Tribe is expected to have inspection of all the units functioning under him directly and ensure inspection of all other units by the authorities stipulated. The office had no record to show whether any watch was kept over this programme.
- (ii) Entries in rosters were not authenticated by the appointing authority.
- (iii) Rosters were not checked by the Liaison Officers.
- (iv) Points in the rosters had not been marked correctly.

2.46 The inspection reports of officers from Headquarters who inspect the various circle offices etc. are submitted to members of the Board and Secretary (Communications). The short-comings/defects pointed out in the inspection reports are sent to offices concerned for remedial action and reporting compliance. A watch is kept by the Sections in P&T Directorate by issuing frequent reminders till the defects are rectified.

2.47 The Committee regret that the inspection of rosters in the P & T Department was started only in 1980 and no periodicity of inspection had been fixed, when the Ministry of Home Affairs had issued instructions in September, 1970 suggesting "annual inspections of the rosters maintained in the Ministry/

Department Offices under the control of the Ministry/Department with a view to ensuring proper implementation of reservation orders." The Committee also note that the inspections carried out by the Liaison Officers and the Officers of the inspection organisation have indicated discrepancies in the maintenance of rosters. The Committee need hardly stress that rosters are the only and the main mechanism on which the implementation of reservation orders rests. Unless these rosters are properly maintained and periodically checked, maintenance of rosters will not serve any useful purpose. The Committee, therefore, strongly recommend that the Ministry of Communications/P & T Department should ensure proper maintenance of rosters and their periodic inspections by the Liaison Officers and the Officers of the inspection units. As laid down by the Ministry of Home Affairs the rosters must be checked once in a year and the discrepancies noticed during inspections should be immediately attended to and rectified.

5. PROMOTIONS

2.48 The procedure for promotion in case of Scheduled Caste/Scheduled Tribe employes in various categories of posts in Posts and Telegraphs Department has been stated to be as under :—

- (i) *Promotion by selection to Group B and from Group B to Group 'A' (Junior Grade) :*

If SC and ST candidates obtain on the basis of merit with due regard to seniority less number of vacancies than reserved for them the difference is made up by selecting candidates of these communities who are in the normal zone of consideration irrespective of merit and are considered fit for promotion. There is no separate zone of consideration for reserved vacancies in this category of promotion.

- (ii) *Promotion by selection in Group 'C' & 'D' appointments :*

A separate Select List of SC/ST officials is drawn up to fill up such reserved vacancies and these officials are adjudged separately and if found 'fit' for promotion they are included in the List irrespective of their merit vis-a-vis candidates of other communities. Promotions against reserved vacancies are subject to the candidates satisfying the prescribed minimum standard.

In the separate select lists drawn up for SC/ST the officials belonging to this category are adjudged separately amongst themselves and not along with officials of the general category.

- (iii) *Promotions on the basis of seniority subject to fitness :*

In filling up the vacancies reserved for Scheduled Castes/Scheduled Tribes in such promotions according to the points in the roster the candidates are judged by the DPCs separately in regard to their fitness.

2.49 In addition to the concessions/relaxations given to Scheduled Castes/Scheduled Tribes while considering them for promotion as laid down in the mandatory provisions and instructions issued by Department of Personnel and Administrative Reforms from time to time, there are some safeguards against supersession in promotion of candidates belonging to these communities. Cases of supersession in promotions to group 'A' and within Group 'A' are submitted to the Minister/Minister of State/Deputy Minister concerned and in promotion to group 'B' and within group 'B', such cases

of supersession are reported to the Minister/Minister of State/Deputy Minister concerned as the case may be, within a period of one month of finalization of the select list. For promotions to group 'C' and group 'D' posts, such cases of supersession are reported to the Head of the Department if the appointing authority is lower than the level of the Head of the Department and to the Secretary of the Administrative Ministry if the Head of the Department is himself the appointing authority.

2.50 In reply to a question as to what were the rules of promotion of employees in such categories as Telephone Operators, Telegraphists, Engineering Supervisors, Wireless Operators and Mechanics; the Committee have been informed in a note that the rules of promotion are as under :—

(i) Telephone Operators are promoted to Junior Supervisors level on seniority-cum-fitness basis subject to vacancies. Junior Supervisors are promoted to Supervisors 1/3 by competitive examination and 2/3 by seniority-cum-fitness subject to service qualification i.e. minimum prescribed length of service and availability of vacancies.

Telephone Operators if they (a) are B.Sc with 60% marks and above with three years service can become Junior Engineers through a competitive examination;

(b) are Matriculates with five years service are eligible to become Junior Engineers through a competitive examination (15% quota). They can also become Repeater Station Assistants, Wireless Operators subject to minimum prescribed length of service & matriculation standard and compete in a departmental examination.

(ii) Telegraphists become Telegraphs Masters 1/3 by examination and 2/3 by seniority-cum-fitness. With five years of service he can sit for the competitive examination for Assistant Telegraph Traffic Service Group C posts (75% quota). They are also eligible for Assistant Telegraph Masters by Selection.

(iii) Engineering Supervisors now known as Junior Engineers become Assistant Engineers subject to their qualifying in a written examination after completing five years service and being approved by Departmental Promotion Committee. Such Assistant Engineers are eligible to become empanelled for ITS Group A (JTS) subject to their having 8 years service in Group B and approved by a Departmental Promotion Committee. Such of the Junior Engineers with graduate of Engineering qualification can become ITS Group. Although the combined Engineering Services Examination held by the UPSC for the purpose with certain upper age relaxation for ITS Group A service.

(iv) Wireless Operators become Junior Engineers through competitive examination (10% quota) and a qualifying quota of 10% alongwith Auto Exchange Assistants, Repeater Station Assistants (now called Transmission Assistants).

(v) Mechanics now known as Technicians become Repeater Station Assistants, Auto Exchange Assistants or Wireless Operators through competitive examination. They can also become Junior Engineers when they complete 5 years of service subject to the condition that they are matriculates. The percentage in this category is 10%.

2.51 The following statement indicates the number of employees promoted during 1977, 1978, 1979 and 1980 in various categories of posts and the number of Scheduled Caste/Scheduled Tribes employees among them :—

Year	Particulars of posts	Total No. of Employees Promoted	No. of S/C Employees Promoted	Percentage	No. of S/T employees promoted	Percentage
1	2	3	4	5	6	7
1977	Group A	218	9	4.12%	1	0.36%
	" B	797	51	6.4%	7	0.88%
	" C	7976	1418	19.99%	426	5.34%
	" D	1268	556	28.09%	137	10.80%
1978	Group A	393	32	8.15%	2	0.5%
	" B	723	193	26.7%	36	4.9%
	" C	9299	1757	18.89%	383	4.11%
	" D	2110	478	22.65%	149	9.0%
1979	Group A	312	38	12.2%	20	0.6%
	" B	1260	150	11.11%	32	2.54%
	" C	11874	2234	18.81%	586	4.93%
	" D	2213	664	30.00%	125	5.64%
1980	Group A	490	25	4.1%	3	0.61%
	" B	972	132	13.66%	30	3.08%
	" C	13465	2214	16.44%	663	4.92%
	" D	3471	871	25.09%	186	5.35%

2.52 The Committee note the improvement in promotion of Scheduled Castes in certain groups from 1977 onwards. They are however, surprised to find the decline in promotions in 1980. But so far as promotion of Scheduled Tribe employees is concerned, the Committee find that there has been a constant decline. The Committee feel that with the spread of education and awareness amongst the Scheduled Castes and Scheduled Tribes their intake in services should gradually increase rather decrease. They would like the Ministry of Communications/P & T Department to go into the matter and find out the actual reasons for the fall in the percentages of promotions of Scheduled Castes and Scheduled Tribes.

6. SUPERSESSIONS

2.53 The Committee have been informed that orders exist that cases of supersession of Scheduled Caste/Scheduled Tribe employees in group 'A' and group 'B' may be forwarded to the Posts and Telegraphs Directorate giving full reasons for such supersessions. No such cases have been forwarded to the Posts and Telegraphs Directorate by the Subordinate Offices during the last 3 years. It is, therefore, presumed that supersession of Scheduled Caste/Scheduled Tribe employees has not been done during the period under reference. In order to further alert the Heads of subordinate offices, these instructions have now been reiterated.

2.54 Asked how the cases of supersession of Scheduled Caste/Scheduled Tribe candidates were reported in the P & T Department, the Secretary, Ministry of Communications informed the Committee that the cases in Group 'A' and 'B' are required to be reported to the Directorate which goes up to the level of Minister. As regards the cases of supersession in Group C and D under the existing Orders, they are not required to be reported to the Directorate.

2.55 The following statement showing the details of supersession of Scheduled Caste/Scheduled Tribe employees in various Postal Circles/Telephone Districts in groups 'C' and 'D' posts during the years 1979, 1980 and 1981 and reasons for supersession has been furnished to the Committee :—

2.56 The Committee are unhappy to note that in Posts and Telegraphs Department a large number of Scheduled Caste/Scheduled Tribe employees have been superseded during the years 1979, 1980 and 1981, without the knowledge of Posts and Telegraphs Directorate, even though there are instructions that cases of supersession of Scheduled Caste/Scheduled Tribe employees should be forwarded to that Directorate.

2.57 The Committee recommend that the matter should be investigated as to how supersessions took place without complying with the standing instructions in this regard and all cases of supersessions should be reviewed.

7. CONFIRMATIONS

2.58 Confirmation of employees is done on completion of period of probation satisfactorily subject to the availability of vacant posts as per rules on the subject.

2.59 In reply to a query as to what was the usual time taken in the confirmation of employees in the P & T Department, the Committee have been informed in a note that the time taken varies from unit to unit. However, confirmations are generally ordered not long after vacant post become available provided eligible officials are available. The confirmation of various categories of employees including Scheduled Caste/Scheduled Tribe employees is done on annual basis subject to the availability of number of permanent posts.

2.60 When asked about the period of time after which an employee was confirmed the Secretary, Ministry of Communications informed the Committee that the period of confirmation in promotion is usually one year. The common reason for delaying the confirmation has been stated to be that the Departmental Promotion Committee which deal with the confirmation cases look into the record and reports of the employees and the appointing authority confirms the employees on the basis of findings of the Departmental Promotion Committee. Normally the confirmation of Scheduled Caste/Scheduled Tribe employees is not delayed.

2.61 When the Committee pointed out that the employees might have to face difficulty in getting pension without their confirmation, the Secretary, Ministry of Communications stated :—

“Many of them suffered like this. I have confirmed dead persons also for the purpose of pension, as a Member of the Departmental Promotion Committee Board of the UPSC. It is because he was not confirmed, his widow or his children are not getting any pension.”

2.62 The Committee recommend that Scheduled Caste/Scheduled Tribe candidates who are appointed by direct recruitment on a temporary basis should be confirmed against the reserved vacancies as soon as their period of probation is over. Any delay in confirmation might affect their seniority *vis-a-vis* other community candidates.

8. DERESERVATION

2.63 About the procedure followed for de-reservation of vacancies, it has been stated that no vacancy reserved for Scheduled Caste/Scheduled Tribe is filled up by a general candidate without its being de-reserved. For

this purpose a proposal is sent by the administrative unit to the Secretary, P & T Board, who is Liaison officer for the P&T Department. Before agreeing to de-reservation it is ensured that the procedure laid down for filling up of the posts of Scheduled Caste and Scheduled Tribes is fully followed and de-reservation has been proposed only when it became incapable. After the proposal for de-reservation has been concurred in by the Liaison Officer, it is referred to Department of Personnel and Administrative Reforms. The Commissioner for Scheduled Castes and Scheduled Tribes is also informed about the de-reservation decision. Even after de-reservation of posts reserved for Scheduled Castes and Scheduled Tribes such posts are carried forward for 3 subsequent recruitment years. If it does not become possible to fill in the requisite posts during these years, in the third recruitment year vacancies of Scheduled Castes and Scheduled Tribes are inter-changed if suitable candidates belonging to the other group are available. After the lapse of 3 recruitment years, the concerned vacancy is finally treated to be de-reserved.

2.64 The following statement showing the number of vacancies de-reserved in different categories of posts during 1979- 1980 and upto 30-9-1981 has been furnished to the Committee.

Year	Group 'A'		Group 'B'		Group 'C'		Group 'D'		Total
	SC	ST	SC	ST	SC	ST	SC	ST	
1979	25	20	11	8	80	123	—	5	272
1980	21	13	—	—	17	86	1	1	139
1981	11	31	—	—	13	57	—	1	120

(upto 30 Sept., 1981)

2.65 In reply to a question as to what were the precise reasons for de-reserving such a large number of vacancies during the last three years, the Committee have been informed in a note that direct recruitment to Group 'A' and 'B' posts is done through Union Public Service Commission and any shortfall occurring in the number of candidates recommended by them is beyond the control of the department. Such shortfall also persists for promotions as requisite number of candidates are not available in the zone of consideration.

2.66 The following data indicates the percentage of de-reserved posts to the total appointments made in 1979, 1980 and 1981 in group 'C' posts :—

Year	Scheduled Castes		Scheduled Tribes	
	Appointed	Posts de-reserved and percentage of total	Appointed	Posts de-reserved and percentage of total
1979	2023	80(3.8%)	923	123(11.8%)
1980	2531	17(0.7%)	1095	86(7.3%)
1981	2467	13(0.5%)	1038	57(5.2%)

2.67 Thus the number of vacancies de-reserved was relatively very small in the case of Scheduled Castes. In the case of Scheduled Tribes, the number was comparatively large but here too there is a progressive decline. The shortfall of Scheduled Tribes is also due to their insufficient population in the areas covered by some Circles.

2.68 Referring to the large number of posts de-reserved in Group C the Committee wanted to know whether candidates for non-technical posts in Group 'C' were not available. The Secretary, Ministry of Communications stated during evidence that this is an all-India figure which include both technical and non-technical posts. He added that earlier both Scheduled Caste and Scheduled Tribe candidates were not available and hence the vacancies could not be filled up.

2.69 As regards remedial measures to avoid de-reservation of reserved posts, the Committee have been informed in a note that any general approach in this regard will not be as effective as concentrated effort in areas/disciplines where requisite number of Scheduled Caste/Scheduled Tribe candidates are not available. It would be better to identify the Circles where the Scheduled Caste/Scheduled Tribe quota remains unfilled, make an indepth analysis of the statements received from such Circles and thereafter take special measures such as opening a dialogue with the concerned State Governments, technical institutions etc. to motivate more and more Scheduled Caste/Scheduled Tribe candidates to come forward for employment in Post and Telegraphs Department.

2.70 The Committee regret to note that a large number of posts have been de-reserved in the Post and Telegraph Department. Even non-technical posts in Group C have been de-reserved where Scheduled Caste/Scheduled Tribe candidates are easily available. The Committee emphasise that no vacancy reserved for Scheduled Castes and Scheduled Tribes should normally be de-reserved as the Committee is basically opposed to the principle of de-reservation. However, where de-reservation becomes inescapable prior approval of the P & T Board should be obtained,

CHAPTER III STAFF STRENGTH AND SHORTFALLS

3.1 The following statement showing the staff strength in Posts and Telegraphs Department as on 1-1-1964 i.e. when reservation orders in favour of Scheduled Castes and Scheduled Tribes came into force has been furnished to the Committee:

Category/Designation of Post	Total No. of employees	No. of S.Cs.	No. of S.Ts.	%age of S.C.s, S.Ts.	%age of Shortfall of S.Cs.	Shortfall of S.Cs.	Shortfall of S.Ts.	% short-fall of S.Cs.	% short-fall of S.Ts.
1	2	3	4	5	6	7	8	9	10
Group A	576	10	2	1.73	0.34	62	26	10.77	4.66
Group B	890	2	—	0.22	—	109	44	12.28	5
Group C	1,90,072	70,059	2,880	10.55	1.51	3,700	6,623	1.95	3.49
Group D (Excluding Sweepers)	56,026	9,430	2,195	16.83	3.91	—	606	—	1.09
Group D (Sweepers)	1,277	1,098	10	85	0.78	—	53	—	4.22

3.2 The following statement indicates the staff strength in P & T Department as on 1-1-1980 :

Group A	2273	160	21	7.0	0.9	181	149	8	6.6
Group B	6457	761	64	11.8	1.0	207	420	3.2	6.5
Group C	426636	72526	16456	17.0	3.9	—	15541	—	3.6
Group D	92825	17813	4683	19.4	5.2	—	—	—	—
Group D (Sweepers)	2592	2592	151	89.5	5.2	—	—	—	—

3.3. In reply to a question as to what are the reasons for shortfall in the employment of Scheduled Castes/Scheduled Tribes against their reserved quota the Committee have been informed in a note that shortfall in the employment of SC/ST is attributable to the non-availability of qualified SC/ST candidates in the initial years of recruitment to technical posts. This also result in suitable SC/ST candidates not falling in the zone for Selection/promotion to higher posts which require certain length of qualifying service.

3.4. In some States like Andhra Pradesh, Himachal Pradesh, Haryana, Punjab, J. & K. and Maharashtra, Scheduled Tribes population is relatively small with the result that persons belonging to Scheduled Tribes do not offer themselves for recruitment in adequate numbers. In such situations, Heads of Circles are advised to identify Scheduled Tribes candidates in neighbouring Divisions.

3.5. When the Committee asked the reasons for 7% only Scheduled Castes and 0.9% Scheduled Tribes in Group 'A' on 1.1.1980, the Ministry have, in a note, stated that the Recruitment to Group 'A' (Jr. Time Scale) is made every year on the basis of Examination held by the U.P.S.C. Being a competitive examination, the candidates who qualify in the examination are selected depending upon the number of vacancies. Almost all the Scheduled Caste and Scheduled Tribe candidates who qualify in the examination are selected subject to fulfilling other formalities as prescribed under the rules.

3.6 From Group 'C' to Group 'B' the selection is restricted to officers in the zone of consideration. Whereas the normal zone of consideration for general category officers is 3 times the number of vacancies, the same is extended to five times for Scheduled Castes and Scheduled Tribes.

3.7. Shortfalls in the ratio of Scheduled Caste and Scheduled Tribe officers in ITS Group 'A' is obviously due to non-availability of suitable officers and retirements etc.

3.8. The main reason for shortfall in filling up the vacancies of Scheduled Caste/Scheduled Tribe is non-availability of qualified hands even with the concessions granted in Group C & D cadres.

3.9. The Committee further pointed out that as on 1.1.1980 the percentage of Scheduled Castes in Group 'B' posts was 11.8 and of the Scheduled Tribes was 1% only. Regarding the reasons for shortfalls in Group 'B' it has been stated that for promotion from Group 'C' to Group 'B' the selection is restricted to officers in the zone of consideration. While zone of consideration for general category officers is 3 times of the number of vacancies it is extended to 5 times for Scheduled Caste and Scheduled Tribe candidates. Shortfalls in the case of Scheduled Tribe officers is due to non-availability of eligible officials in the feeding cadre. However, the vacancies reserved for Scheduled Caste candidates are being completely filled up since the introduction of reservation orders in 1974 and the Scheduled Tribe vacancies are exchanged with Scheduled Caste Officers whenever Scheduled Tribe Officers are not available.

3.10. The main reason of low percentage of Scheduled Castes and Scheduled Tribes in Group 'C' is the non-availability of the candidates in

large number despite concessions granted to them. The intake of Scheduled Tribe candidates in the earlier part i.e. fifties and sixties has been very low and to a great extent this accounts for the non-availability of candidates for promotion to Group 'B'. However, the position has improved due to increase in literacy of the Scheduled Caste/Scheduled Tribe candidates. The position in Group 'C' would significantly improve in Group 'C' would significantly improve in the coming years.

3.11. During evidence when the Committee enquired about the reasons for shortfalls in Groups A, B, C and D, the Secretary, Ministry of Communications informed the Committee that candidates in Group 'A' are recruited by U.P.S.C. on the basis of a common examination. The successful candidates are distributed to various Ministries/Departments on the basis of preferences indicated by the candidates. He added that the Ministry of Railways is the biggest employing agency in Group 'A'. The Secretary, Ministry of Communications felt that the carried forward vacancies in various Ministries/Departments should receive some priority in this matter. He added :—

"I submit to the Committee that in the matter of allocation of candidates to various recruiting Ministries/Departments, the status of the vacancy in those Ministries/Departments should be taken into account. If it is a carried forward vacancy it must be given priority."

Explaining the reasons for shortfall in Group 'B' posts the Secretary, Communications, during evidence stated that as regards the promotion from Group 'C' to 'B' the selection is restricted to the Officers falling within the zone of consideration. The zone of consideration for general category officers is three times the number of vacancies and the shortfall in Group 'B' is due to non-availability of suitable candidates.

3.12. Asked why there was a huge shortfall in Group 'C' particularly in case of Scheduled Tribes, the Ministry's representative stated that this is the cumulative figure and most of the vacancies have already been de-reserved and filled up.

3.13. When the Committee wanted to know whether the question of under-representation of Scheduled Castes and Scheduled Tribes in Groups A and B had been taken up with the Union Public Service Commission, the Secretary, Ministry of Communications stated that whenever there are shortfalls the matter is taken up with the UPSC both in case of Scheduled Caste/Scheduled Tribe and other community candidates.

3.14. When the Committee suggested that the qualifications might be reduced in case of Scheduled Caste/Scheduled Tribe candidates and they could be taken on probation for some time, the Secretary, Ministry of Communications stated during evidence :—

"That would be improper. It will lead to greater demoralisation. We took up this matter with Department of Personnel and Administrative Reforms that we may be permitted to relax this minimum experience period in suitable cases on the basis of actual assessment of the merit of an official but they did not agree."

3.15. Asked why there was a large shortfall of 15,541 against Scheduled Tribes in Group 'C' posts, and why no crash programme was launched to make good this shortfall, the Secretary, Ministry of Communications stated that this is an all India Figure. This is not the backlog but it is the total number of vacancies which remained vacant during the period of 25 years.

3.16. In reply to a query that the P & T Department, should make special efforts to recruit Scheduled Tribe candidates to wipe out the shortfall of 15541 in Group 'C', the Secretary, Ministry of Communications stated :—

"If there is special recruitment in one year, there is a problem of age congestion. So, it should be spread over a period of, say, three years. Otherwise, they will all be of the same age group and they will not get promotion."

3.17. In reply to another query, as to what specific steps had been taken by the P & T Department to clear the backlog over the years, the Secretary, Ministry of Communications stated :—

"Over the years, constantly, the Head of Circles and the field formations have been advised to fill up the posts. The backlog is being progressively reduced and we were left with a backlog of 1790 posts in Group C as on 1.1.1980. We have also identified certain sectors where in the case of Scheduled Tribes we are not able to find adequate number of candidates. These circles have been asked to make special efforts. Now the carry forward is decreasing and becoming loss. In fact we are reaching a stage where it is reaching a manageable level. There are now available in the services people belonging to Scheduled Castes/Scheduled Tribes with, a length of service of 5 to 8 years, who can be promoted to the next higher grade. In course of the next 3 or 4 years the problem of backlog will not be there. In the case of Scheduled Caste the position is reasonably good. So, the figure of 15541 which we have given as backlog, was given in a different context. The number of posts which would have to be filled would be about 1800."

3.18 The Committee note that on 1st January, 1980, the percentage of Scheduled Caste employees in Group A was 7 and of Scheduled Tribes 0.9. In Group B the percentage of Scheduled Caste employees was 11.8 while for Scheduled Tribe it was only 1. The Committee further note the huge shortfall of 15,541 Scheduled Tribes employees in Group C. During evidence, Secretary, Ministry of Communications tried to explain that the figure of 15,541 in Group C represented the total number of vacancies which remained unfilled during the long period of 25 years or so and as on 1-1-80 the actual backlog 1790 posts in Group 'C'. The Committee feel that even the backlog 1790 posts is too high. They, therefore, recommend that special recruitment should be held in P & T Department to clear the backlog. The Committee hope that as suggested by the Secretary, Ministry of Communications the special recruitment would be spread over a period of three years to avoid the problem of age congestion and reduction in the chances of future promotion.

3.19 The Committee also recommend that in order to wipe out the shortfall in Groups A and B the Ministry of Home Affairs while allocating the selected candidates to various Ministries/Departments should give the utmost priority to the carried forward vacancies—so that those vacancies do not lapse on account of the completion of the prescribed period of three years under the carried forward procedure.

INSTITUTIONAL AND IN-SERVICE TRAINING

3.20. It has been stated that more intensive training is arranged for directly recruited group 'A' Officers who belong to Scheduled Castes and Scheduled Tribes. In all training programmes in the Telecom. Training centres and Postal Training Centres efforts are made to depute as many SC/ST officials as possible. More than 15% of seats are normally filled up by them in various training courses.

3.21. In reply to a query as to whether there was any in-service training scheme for Scheduled Caste/Scheduled Tribe employees in the P & T Department, the Secretary, Ministry of Communications stated during evidence, that in P & T Department the Scheduled Caste/Scheduled Tribe candidates are sent for training along with the candidates of other communities. The heads of training institutions have been instructed to take special classes of Scheduled Caste/Scheduled Tribe trainees through tutorials etc. to remove their deficiencies.

3.22 The Committee recommend that there should be a separate training Scheme for SC/ST employees who are recruited for Groups C and D posts. The scheme should aim at providing intensive training particularly to those who are recruited with relaxed standards to improve their technical skill and performance.

CHAPTER IV

1. PERIODICAL RETURNS

4.1 The Committee have been informed in a note that the Posts and Telegraphs Circles/Telephone Districts and other administrative offices send annual statements regarding the extent of employment of Scheduled Castes and Scheduled Tribes against the reserved vacancies in all categories of posts. These statements are scrutinised in the P&T Directorate. It has been stated that the rules and guidelines issued by the Department of Personnel and Administrative Reforms in regard to unfilled reserved quota are followed strictly by the recruiting authority without waiting for any further instructions.

4.2 In its annual report, the Posts and Telegraphs Department gives the figures and percentage of employment of Scheduled Castes/Scheduled Tribes for all Categories of employees. As a matter of normal practice separate annual reports of Circles/Districts are not printed.

4.3 The Committee note that separate annual reports of Postal Circles/Telephone Districts are not printed but the annual Report of Posts and Telegraphs Department gives the figures and percentages of employment of Scheduled Castes and Scheduled Tribes in all categories of posts. The Committee hope that the Liaison Officers of various Circles/Districts will ensure submission of annual statements within the stipulated time limit so that the data can be analysed properly and intime by the P & T Directorate. The Cell in the Ministry of Communications should also carry out a test check of the statements received from the Postal Circles/Telephone District in order to see that the figures regarding employment of Scheduled Castes/Scheduled Tribes published in the Annual Report of P & T Department reflects the correct position.

2. REDRESSAL OF COMPLAINTS

4.4 Complaints of Scheduled Caste and Scheduled Tribe employees in P&T Department are received at various levels viz. Minister of Communications, Minister of State for Communications, Deputy Minister for Communications, Secretary Communications and Secretary, P&T Board. These complaints/grievances are scrutinised and reports are called for from the branches and circle offices concerned. The comments thus received are carefully examined and instructions issued for remedial action where called for. Reports are also submitted to Minister and Secretary, Communications where required.

4.5 The P&T employees also sometimes write directly to the Commissioner for Scheduled Castes and Scheduled Tribes. In such cases also comments of the subordinate units are called for and appropriate action is taken to the satisfaction of the Commissioner for Scheduled Castes and Scheduled Tribes.

4.6 In reply to a question as to whether there is any complaint cell in the Posts and Telegraphs Department in the Postal Circles/Telephone Districts and other Administrative Offices to attend to the complaints and grievances of the Scheduled Castes and Scheduled Tribe employees, the Committee have been informed in a note that the complains of Scheduled

Caste/Scheduled Tribe employees are handled in the Scheduled Caste/Scheduled Tribe Cell alongwith other items of work concerning implementation of the orders of Department of Personnel and Administrative Reforms. There are instructions that representatives of Scheduled Castes and Scheduled Tribes can meet the Liaison Officers and place their grievances before them. The complaints/grievances are referred to the concerned branches/Heads of Circles. Their reports/comments are carefully scrutinised and instructions issued for remedial action where ever necessary.

4.7 Asked whether any complaints register was being maintained in the P&T Department to register the complaints of Scheduled Caste/Scheduled Tribe employees, the representative of P&T Department stated that they have opened staff Grievance Cells and the complaints registers are being maintained in every Circle/District. The Grievances are entered in the register and they are looked into. He informed the Committee that so far they have not opened comprehensive register at the Headquarters.

4.8 In reply to a query as to whether any study had been made on the basis of the complaints received the Secretary, Ministry of Communications stated that no comprehensive study has been made.

4.9 About the nature of complaints received in the P&T Department, it was stated during evidence :—

“There are different types of complaints, e.g. from one unit there was a complaint that they were being shabbily treated not only by the top administration but also by other community colleagues. There was another case from Bombay Telecommunication Circle that a particular person was not promoted to fill up a particular post though he was competent to fill it, on the ground that he did not have sufficient experience. There is no particular pattern governing most of the complaints.”

The Secretary, P&T Board added :—

“There are some complaints which come to the Deputy Director General. They examine it and then a report is submitted. In many cases, we get complaints through the Ministers, they are examined expeditiously and then put up to the Minister. In each case, it is put up to the Minister. If a M.P. has written to the Minister, then the reply is given by the Minister. Otherwise, at the Joint Secretary level, the reply is given.”

4.10 Asked where did the apex body lie in regard to hearing of such complaints, the Secretary, Ministry of Communications stated that it lies in the Ministry and is headed by the Deputy Director General (Vigilance), who also looks into complaints in regard to service matters. But such complaints are to be disposed of at the operating unit level. The Ministry only monitors the total number of complaints disposed of in the units.

4.11 In reply to a query as to what was the procedure for dealing with a Complaint to the effect that reservation orders were not followed in the Department, the Chairman, P&T Board stated :—

“If he complaints to us, that he can always do, through proper channel, we look into it. He may even address the complaints

to me but the formal letter is to be routed through proper channel. If he submits through proper channel you can say it may be stopped at some level. So, he is also authorised to send an advance copy directly to any authority. And they rightly do so frequently."

4.12 He further added that about reservation or any other matter, the employees could also meet their Scheduled Caste/Scheduled Tribe Liaison Officer at the appropriate level. He stated that in Posts and Telegraphs Department they have intensified their Monitoring Cell and frequent visits are made from Headquarters to operative units, circle offices and the divisional offices.

4.13 Asked whether the Secretary, Ministry of Communications took any action against the complainant on the complaint made to the Minister, the Secretary replied in the negative and stated that no action is taken against the complainant in such cases.

4.14 In reply to a question as to what was the procedure obtaining in P&T Department in regard to complaints of Scheduled Caste/Scheduled Tribe employees about spoiling their Confidential Reports particularly at the time of promotion, the Secretary, Ministry of Communications stated :—

"In regard to confidential reports there is a procedure laid down which is available to anybody. Any adverse comment in any confidential report has to be communicated, whether it relates to another community employee of the Scheduled Caste/Scheduled Tribe employee. All adverse comments cannot be taken not or unless these have been communicated to the official concerned so that generally the opportunity is always available. There may be an occasion when the comment is not adverse, but it is coloured. That may also affect somebody's promotion. If any complaints are made, they will be dealt with depending upon to whom the complaint is made. If it is made to the Minister, it comes to me and I will look into it, but if a complaint is made to the Head of the circle without involving the Minister or the Ministry officials, then the Head of the Circle has to look into it personally."

4.15 The Secretary further added that in many cases the complaints not only related to Scheduled Caste/Scheduled Tribe employees but to the employees of other Communities also. In such cases the aggrieved employee would present his complaint to many authorities like the Post Master General or the General Manager of Telecommunications and sometimes he would even send copy of his complaint to the Secretary or the Minister in advance. The complaints addressed to the Minister or Secretary were certainly looked into by the Ministry of Communications. He stated that from the year 1981 Staff grievances Cell had been set up in all units of the P & T Department. The Head of Office heard the grievances of the members of the staff on a fixed day in a week.

4.16 The Committee wanted to know the figures of grievances received from Scheduled Caste/Scheduled Tribe employees in the Department and disposed of by Scheduled Caste/Tribe Cell during the years 1979, 1980 and 1981. They have been informed in a subsequent note that in the past, the grievances were passed on to the staff sections concerned with the various Postal and Telecom. cadres for further necessary action. No separate record

of grievances pertaining to Scheduled Castes/Scheduled Tribes had been kept for the year 1979, 1980 and 1981. However, a register has now been started for maintaining a record of the grievances received from Scheduled Castes and Scheduled Tribes. The grievances related to a number of matters including promotion and seniority and also other issues including personal matters.

4.17 The Committee note that complaint registers are been maintained by the Staff Grievances Cell in every Circle/District of the Posts and Telegraphs Department. But no complaint registers are being maintained at the Headquarters of P & T Directorate. The Committee recommend that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should also be maintained at the Headquarters of P & T Directorate and suitable procedure should be laid down to deal with such complaints/representations. With a view to create confidence among the Scheduled Caste and Scheduled Tribe employees and to ensure them that their interests are looked after well, their complaints/representations should be processed and disposed of judiciously and expeditiously.

4.18 The Committee recommend that the nature of complaints received both at the Headquarters and in Circles/Districts should be analysed properly with a view to take necessary corrective measures.

3. SCHOLARSHIPS

4.19 The Committee have been informed that scholarships are given from the P&T Welfare Fund both for technical and non-technical education to the children of employees beyond higher secondary stage. 15 and 7½ percent of these scholarships are reserved for children of P&T employees belonging to Scheduled Castes and Scheduled Tribes respectively.

4.20 The Secretary, Communications stated during evidence :—

“We give it from our welfare fund. If a man dies in harness, we pay money to the widow. We have also scholarships for employees' children etc. We have a sizeable welfare package.”

4.21 The following statement indicates the total number of scholarships awarded during the years 1978-79, 1979-80 and 1980-81 and the number of Scheduled Caste and Scheduled Tribe students among them who got the scholarships :—

SCHEDULED CASTE

	Total No. of Tech. Scholarships	Total No. of Non-Tech. Scholarships	Percentage of reservation	Total No. of Tech. Scholarships reserved	Total No. of Non-Tech. Scholarships awarded	Total No. of Non-Tech. Scholarships reserved	Total No. of Non-Tech. Scholarships awarded
1978-79	680 (400+200)	300 (150+150)	35%	96	82	45	16
1979-80	680	300	35%	98	88	45	37
1980-81	780 (600+100)	500 (300+200)	35%	105	88	75	48

*Technical scholarships increased from 400 to 600 and Non-technical scholarships increased from 150 to 300 during the year 1978-79 and further technical scholarships increased from 600 to 700 and Non-technical scholarships from 300 to 500 during the year 1980-81.

SCHEDULED TRIBE

1978-79	680	300	31%	45	7	23	4
1979-80	680	300	31%	45	8	23	6
1980-81	780	500	31%	55	13	37	1

So far the experience is that every Scheduled Caste and Scheduled Tribe employees applying for the grant of Scholarship within the rules gets it.

4.22 The Committee are happy that reservation orders are being observed in the Posts and Telegraphs Department in regard to award of scholarships. The rate of scholarship should be linked with the cost of living and a formula for the revision of scholarships should be worked out by implementing authorities taking into account all the prevailing conditions. All complaints received from Scheduled Caste/Scheduled Tribe students regarding non-payment of scholarships should be promptly looked into and necessary action taken thereon.

4.23 The Committee also note that even in the case of non-technical scholarships the reserved quota for Scheduled Caste/Scheduled Tribe has not been fully utilised. The Committee recommend that as far as possible all the reserved scholarships both technical and non-technical should be given to students belonging to Scheduled Castes and Scheduled Tribes.

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

NEW DELHI ;
April 15, 1982

Chaitra 25, 1904 (Saka)

APPENDIX-I

(Vide Para 2.10)

Statement showing the yearwise recruitment made by the Posts and Telegraphs Deptt. during the year 1978, 1979 and 1980

Year	Category	Total No. vacancies	Total No. vacancies actually filled	No. of vacancies reserved for Sch. Castes		No. of vacancies reserved for Sch. Tribes		Carried forward from previous year	Reser-ved dur- ing the year	Total	No. of S.C. candi- dates appoin- ted	No. of S.T. candi- dates appoin- ted	No. of S.C. vacan- cies carried forward	No. of S.T. vacan- cies carried forward
				Car- ried for- ward from previous year	Reser- ved dur- ing the year	Car- ried for- ward from previous year	Reser- ved dur- ing the year							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1978	A	141	121	34	21	55	16	12	28	17	5	32	18	
1978	B*	80	79	8	9	17	2	4	6	11	—	6	6	
1978	C	14396	12136	748	2092	2840	1012	1317	2329	2023	923	916	1296	
1978	D	4434	4026	227	669	896	194	406	600	997	255	283	394	
1979	A	161	143	38	24	62	20	13	33	29	2	26	22	
1979	B*	60	58	2	11	13	9	4	13	13	5	—	6	
1979	C	17943	15276	911	2455	3366	1350	1577	2927	2531	1095	1018	1790	
1979	D	6637	5817	269	1059	1328	388	660	1048	1142	448	355	735	
1980	A	33	31	—	5	5	1	3	4	3	1	—	—	
1980	B*	—	—	—	—	—	—	—	—	—	—	—	—	
1980	C	17240	13358	972	2291	3263	1363	1495	2858	2467	1038	990	1749	
1980	D	7162	6108	309	1147	1456	435	630	1065	1307	490	305	670	

*In Telecommunication and Postal wings of P & T Department, vacancies in Group B posts are filled 100% by promotion. The figures in Group B represent vacancies occurred and filled in P & T Civil Wing.

APPENDIX II

(Vide Para 4 of Introduction)

Summary of Conclusions/Recommendations contained in the Report

S. No.	Reference to para No. in the Report	Summary of Conclusions/Recommendations
1	2	3
1.	1-15	<p>The Committee regret that at present there is no representative of Scheduled Caste/Scheduled Tribe in the P & T Board and there is no possibility of appointing any Scheduled Caste/Scheduled Tribe as a member of the Board in the near future as no senior officer of these communities is available for such a high post. They also regret that no specific member of the Board has been entrusted with the job of looking after the interests of Scheduled Caste/Scheduled Tribe employees in the organisation. The Committee feel that P & T Board which is an apex body for the P & T Department and looks after all the matters relating to Administration, Financial, etc. of the Department should make a special point to see that the reservations provided in favour of Scheduled Caste and Scheduled Tribe are faithfully adhered to in the P & T Department so that the Officers belonging to these communities do not suffer from any apprehension on account of the absence of their representative in the Board.</p>
2.	1-16	<p>The Committee would also like that one member of the Board should be specifically entrusted with the responsibility of looking after the implementation of reservation orders and other relaxations and concessions provided to the Scheduled Castes and Scheduled Tribes.</p>
3.	1-23	<p>The Committee note that as on 1-1-1982, 84 officers in Group 'C' and 'D' have been sent on deputation from P & T Department to other departments and there are only 5 Scheduled Caste Officers and 1 Scheduled Tribe Officer among them who have been sent on deputation.</p>
4.	1-24	<p>The Committee are aware that there is no reservation for Scheduled Castes and Scheduled Tribes in deputation posts. But they feel unhappy that the instructions issued by Department of Personnel and Administrative Reforms that "Whenever a Ministry/Department etc., propose to depute in the public interest officers serving in or under them to a post in or under another Ministry/Department etc. the Scheduled Caste/Scheduled Tribe employees serving in or under the Ministry/Department concerned, who are eligible to be sent on deputation, should also be considered along with other eligible employees, for such deputation" have not been observed by the P & T Department.</p>
5.	1-25	<p>The Committee recommend that P & T Department should issue necessary guidelines to all Postal Circles/Telephone Districts etc. to keep in view the interests of the Scheduled Castes and Scheduled Tribes while sponsoring officers from P & T Department to other Departments on deputation.</p>

- | 1 | 2 | 3 |
|-----|------|--|
| 6. | 1-33 | The Committee note that in the Posts and Telegraphs Department there is a reservation Cell which is headed by a Joint Secretary. But the Cell in the Ministry of Communications which is at present headed by a Deputy Secretary is not exclusively looking after the reservation work. The Deputy Secretary has to perform other duties also. |
| 7. | 1-34 | The Committee recommend that the Cell in the Ministry should be adequately strengthened and it should look after the reservation work both in P&T Department and the Public Sector Undertakings under the control of the Ministry. Preferably a Senior Officer belonging to Scheduled Caste/Scheduled Tribe community should be incharge of this Cell. In view of the fact that Secretary, Ministry of Communications is also the Chairman of P & T Board, the Committee feel that the Cell in the Ministry can serve a very useful purpose both in achieving proper coordination and implementation of the reservation orders. |
| 8. | 2-18 | The Committee note that out of 1042 Junior Engineers recruited during the period 1978 to 1980, 167(16%) belonged to Scheduled Castes and only 14 (1.3%) were from Scheduled Tribes. The Committee also note that in 1981, the outside quota of the Junior Engineers (in Civil and Electrical) to be filled up by the open competition was 433, out of which 80 posts had been earmarked for Scheduled Castes and 134 for Scheduled Tribes. The Committee desire that these posts should be publicised widely and all possible measures should be taken to attract maximum number of candidates from Scheduled Caste and Scheduled Tribe communities so that all the posts reserved for them could be filled up. |
| 9. | 2-19 | The Committee need hardly stress that unless adequate number of Engineers at the stage of initial recruitment are selected there will always be a shortfall in the higher categories, which after passage of time, will be difficult to wipe out. |
| 10. | 2-25 | The Committee are not convinced of the reasons advanced by the Secretary, Ministry of Communications, during evidence that it is difficult to send copies of advertisements to Scheduled Castes/Scheduled Tribes, M.L.As. and MPs. Most of the Scheduled Castes and almost all the Scheduled Tribes live in remote areas which do not have modern means of communications. Therefore to reach these communities special efforts will have to be made and all means of publicity will have to be adopted. The Committee feel that it is through their representatives both in the Legislative Assemblies and in the Parliament, that they could be more conveniently informed about the number and nature of posts vacant/reserved for them. In these circumstances, the Committee feel that it is imperative that copies of the advertisement notices should be sent to the Members of Parliament and State Assemblies belonging to Scheduled Castes and Scheduled Tribes of the region where recruitment is proposed to be held. The Committee would also like that these notices should be sent to the Members of the Committees of the State Assemblies and Parliament on the Welfare of Scheduled Castes and Scheduled Tribes and to the State Authorities looking after the Welfare of Scheduled Castes and Scheduled Tribes. |
| 11. | 2-31 | The Committee recommend that a Scheduled Caste or Scheduled Tribe Officer should invariably be included in the various Departmental Recruitment/Promotion Committees in the Posts and Telegraphs Department so that there is no apprehension among the Scheduled Caste and Scheduled Tribe employees that their interests are not being safeguarded properly. If Scheduled |

1	2	3
		Caste/Scheduled Tribe officer of the required level is not available in the P & T Department, another Scheduled Caste/Scheduled Tribe officer of the required status from other Central or State Departments might be included in the Departmental Recruitment/Promotion Committees.
12.	2-35	The Committee note the various concessions and relaxations given to the Scheduled Castes and Scheduled Tribes for recruitment in the Posts and Telegraphs Department. They hope that the concessions and relaxations available for these communities will be genuinely granted to them, so that there is no difficulty in getting required number of Scheduled Castes and Scheduled Tribes for the reserved posts.
13.	2-36	The Committee recommend that in the light of poor representation of Scheduled Castes in Groups A and B and of Scheduled Tribes in all the Groups in P & T Department, the question of giving further relaxation in the conditions of length of service, etc., prescribed for promotion to various posts should be examined in consultation with the Department of Personnel and Administrative Reforms with a view to promote more Scheduled Caste/Scheduled Tribe employees in that Department.
14.	2-47	The Committee regret that the inspection of rosters in the P & T Department was started only in 1980 and no periodicity of inspection had been fixed, although the Ministry of Home Affairs had issued instructions in September, 1970 suggesting "annual inspections of the rosters maintained in the Ministry/Department and Offices under the control of the Ministry/Department with a view to ensuring proper implementation of reservation orders." The Committee also note that the inspections carried out by the Liaison Officers and the Officers of the inspection organisation have indicated discrepancies in the maintenance of rosters. The Committee need hardly stress that rosters are the only and the main mechanism on which the implementation of reservation orders rests. Unless these rosters are properly maintained and periodically checked, maintenance of rosters will not serve any useful purpose. The Committee, therefore, strongly recommend that the Ministry of Communications/P & T Department should ensure proper maintenance of rosters and their periodic inspections by the Liaison Officers and the Officers of the inspection units. As laid down by the Ministry of Home Affairs the rosters must be checked once in a year and the discrepancies noticed during inspections should be immediately attended to and rectified.
15.	2-52	The Committee note the improvement in promotion of Scheduled Castes in certain groups from 1977 onwards. They are however, surprised to find the decline in promotions in 1980. But so far as promotion of Scheduled Tribe employees is concerned, the Committee find that there has been a constant decline. The Committee feel that with the spread of education and awareness amongst the Scheduled Castes and Scheduled Tribes their intake in services should gradually increase rather decrease. They would like the Ministry of Communications/P & T Department to go into the matter and find out the actual reasons for the fall in the percentages of promotions of Scheduled Castes and Scheduled Tribes.
16.	2-56	The Committee are unhappy to note that in Posts and Telegraphs Department a large number of Scheduled Caste/Scheduled Tribe employees have been superseded during the years 1979, 1980 and 1981, without the knowledge of Posts and Telegraphs Directorate, even though there are instructions that cases of supersession of Scheduled Caste/Scheduled Tribe employees should be forwarded to that Directorate.

1	2	3
17.	2-57	The Committee recommend that the matter should be investigated as to how supersessions took place without complying with the standing instructions in this regard and all cases of supersessions should be reviewed.
18.	2-62	The Committee recommend that Scheduled Caste/Scheduled Tribe candidates who are appointed by direct recruitment on a temporary basis should be confirmed against the reserved vacancies as soon as their period of probation is over. Any delay in confirmation might effect their seniority <i>vis-a-vis</i> other community candidates.
19.	2-70	The Committee regret to note that a large number of posts have been de-reserved in the Post and Telegraph Department. Even non-technical posts in Group C have been de-reserved where Scheduled Caste/Scheduled Tribe candidates are easily available. The Committee emphasise that no vacancy reserved for Scheduled Castes and Scheduled Tribes should normally be de-reserved as the Committee is basically opposed to the principle of de-reservation. However, where de-reservation becomes inescapable prior approval of the P & T Board should be obtained.
20.	3-18	The Committee note that on 1st January, 1980, the percentage of Scheduled Caste employees in Group A was 7 and of Scheduled Tribes 0.9. In Group B the percentage of Scheduled Caste employees was 11.8 while for Scheduled Tribe it was only 1. The Committee further note the huge shortfall of 15,541 Scheduled Tribes employees in Group C. During evidence, Secretary, Ministry of Communications tried to explain that the figure of 15,541 in Group C represented the total number of vacancies which remained unfilled during the long period of 25 years or so and as on 1-1-80 the actual backlog was 1790 posts in Group 'C'. The Committee feel that even the backlog of 1790 posts is too high. They, therefore, recommend that special recruitment should be held in P & T Department to clear the backlog. The Committee expect that as suggested by the Secretary, Ministry of Communications the special recruitment should be spread over a period of three years to avoid the problem of age congestion and reduction in the chances of future promotion.
21.	3-19	The Committee also recommend that in order to wipe out the shortfall in Groups A and B the Ministry of Home Affairs while allocating the selected candidates to various Ministries/Departments should give the utmost priority to the carried forward vacancies—so that these vacancies do not lapse on account of the completion of the prescribed period of three years under the carried forward procedure.
22.	3-22	The Committee recommend that there should be a separate training Scheme for SC/ST employees who are recruited for Groups C and D posts. The scheme should aim at providing intensive training particularly to those who are recruited with relaxed standards to improve their technical skill and performance.
23.	4-3	The Committee note that separate annual reports of Postal Circles/Telephone Districts are not printed but the annual Report of Posts and Telegraphs Department gives the figures and percentages of employment of Scheduled Castes and Scheduled Tribes in all categories of posts. The Committee desire that the Liaison Officers of various Circles/Districts should ensure submission of annual statements within the stipulated time limit so that the data can be analysed properly and in time

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		by the P&T Directorate. The Cell in the Ministry of Communications should also carry out a test check of the statements received from the Postal Circles/Telephone Districts in order to see that the figures regarding employment of Scheduled Castes/Scheduled Tribes published in the Annual Report of P&T Department reflect the correct position.
24.	4-17	The Committee note that complaint registers are being maintained by the Staff Grievances Cell in every Circles/District of the Posts and Telegraphs Department. But no complaint registers are being maintained at the Headquarters of P & T Directorate. The Committee recommend that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should also be maintained at the Headquarters of P & T Directorate and suitable procedure should be laid down to deal with such complaints/representations. With a view to create confidence among the Scheduled Caste and Scheduled Tribe employees and to ensure that their interests are looked after well, their complaints/representations should be processed and disposed of judiciously and expeditiously.
25.	4-18	The Committee recommend that the nature of complaints received both at the Headquarters and in Circles/Districts should be analysed properly with a view to take necessary corrective measures.
26.	4-22	The Committee are happy that reservation orders are being observed in the Posts and Telegraphs Department in regard to award of scholarships. The rate of scholarship should be linked with the cost of living and a formula for the revision of scholarships should be worked out by implementing authorities taking into account all the prevailing conditions. All complaints received from Scheduled Caste/Scheduled Tribe students regarding non-payment of scholarships should be promptly looked into and necessary action taken thereon.
27.	4-23	The Committee also note that even in the case of non-technical scholarships the reserved quota for Scheduled Caste/Scheduled Tribe has not been fully utilised. The Committee recommend that as far as possible all the reserved scholarships both technical and non-technical should be given to students belonging to Scheduled Castes and Scheduled Tribes.