

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1977-78)**

(SIXTH LOK SABHA)

FIFTEENTH REPORT

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

Action taken by Government on the recommendations contained in the Fifty-eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fifth Lok Sabha) on the Ministry of Shipping and Transport—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in the Services of Delhi Transport Corporation.

[Presented to Lok Sabha on **23 MAR 1978**

Laid in Rajya Sabha on **23 MAR 1978**



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NEW DELHI**

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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES**

(1977-78)

Shri Ram Dhan—Chairman

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3. Shri B. Bhanwar
- *4. Shri B. S. Chowhan
5. Shri Somjibhai Damor
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18. Shri Purna Sinha
19. Shri Suraj Bhan
20. Shri Bhausahab Thorat

* Elected to the Committee w.e.f. 23rd November, 1977 *versus* Sarvashri Chand Ram and Karia Munda ceased to be members of the Committee on their appointment as Minister of State w.e.f. the 14th August, 1977.

(iv)

Rajya Sabha

21. Prof. N. M. Kamble
22. Shrimati Saroj Khaparde
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SECRETARIAT

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

Shri H. L. Malhotra—*Senior Legislative Committee Officer.*
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 Fifteenth Report (Sixth Lok Saha) on Action Taken by Government of the recommendations contained in their Fifty-eighth Report (Fifth Lok Sabha) on the Ministry of Shipping and Transport (Transport Wing)—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in the services of Delhi Transport Corporation.

2. The draft report was considered and adopted by the Committee on the 29th November, 1977.

3. The Report has been divided into the following Chapters:—

I. Report.

II. Recommendations/Observations which have been accepted by Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies.

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

4. An analysis of the action taken by Government on the recommendations contained in the Fifty-eighth Report (Fifth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes is given in Appendix. It would be observed therefrom that out of 19 recommendations made by the Committee in their Fifty-eighth Report, 7 recommendations i.e. 36.80 per cent have been accepted by Government; the Committee do not desire to pursue 11 recommendations, i.e. 57.90 per cent of their recommendations in view of Government's replies; one recommendation i.e. 5.30 per cent in respect of which reply of Government has not been accepted by the Committee and which require reiteration.

RAM DHAN,

Chairman,

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

NEW DELHI;

27, January, 1978.

7 Magha 1899 (S).

CHAPTER I

REPORT

This Report of the Committee deals with action taken by Government on the recommendations contained in the Fifty-eighth Report (Fifth Lok Sabha) of the Committee on the Ministry of Shipping and Transport (Transport Wing)—Reservation for, and employment of, Scheduled Castes and Scheduled Tribes in the services of Delhi Transport Corporation.

1.2. The Committee, in para 64 of their Fifty-eighth Report (Fifth Lok Sabha), had desired that a separate Cell should be set up in the Ministry of Shipping and Transport under the charge of a Senior Officer to ensure that the reservation orders in favour of Scheduled Castes and Scheduled Tribes are promptly and effectively implemented by the Delhi Transport Corporation. In their reply dated the 4th November, 1977, the Ministry of Shipping and Transport have stated that a separate Cell to ensure the implementation of the reservation orders for Scheduled Castes and Scheduled Tribes in Delhi Transport Corporation alone would not be justified. It has been decided to allot the entire work relating to Delhi Transport Corporation in the Ministry of Shipping & Transport including implementation of the orders of reservation for Scheduled Castes and Scheduled Tribes in posts under the Corporation to one Assistant by suitable readjustment of work among all dealing hands in the concerned section. Deputy Secretary (Transport) in the Ministry will keep close and continuous watch over this matter. It is expected that, under this arrangement, it will be possible to oversee that the reservation orders are strictly followed by the Delhi Transport Corporation. The Committee are not satisfied with the reply of the Ministry of Shipping & Transport and are of the view that a separate Cell to ensure implementation of the reservation orders for Scheduled Castes and Scheduled Tribes should be set up in the Ministry of Shipping and Transport (Transport Wing). The Committee would, therefore, like to reiterate their earlier recommendations.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 51, Para No. 62)

The Committee have been informed that the Board of the Delhi Transport Corporation consists of 11 members, including the Chairman and there is no representation of Scheduled Castes or Scheduled Tribes on it. The Committee recommend that Scheduled Castes and Scheduled Tribes should also be given representation in the Board of Delhi Transport Corporation so as to ensure that interests of Scheduled Castes and Scheduled Tribes are adequately safeguarded in the working of the Corporation.

Reply of Government

The recommendation has been accepted by Government in principle. A person belonging to the Scheduled Castes is being appointed as a member of DTC Board.

[Ministry of Shipping and Transport O.M. No. TGD(141)76,
dated 4-11-1977].

Recommendation (Sl. No. 2, Para No. 63)

The Committee are unhappy to note that the reservation orders issued by the Government of India from time to time, in favour of Scheduled Castes and Scheduled Tribes were not strictly adhered to in the Delhi Transport Corporation prior to 1971. The negligence in this respect of the erstwhile Delhi Road Transport Authority and of the Municipal Corporation of Delhi is particularly regrettable. This has obviously resulted in many Scheduled Castes and Scheduled Tribes having been deprived opportunity of absorption in the services of the Delhi Transport Corporation and a large number of backlog in the reserved vacancies. The Committee strongly recommend that to make good the shortfalls thus created, the percentages of recruitment of Scheduled Castes and Scheduled Tribes should be raised to not less than 45 per cent of each recruitment till such time as the backlog of reserved vacancies is completely wiped out.

Reply of Government

The Delhi Transport Corporation Board *vide* its Resolution No. 640 dated 20-7-77 has decided that in the matter of recruitment|promotion to posts in which there is a backlog in vacancies reserved for Scheduled Castes/Scheduled Tribes, henceforth 45 per cent of all the vacancies be filled in from amongst the Scheduled Castes|Scheduled Tribes candidates until the backlog in that post|category is cleared.

[Ministry of Shipping and Transport O.M. No. TGD (141) 76,
dated 4-11-77].

Recommendation (Sl. No. 4, Para No. 65)

The Committee note that selection of candidates for all the posts in Delhi Transport Corporation is made by the Selection Committee/Board as mentioned in Clause 5(2) of the Delhi Road Transport Authority (Conditions of appointment and services) Regulations, 1952. The Delhi Transport Corporation Board has delegated powers to Chairman|Vice Chairman|General Manager for Constitution of Selection Committee and composition of Selection Board. The Committee also note that there is no provision for appointment of Scheduled Caste|Scheduled Tribe Officer in the Selection Committee|Board in Delhi Transport Corporation. The Committee desire that in each Selection Committee|Board of the Delhi Transport Corporation, a Scheduled Caste|Scheduled Tribe Officer should invariably be associated. In case no Scheduled Caste|Scheduled Tribe Officer is available for being nominated on the Selection Committee|Board, the services of a Scheduled Caste/Scheduled Tribes Officer of the required status should be obtained from the Ministry.

Reply of Government

This Corporation fully agrees with this recommendation that an Officer belonging to Scheduled Caste|Scheduled Tribe community should invariably be nominated on the Selection Committees while considering the Scheduled Caste/Scheduled Tribe candidates for appointment/promotion. Till Delhi Transport Corporation has Officers belonging to these communities and working in Ministries|Departments of the Government of India etc. has been drawn and an Officer from this panel is nominated on the Selection Committee|Board.

[Ministry of Shipping and Transport O.M. No. TGD (141) 76,
dated 4-11-77].

Recommendation (Sl. No, Para No. 66)

The Committee regret to note that in the requisitions that are sent to the Employment Exchange by the Delhi Transport Corporation, no specific mention is made about the number of posts of Scheduled Castes and Scheduled Tribes that are required to be filled up. Only it is mentioned that "the Scheduled Caste/Tribe candidates will be given preference". This is contrary to the instructions and the recommendations made by the Committee from time to time. The Committee desire that in all the requisitions sent to the Employment Exchanges and in all advertisements issued for the purpose of recruitment, the number of posts reserved for Scheduled Castes and Scheduled Tribes should specifically be mentioned. The Committee would also like that the reasons for rejection of candidates sponsored by the Employment Exchanges should be recorded and communicated to the Employment Exchanges.

Reply of Government

Instructions have been issued to indicate the number of vacancies in respect of Scheduled Caste/Tribes while sending the requisition of Employment Exchanges or while advertising the posts in the Press as well as for recording the reasons for rejection of candidates sponsored by the Employment Exchanges and communicating the same to the Employment Exchanges.

[Ministry of Shipping and Transport O.M. No. TGD(141)/75,
dated 4-11-77].

Recommendation (Sl No. 12, Para No. 73)

The above position underscores the imperative need for conducting a special recruitment for Scheduled Castes and Scheduled Tribes to fill all the vacancies reserved for them. The Committee hope that the Delhi Transport Corporation, as has been assured by the representative of the Ministry of Shipping and Transport during the course of evidence, will provide full opportunities to the Scheduled Castes and Scheduled Tribes to apply for the vacancies that are likely to arise in future by providing them the necessary relaxations. The Corporation should immediately coordinate their efforts with those of the Directorate General of Employment & Training for locating suitable Scheduled Caste and Scheduled Tribe candidates.

Reply of Government

This Corporation has accepted the recommendation made in this para and that Corporation will coordinate efforts with the Directo-

rate General of Employment and Training for obtaining suitable Scheduled Caste/Scheduled Tribe candidates in the categories in which such candidates are not forthcoming from the local Employment Exchanges.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76,
dated 4-11-77].

Recommendation (Sl. No. 16, Para No. 77)

The Committee commend the scheme adopted by the Delhi Transport Corporation under which persons are recruited for the posts of Sweepers-cum-apprentice trainees.

Reply of Government

This recommendation is only an appreciation of the scheme introduced in the past and calls for no reply.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76,
dated 4-11-77].

Recommendation (Sl. No. 18, Para No. 79)

The Committee are unhappy to note that in the advertisement that was issued for the recruitment of lady conductors for Delhi Transport Corporation buses no mention was made about the number of Scheduled Castes and Scheduled Tribes to be recruited. It was only stated that preference would be given to Scheduled Caste and Scheduled Tribe candidates. The Committee hope that future advertisements would invariably stipulate the number of vacancies reserved for Scheduled Castes and Scheduled Tribes.

Reply of Government

Recommendations of the Committee have been noted and are being followed.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76,
dated 4-11-77].

CHAPTER III

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

Recommendation (Sl. No. 6 Para No. 67)

In order that sufficient number of Scheduled Caste/Tribe candidates are available for recruitment, it is necessary that copies of advertisements are sent not only to the associations of Scheduled Castes and Scheduled Tribes but to the Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes. Advertisements should also be issued through the All India Radio so that Scheduled Castes/Tribes candidates living in remote places can also respond to the advertisements as per instructions issued by the Cabinet Secretariat (Department of Personnel and Administrative Reforms) vide their O.M. No. 36022/4/76 Estt(SCT) dated the 7th August, 1976.

Reply of Government

Copies of the advertisements are now invariably endorsed to the recognised Scheduled Caste/Tribe Associations as well as to the Sectt. of the Parliamentary Committee for giving wide publicity amongst Scheduled Caste/Scheduled Tribe Communities so that suitable candidates can apply.

Another part of the recommendation is that an advertisement should also be read over on the All India Radio so that Scheduled Caste/Scheduled Tribe candidates living in remote areas could also respond. Delhi Transport Corporation is a local Organisation and it is difficult to employ persons who are living at far off places due to residential/housing problems, especially for the operational staff and workshop staff who are asked to come on duty at odd hours. However, this aspect will be given due consideration if the Corporation fails to recruit required number of Scheduled Caste/Scheduled Tribe candidates through local Employment Exchanges as well as advertisements.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76,
dated 4-11-77].

Recommendation (Sl. No. 7 Para No. 68)

The Committee note that the Delhi Transport Corporation has given relaxation in favour of Scheduled Castes and Scheduled Tribes for the purpose of recruitment to the post of Conductor and that for the post of Officers, two Scheduled Caste Diploma-Holders have been recruited even though they did not have the First Class. Apart from the specific relaxations that are to be provided at the time of recruitment, the Department of Personnel and Administrative Reforms in their brochure on Reservations for Scheduled Castes and Scheduled Tribes have laid down specific concessions that are also to be given to Scheduled Caste/Tribe candidates. From the information furnished by the Ministry/Delhi Transport Undertaking, it is clear that neither the Ministry nor the Corporation are aware of the specific relaxations and concessions for Scheduled Castes and Scheduled Tribe candidates at the time of recruitment. Chapter VII of the Ministry of Home Affairs Publication entitled "Brochure on Reservations for Scheduled Castes and Scheduled Tribes in Services" (4th edition, 1975) outlines the various concessions/relaxations provided to Scheduled Caste/Tribe candidates. These are in respect of (i) age; (ii) fees for examination; (iii) relaxation of standard of suitability; (iv) further relaxation of standards for non-technical and quasi-technical Class III and IV posts; (v) requisite number of candidates to be called for interview; (vi) travelling allowances and (vii) relaxations of standards in departmental competitive examinations and confirmation examinations. It is necessary that the Delhi Transport Undertaking draws up a complete dossier on the relaxations/concessions available to Scheduled Caste/Scheduled Tribe candidates for purposes of recruitment under the Delhi Transport Corporation and gives wide publicity to them while sending advertisements in News papers for vacancies or while sending requisitions to the Employment Exchanges, particular mention should be made about the concessions/relaxations that are provided by the Corporation for Scheduled Caste/Scheduled Tribe candidates.

Reply of Government

The following relaxations/concessions have now been provided in accordance with the directive issued by the Government of India vide Ministry of Shipping and Transport's letter No. TGD(84)/75 dated 31-5-76:

Concessions to employees of Scheduled Castes and Scheduled Tribes in promotions by Selection method—Class I and II appointments.

(A) (1): *Promotions within Class I:*

In promotions by selection to posts within class I which carry an ultimate salary of Rs. 2,000/- per month, or less, the Scheduled Castes/Scheduled Tribes Officer, who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which the select list has to be drawn up, would be included in that list provided they are not considered unfit for promotion. Their position in the select list would, however, be the same as assigned to them by the Department Promotion Committee on the basis of, their record of Service.

(A) (2) In order to improve the chances of Scheduled Castes/Scheduled Tribes Officers for selection to the higher categories of posts in Class I, the following measures would be taken:—

- (i) Scheduled Caste/Scheduled Tribes Officers in Class I services/posts would be provided with more opportunities for institutional training and for attending seminars/symposia/conferences. Advantage could in this connection be taken of the training facilities available at the Indian Institute of Public Administration, New Delhi, the Administrative Staff College, Hyderabad, etc.
- (ii) It would be the special responsibility of the immediate superior officers of the Scheduled Castes/Scheduled Tribes officers in Class I to give advice and guidance to the latter to improve the quality of their work. Appropriate steps would also be taken, wherever necessary to improve the efficiency of these officers for the purpose of their selection to higher posts.

(A) (3) A considerably large number of Scheduled Caste/Scheduled Tribe officers would be nominated for the training programmes run by the various Training Institutions and a time-limit, say 2 years, would be laid down within which training of such officers in appropriate fields should be completed. A phased programme for sponsoring such officers for training to the various institutions would be drawn up.

While deputing officers to training seminars and Conferences etc., preference would be given to officers of Scheduled Caste/Tribes.

Promotions from Class III and Class II within Class II and from Class II to the lowest rung or category in Class I.

In promotions by selections from Class III to Class II and within Class II and from Class II to the lowest rung or category in Class I, for following procedure will be adopted:—

In promotions made by selection, employees in the zone of consideration numbering 5 or 6 time the estimated number of vacancies are normally considered for inclusion in the select list. After rejecting those who are unfit for promotion, the Departmental Promotion Committee will proceed to categorise the remaining eligible employees into three categories, namely, outstanding, very good and good. Thereafter, the Committee will draw a select list placing all employees in the outstanding categories at the top, followed by those categorised as very good and then by those categories as good, the inter-seniority within each category being maintained. As a measure of improving representation of Scheduled Caste/Tribe in services the following concessions in grading would be extended to them.

If within the zone of consideration, there are any Scheduled Caste/Tribe employees, those amongst them who are considered unfit for promotion by the Departmental Promotion Committee will be excluded from consideration. Thereafter, the remaining Scheduled Caste/Tribe employees will be given by the Departmental Promotion Committee one grading higher than the grading otherwise assignable to them on the basis of their record of service i.e., if any Scheduled Caste or Scheduled Tribe has been categorised by the Committee on the basis of his record of service as good he should be re-categorised by the Committee as very good. Likewise, if any Scheduled Caste or Scheduled Tribe employee is graded as very good on the basis of his record of service, he will be re-categorised by the Committee as outstanding. Of course, if any Scheduled Caste or Scheduled Tribe employee has already been categorised by the Committee on the basis of his record or his service as outstanding, no re-categorisation will be needed in his case.

The above concession would be confined to only 25 percent of the total vacancies in a particular grade or post filled in a year from the Select list. While making promotions from the select list the appointing authority should, therefore, check up that the Scheduled Caste/Tribe employees promoted in a year on the basis of this concession are limited to 25 percent of the posts filled in a year from the select list prepared according to the procedure outlined above i.e. the concession of giving higher grading would be given to one employee of Scheduled Caste/Tribe against every 4 vacancies. For this purpose, a continuous account of vacancies should

be kept. If the number of vacancies in a year is not divisible by four, the remainder should be carried forward to the following year for the purpose of this accounting. For example, if there are 6 vacancies in a year, the concession should be given to one employee of the Scheduled Caste/Tribe against the first four vacancies and the balance of two vacancies would be notionally carried forward to the following year and added to the vacancies arising in that year to determine the number of employees of Scheduled-Caste/Tribe who would be given this concession.

(ii) These Scheduled Caste/Scheduled Tribes employees who are senior enough in the zone of consideration so as to be within the number of vacancies for which the Select List has to be drawn, would be included in the Select List, if they are not considered unfit for promotion and would also be given one grading higher than the grading otherwise assignable to them on the basis of their record of service and their place in the Select List determined on the basis of this higher categorisation. This would imply that even where, in some cases, the Select List were to consist of, any, only outstanding non-Scheduled Castes|Non-Scheduled Tribe candidates, adequate number of them being available from the zone of consideration, those Scheduled Caste|Scheduled Tribe candidates who are high up in the zone of consideration and are within the number of estimated vacancies for which the Select List is being prepared will, even if they are only 'Good' and after higher categorisation by one degree are categorised as 'Very Good', have to be included in the Select List, but they will be placed below the 'outstanding' candidates in the Select List.

Safeguards to employees of Scheduled Castes and Scheduled Tribes in promotions on the basis of seniority subject to fitness.

There will be no reservation for Scheduled Castes and Scheduled Tribes in appointments made by promotion on the basis of seniority subject to fitness, but cases involving supersession of Scheduled Castes and Scheduled Tribes Officers in Class I and II appointments will be submitted for prior approval to the D.T.C. Board. Cases involving supersession of Scheduled Castes and Scheduled Tribes officers in Class III and IV appointments will be reported within a month to the Board for information.

Nomination of Scheduled Caste and Scheduled Tribe persons in the Departmental Promotion Committee|Selection Board etc.

Departmental Promotion Committee, Selection Boards or recruiting authorities, are generally constituted with the officers of

appropriate status and background, keeping in view the nature of the post/posts for which recruitment promotion is to be made. It may not, therefore, be always possible to include Scheduled Caste| Scheduled Tribe officers in them. However, an endeavour, as far as possible, would be made to nominate a Scheduled Caste|Tribe officer while constituting the Departmental Promotion Committee, Selection Boards, etc., for the recruitment/promotion to posts/services under them.

Instructions to be followed while filling by promotion of vacancies reserved for Scheduled Castes and Scheduled Tribes.

(1) (a) Scheduled Castes and Scheduled Tribes Officers who are within the normal zone of consideration would be considered on the same basis as others and those Scheduled Castes and Scheduled Tribes amongst them who are selected on that basis may be included in the general select list in addition to their being considered for separate select lists for Scheduled Castes and Scheduled Tribes.

(b) If candidates from Scheduled Castes and Scheduled Tribes obtain on the basis of their position in aforesaid general select list, less vacancies than are reserved for them, the difference would be made up by selected candidates of these communities who are in the separate select lists for Scheduled Castes and Scheduled Tribes respectively.

(2) In the separate select lists drawn up for (i) Scheduled Castes and (ii) Scheduled Tribes, officers belonging to Scheduled Castes or Scheduled Tribes, as the case may be, will be adjudged separately amongst themselves and not along with other officers, and, if selected, they should be included in the concerned separate select list, irrespective of their merit as compared to other officers. It is needless to mention that officers not belonging to Scheduled Castes and Scheduled Tribes will not be considered whilst drawing up separate select lists for Scheduled Castes and Scheduled Tribes. For being considered for inclusion in the aforesaid separate select lists, the zone of consideration for Scheduled Castes and Scheduled Tribes, as the case may be, would be of the same size as that for the general select list, that is, if for the general select list, the zone of consideration is 5 times the number of vacancies likely to be filled, the zone of consideration for the separate list for Scheduled Castes will also be 5 times the number of reserved vacancies for them and likewise for Scheduled Tribes, subject, of course, to the condition that officers coming within such zone are eligible, by length of service etc., as prescribed for being considered for promotion.

Reservation in Confirmation: In posts/services filled by direct recruitment, reservation is required to be made for Scheduled Castes and Scheduled Tribes both at the time of initial appointment on temporary basis as well as at the time of confirmation if a confirmation scheme is in vogue in the enterprise. In posts filled by promotion, however, there is no reservation at the stage of confirmation of the promotions.

Relaxation and concessions for Scheduled Castes and Scheduled Tribes.

(i) *Age limit:* The maximum age limit prescribed for appointment to posts will be increased by 5 years in the case of candidates belonging to Scheduled Castes and Scheduled Tribes.

(ii) *Relaxation of standards:* In the case of direct recruitment, whether by examination or otherwise, if sufficient number of Scheduled Caste/Tribe candidates are not available on the basis of the general standard to fill all the vacancies reserved for them, candidates belonging to these communities will be selected to fill the remaining vacancies reserved for them provided they are not found unfit for such post or posts. In other words, to extent the number of vacancies reserved for Scheduled Castes and Scheduled Tribes cannot be filled on the basis of the general standard, candidates belonging to these communities will be taken by relaxed standard to make up the deficiency in the reserved quota, subject to the fitness of these candidates for appointment to the post/posts in question.

Relaxation of standards in Departmental promotion/confirmation examinations.

In promotion/confirmations prescribed to determine suitability of candidates for promotions/confirmation, Scheduled Caste/Scheduled Tribe candidates who have not acquired the general qualifying standard are also to be considered for promotion/confirmation provided they are not found unfit for such promotion/confirmation. The qualifying standards in such examinations are to be relaxed, in favour of Scheduled Caste/Scheduled Tribe candidates in keeping with the above criterion.

(iii) *Further relaxation of standards for non-technical and quasi-technical Class III and Class IV posts:* Where requisite number of Scheduled Caste/Scheduled Tribe candidates are not available even after relaxing the standards as admissible in their cases, to fill the vacancies reserved for them in non-technical and quasi-technical

posts in Class III and IV filled by direct recruitment otherwise than by written examination, the selecting authority would select for appointment the best amongst the Scheduled Caste/Scheduled Tribe candidates who fulfil the minimum educational qualification laid down in the notice for recruitment or advertisement, for the post to the extent of the vacancies reserved for these communities.

(iv) *In-service Trainings*—Scheduled Caste/Scheduled Tribe candidates promoted or initially appointed, on the basis of recruitment through competitive examinations or otherwise by relaxed standards would be given extra training to enable them to come up to the standards of other candidates. In-service training would be provided to them. Such candidates would on their appointment be placed on probation, and the rules/orders of the Corporation regarding probation will apply to them.

(v) *Concession in fees for examinations or Selection to cadre*: The fees prescribed for admission to any examination or selection to the service or post would be reduced to one fourth in the case of candidates belonging to Scheduled Castes/Scheduled Tribes.

(vi) *Grant of travelling allowance to Scheduled Caste/Scheduled Tribe candidates called for interview test etc.*: Scheduled Caste/Scheduled Tribe candidates called for interview for appointment to Class I and II posts would be given a single Class railway fare from the normal place of residence to the place of interview and back.

When Scheduled Caste/Scheduled Tribe candidates are called for interview for appointment to other posts, the recruiting authority would allow such candidates the lowest class rail fare, chargeable by the passenger train, by the shortest route from the Railway Station nearest to their normal place of residence, or from which they actually perform the journey whichever is nearer to the place of interview, and back to the same station, provided the distance travelled by rail each way exceeds fifty miles. No extra charges, if any, incurred for reserving seat/sleeping berth in the train will, however, be reimbursed to them. For road journeys between stations not connected by rail, they may be allowed actual bus fare or road mileage at the lowest rate for the employees of the Corporation as admissible under its own rules, whichever is less, provided the distance covered by road is more than 20 miles each way.

The concession indicated in the preceding paragraph is applicable also to Scheduled Caste/Scheduled Tribe candidates as are called

for a written test on the basis of which appointments to such Class III and Class IV advertised posts are made. The travelling allowance to the candidates called for a written test will, however, be admissible subject to the condition they written test and any interview that may also be necessary would be held at one and the same station and on the same or adjacent days, so that the candidates would get travelling allowance for only one journey to and from the place of selection. The provisions in this and the preceding paragraph also apply to Scheduled Caste/Scheduled Tribe candidates.

The concessions of travelling allowance are not admissible in the case of those, who are already working in public enterprises or in Central/State Government service.

(viii) Forwarding of applications of Scheduled Caste/Scheduled Tribe employees:

Applications for employment elsewhere, of employees belonging to Scheduled Caste/Scheduled Tribe would generally be forwarded.

Cases where applications of employees belonging to Scheduled Caste/Scheduled Tribe could not be forwarded due to such compelling grounds would be reported within a month to the officer nominated as Liaison Officer in the Corporation.

(viii) Protection to Scheduled Caste/Scheduled Tribe in the context of surrender of surplus staff of Retrenchment:

Surplus staff in a cadre as a result of staff assessment studies etc., is normally surrendered in the reverse order of seniority in the cadre affected. However, while declaring surplus in a particular grade in a cadre, Scheduled Caste/Scheduled Tribe candidates in that grade would not be included so long as the total number of Scheduled Caste/Scheduled Tribe employees in that grade has not reached the prescribed percentages of reservations for Scheduled Caste/Scheduled Tribe respectively in the concerned grade in the cadre. Similar preference would be accorded to Scheduled Caste/Scheduled Tribe in the context of retrenchment of staff; Scheduled Caste/Scheduled Tribe employees in that grade has not reached prescribed percentage of reservation for Scheduled Caste/Scheduled Tribe respectively in that grade.

The protection in regard to surrender of surplus staff or retrenchment would be confined to Scheduled Castes|Scheduled Tribes only

among the temporary employees and moreover a temporary Scheduled Caste/Scheduled Tribe employee will not be given preferential protection over permanent unreserved community candidates.

[Ministry of Shipping and Transport O.M. No. TGD (141)/76, dated 4-11-77].

Recommendation (S.L. No. 8 Para No. 89)

The Committee note that the roster was introduced in the Delhi Transport Corporation with effect from 1st January, 1973 and that the Personnel Officer worked as a Liaison Officer until a few months back. The work of maintenance of rosters is being looked after by the Labour Officer who was appointed as Liaison Officer in place of the Personnel Officer with effect from 5th November, 1975. The Committee are unhappy that the roster was not immediately introduced in the Corporation when it was established on 3rd November, 1971. They regret the delay in the introduction of the roster which must have jeopardised the interests of Scheduled Castes and Scheduled Tribes candidates and employees. The responsibility for delay in the introduction of the roster should be fixed. It is a matter of concern that so far the Liaison Officer has not submitted any report to the Ministry of Shipping and Transport in regard to the working of the reservation orders. The Committee desire that the duties of the Liaison Officer should be laid down in an Office Order. It should be provided therein that the roster should be checked periodically by the Liaison Officer and that a Report about the working of reservation orders should also be sent to the Ministry regularly. The Liaison Officer should also be provided with a separate cell so as to ensure strict observance of the rosters.

Reply of Government

Rosters were introduced in Delhi Transport Corporation with effect from 1st January, 1973 and the then Personnel Officer was appointed as Liaison Officer and he continued as Liaison Officer till 13th August, 1975. Thereafter the post of Personnel Officer fell vacant and the then Labour Officer who is now working as Personnel Officer was appointed as the Liaison Officer. He is looking after the work of Liaison Officer these days also. In order to Streamline personnel matters and give due consideration to all aspects pertaining to Scheduled Caste/ Scheduled Tribe employees/candidates, the Personnel Department of the Corporation has been re-organised and strengthened. The Personnel Officer who is functioning as the Liaison Officer is taking care of all matters pertaining to employment

of Scheduled Castes/Scheduled Tribes. However, a post of Labour Welfare Officer (Scheduled Castes/Scheduled Tribe) has since been created to look after Scheduled Caste/Scheduled Tribe affairs exclusively. This post has been advertised and selection of a suitable candidate is likely to be made shortly.

[Ministry of Shipping and Transport O.M. No. TGD/(141)/76, dated 4-11-1977].

Comments of the Committee

"The Committee would like to know whether the Labour Welfare Officer in the Delhi Transport Corporation has since been appointed and also the duties of the Liaison Officer have been laid down in an office order and if not, the reasons therefor.

The Committee also desire that the responsibility for delay in the introduction of rosters in the Delhi Transport Corporation should be fixed. A Cell should also be set up under the Liaison Officer in the Delhi Transport Corporation to ensure strict observance of the rosters."

(May be included in Chapter III)

Recommendation (Sl. No. 9 Para No. 70)

The Committee are unhappy to observe that there is not a single Scheduled Caste or Scheduled Tribe in the Officers' cadre of the Delhi Transport Corporation. Even in regard to ministerial and other staff, the representation of Scheduled Tribes is woefully negligible. As on 1st July, 1975, the percentage of Scheduled Castes in respect of Ministerial staff is 4, in regard to workshop staff 5, and in regard to drivers 4.1. There is no Scheduled Tribe among Ministerial and Workshop staff, Conductors, Class IV and Sweepers. The argument that the short-fall is due to non-availability of candidates belonging to Scheduled Castes and Scheduled Tribes is untenable inasmuch as there is no dearth of Scheduled Caste and Scheduled Tribe candidates on the live-registers of Employment Exchanges—a fact which has been highlighted in paragraph 50 of this report. The Committee fail to understand why the Delhi Transport Corporation could not recruit Scheduled Castes and Scheduled Tribes in such categories as Ministerial, and Workshop staff after giving them suitable relaxations.

Reply of Government

The representation of Scheduled Caste/Scheduled Tribe candidates in the various categories of post has considerably increased, which may be seen from the following figures:

Categories of posts.	Total No. of employees as on 1-8-77.	Scheduled Caste	Percentage	Scheduled Tribes	Percentage
1. Officers	137				
2. Ministerial, Traffic Supervisory and Stores Staff	2094	217	10.45
3. Drivers	4564	289	6.33	83	1.82
4. Conductors	5364	690	12.80	25	0.46
5. Workshop staff	1666	97	5.30		..
6. Class IV (Excluding Sweepers)	2119	388	18.30		
7. Class IV (Sweepers)	85	85	100.00

It is a fact that there is no officer belonging to Scheduled Caste/Scheduled Tribe Communities in the Corporation at present. During the year 1976, two posts of Asstt. Stores Officers and one post of Dy. Law Officer were advertised exclusively for Scheduled Caste/Scheduled Tribe Communities but no suitable candidate could be found. The qualifications laid down for the post of Asstt. Stores Officer were therefore relaxed, for the candidates of these communities but even then suitable candidates with requisite background were not available. Recently, again, two posts (Class II)—one post of Asstt. Personnel Officer and one post of Labour Welfare Officer (Scheduled Caste/Scheduled Tribe) have been reserved for Scheduled Caste/Scheduled Tribe persons and advertised. Applications received in response to the advertisement are being scrutinised. Besides, three posts of Dy. Purchase/Store Officer in the Pay-Scale of Rs. 700—1300 and one post of Controller of Stores and Purchase in the pay scale of Rs. 1500—2000 were also advertised. All these posts were Class I posts. It was clearly stipulated in the advertisement that preference would be given to candidates belonging to the Scheduled Caste and Scheduled Tribe communities. The only Scheduled Caste candidates who applied for the post of Controller of Stores and Purchase was called for interview but he did not turn up. Besides, DTC had nine vacant posts in Class I and 38 vacant

posts in Class II cadre. All out efforts will be made to complete the representation of Scheduled Castes/Scheduled Tribes in these Grades while filling in these posts.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76, dated 4-11-77].

Comments of the Committee

"The Committee would like to know the number of applications received from Scheduled Caste and Scheduled Tribe candidates for the posts of Assistant Personnel Officer and Labour Welfare Officer and whether Scheduled Caste and Scheduled Tribe persons have been posted against these posts and if not, the reasons therefor."

Recommendation (Sl. No. 10 Para No. 71)

The Committee have noted that before 1972 there was no consistent recruitment policy in the Corporation. As such, it was all the more necessary on the part of Delhi Transport Corporation to make concerted efforts to clear the backlog in the cadres of Officers and other staff by resorting to special recruitments for Scheduled Caste/Scheduled Tribe candidates.

Reply of Government

All out efforts are being made to complete the representation in the officers cadre too and gradually the backlog will made up.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76, dated 4-11-1977].

Comments of the Committee

"The Committee would like to know whether any special recruitments for Scheduled Caste and Scheduled Tribe candidates for various categories of posts have been made in the Delhi Transport Corporation and if so, with what results."

Recommendation (Sl No. 11 Para No. 72)

From the statement furnished regarding the recruitments made during the period 1972 to 1975, the Committee have noted with concern that no Scheduled Caste/Tribe Officers was appointed during this period. In the category of Ministerial, Traffic Supervisory and Stores staff, 30 vacancies including carry forward vacancies existed but only eight Scheduled Castes could be appointed. None could be appointed during the years 1972, 1973 and 1974. No Scheduled Tribe could be appointed during the period 1972—75. The

position in regard to recruitment of Workshop staff, Operations (drivers) and Conductors is equally disappointing. During 1975, only 2 Scheduled Castes could be appointed as workshop staff against the reserved posts of 51. Forty-five Scheduled Castes could be appointed as Drivers against reserved posts of 144 and 20 Scheduled Castes could be appointed as Conductors against the reserved posts of 139 during that year. As regards Scheduled Tribes, none could be appointed as Workshop staff and Conductors against the reserved posts of 38 and 220, respectively during 1975 whereas only 17 Scheduled Tribe could be appointed as Drivers against the reserved posts of 88 during that year.

Reply of Government

The Committee has drawn pointed attention to the short-fall of Scheduled Tribe personnel against the quota reserved for them. There is an acute shortage and dearth of suitable Scheduled Tribe personnel in the market and people of these communities are not coming forward in adequate number.

The Ministry of Home Affairs has provided that while vacancies reserved for Scheduled Caste/Scheduled Tribe may continue to be treated as reserved for the respective communities only, Scheduled Tribe candidates could also be considered for appointment against the vacancies reserved for Scheduled Caste and *vice-versa*. Accordingly, where the Scheduled Tribe persons are not available, Scheduled Caste persons are appointed against such reserved quota, and hence, the shortfall in Scheduled Tribe continues. In some of the categories, appointment of Scheduled Castes has exceeded the limit of quota reserved for them. For example, Asstt. Cashier, Senior Clerks, Semi-skilled and Binders.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76,
dated 4-11-1977].

Comments of the Committee

"The Committee fail to understand as to how Scheduled Castes persons could be recruited against the quotas reserved for Scheduled Tribe persons when there is already less representation of Scheduled Castes in the various categories of posts in the Delhi Transport Corporation. The Committee would, therefore, like to be informed of the categories of posts in which the representation of Scheduled Castes has exceeded the reserved quota in the Delhi Transport Corporation."

Recommendation (Sl. No. 13 Para No. 74)

The Committee regret to note that the Delhi Transport Corporation did not, until lately, implement the Government of India orders regarding reservation in promotions in view of certain agreements with the Unions. The Delhi Transport Corporation has been corresponding with the Ministry for nearly three years on the question of reservations of promotions. Only in October, 1975, the Delhi Transport Corporation Board have approved that the Government of India orders regarding reservations in promotions would be made applicable. On account of this protracted correspondence with the Ministry, three precious years have been lost in giving effect to the Government of India orders regarding reservations in promotions. This must have deprived eligible Scheduled Castes/Tribes of their legitimate chances of promotion.

Reply of Government

The delay in implementing the Government's orders was due to certain difficulties. However, the matter of providing reservations in the promotional posts was considered by the Delhi Transport Corporation Board in 1975, and since then these institutions are being implemented. The gap of not providing suitable Scheduled Caste and Scheduled Tribe persons is being filled in and a decision has already been taken by Delhi Transport Corporation that in the matter of recruitment/promotion to posts in which there is backlog in vacancies reserved for Scheduled Castes/Scheduled Tribes, henceforth 45 per cent of all vacancies will be filled in from amongst the Scheduled Caste/Scheduled Tribe candidates until the backlog in that post/category is cleared.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76, dated 4-11-77].

.. Recommendation (Sl. No. 14 Para No. 75)

From the statement showing total number of employees promoted by selection/seniority-cum-fitness, the Committee have noted that during 1975 only 3 Scheduled Caste employees were promoted in Ministerial staff against the total number of 199 employees; in the category of Workshop staff, out of 100 employees promoted only 7 belonged to Scheduled Castes and among 15 Class IV promotees, only one belonged to Scheduled Caste. No Scheduled Tribe was promoted in any category during that year. The Committee would like the Ministry to examine whether the orders regarding reservations for Scheduled Castes and Scheduled Tribes in promotion could be made applicable retrospectively.

Reply of Government

The matter has been considered and it is felt that it will create difficulties if all cases promotions already ordered and confirmed are re-opened at this stage.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76,
dated 4-11-77].

Recommendation (Sl. No. 15 Para No. 76)

One of the difficulties pointed out repeatedly by the Delhi Transport Corporation in recruiting Scheduled Castes and Scheduled Tribes is the non-availability of suitable Scheduled Castes/Tribes candidates. In this connection the Committee would like to point out that the Government of India orders have provided that in cases where the requisite number of Scheduled Castes/Scheduled Tribes candidates fulfilling even the relaxed standards admissible in their cases are not available to fill the vacancies reserved for them in non-technical and quasi-technical Class III and Class IV services/posts requiring to be filled by direct recruitment otherwise than by written examination, the selecting authorities should to the extent of the vacancies reserved for Scheduled Castes/Scheduled Tribes select for appointment the best among the Scheduled Caste/Tribe candidates who fulfil the minimum educational qualifications laid down in the notice for recruitment or advertisement. In order to bring such candidates to the minimum standard necessary for the posts and for the maintenance of efficiency of administration they should be given in-service training. The Committee fail to understand why the instructions contained in the Government of India orders were not given effect to in regard to recruitment of Drivers and Conductors for which there is heavy shortfall in the number of Scheduled Castes and Scheduled Tribes. It is not enough if only in the case of typists in service training is given. As a matter of fact, such training should embrace other categories of functionaries like clerks, conductors, drivers and store staff, etc.

Reply of Government

The Committee has pointed out heavy short-fall in the categories of Drivers and Conductors. Efforts have been made to complete the quota reserved in the categories of Drivers and Conductors by resorting to special recruitment from Scheduled Caste/Scheduled Tribe communities. In the case of Drivers the main difficulty of the Corporation is that the drivers with valid heavy driving licence and

experience are not available. Separate advertisements are now released in the Press inviting applications for the posts of Driver and Conductor from the candidates belonging to Scheduled Caste/Scheduled Tribe communities only and interviews are held with relaxed standard exclusively in order to complete the representation of these communities.

[Ministry of Shipping and Transport O.M. TGD (141)/76, dated 4-11-77.]

Comments of the Committee

"The Committee would like to be apprised of the action Taken in regard to providing in service Training to the categories of functionaries like conductors, drivers, store staff etc. in the Delhi Transport Corporation."

Recommendation (Sl. No. 17 para No. 78)

In regard to issuance of permits for mini-buses the Committee note that reservations to the extent of 15 per cent for Scheduled Castes exist in regard to that part of the scheme where permits for mini-buses are given with an element of financial assistance. The Committee would urge that reservations should also be provided for the second part of the scheme where no financial assistance is given.

Reply of Government

The Directorate of Transport, Delhi Administration implemented two schemes for the allotment of mini-buses. In the first scheme, 10 per cent of the total amount is admissible as Government margin whereas in the second scheme no margin money is provided. Reservation has been provided for Scheduled Caste/Scheduled Tribe in both these scheme.

Under the first scheme 50 mini buses were to be given out of which seven were reserved for Scheduled Caste/Scheduled Tribes and six of them have already put their buses on the road.

Under the second scheme 200 mini-buses were to be allotted. 30 permits were reserved for scheduled castes/scheduled tribes and five of them have put their buses on road. Out of the remaining 25, fifteen allottees are making financial arrangements and it is expected that these buses will be on the road within the next 1 to 2 months. The matter in respect of remaining 10 buses is under consideration of Delhi Administration in consultation with DTC.

[Ministry of Shipping and Transport O.M. TGD (141)/76, dated 4-11-77]

Comments of the Committee

"The Committee would like to know the latest position with regard to the allotment of 25 mini-buses which have been reserved for Scheduled Castes and Scheduled Tribes."

Recommendation (Sl. No. 19 Para No. 80)

The Committee would also like the Delhi Transport Corporation to provide for reservations for Scheduled Castes and Scheduled Tribes to the extent of at least 5 per cent in the staff quarters which have been constructed for industrial and other workers of the Corporation.

Reply of Government

The Corporation has 480 staff quarters in all. Out of which, 29 have been allotted to persons belonging to these communities. The percentage indicated by the Parliamentary Committee has not only been already achieved but even exceeded.

[Ministry of Shipping and Transport O.M. No. TGD (141)/76, dated
4-11-77]

Comments of the Committee

"The Committee would like to know the break up of allotment of 480 staff quarters to the various categories of staff in the Delhi Transport Corporation."

CHAPTER IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLY OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. No. 3 para No. 64)

The Committee would also like that a separate Cell should be set up in the Ministry of Shipping and Transport under the charge of a senior officer to ensure that the reservation orders in favour of Scheduled Castes/Scheduled Tribes are promptly and effectively implemented by the Delhi Transport Corporation.

Reply of Government

The recommendation has been carefully examined by Government. It is felt that a separate cell to ensure the implementation of the reservation orders for Scheduled Castes and Scheduled Tribes in DTC alone would not be justified. It has been decided to allot the entire work relating to DTC in the Ministry of Shipping and Transport including implementation of the orders of reservation for Scheduled Castes and Scheduled Tribes in posts under the Corporation to one Assistant by suitable readjustment of work among all dealing hands in the concerned section. Deputy Secretary (Transport) in the Ministry will keep close and continuous watch over this matter. It is expected that, under this arrangement, it will be possible to oversee that the reservation orders are strictly followed by the DTC.

[Ministry of Shipping and Transport O.M. No. TGD(141)/76,
dated 4-11-77]

Comments of the Committee

Please see Chapter I (Para 1.2)

NEW DELHI;

RAM DHAN,

27, January, 1978

Chairman,

7, Magha, 1899 (S).

Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

APPENDIX

(Vide Para of Introduction)

Analysis of the Action Taken by Government of recommendation contained in the Fifty-eighth Report (Fifth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

I.	Total Number of recommendations	19
II.	Recommendations/Observations that have been accepted by Government (<i>Vide</i> recommendations at Sl. Nos. 1 (Para 62), 2 (Para 63), 4 (Para 65), 5 (Para 66), 12 (Para 73), 16 (Para 77) and 18 (Para 79)	
	Number	7
	Percentage to total	36.80
III.	Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies (<i>Vide</i> recommendations at Sl. Nos. 6 (Para 67), 7 (Para 67), 8 (Para 69), 9 (Para 70), 10 (Para 71), 11 (Para 72), 13 (Para 74), 14 (Para 75), 15 (Para 76), 17 (Para 78) and 19 (Para 80)	
	Number	11
	Percentage to total	57.90
IV.	Recommendation in respect of which reply of Government has not been accepted by the Committee and which require reiteration (<i>Vide</i> recommendation at Sl. No. 3 (Para 64)	
	Number	1
	Percentage to total	5.30

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