

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

**(SIXTH LOK SABHA)**

**TWENTY-SECOND REPORT**

**MINISTRY OF AGRICULTURE AND IRRIGATION**  
**(Department of Food)**

**Reservations for and employment of, Scheduled  
Castes and Scheduled Tribes in the Food Corporation  
of India.**



*Presented to Lok Sabha on 28-4-1978  
Laid in Rajya Sabha on 28-4-1978*

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to the

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<u>Page</u>	<u>Para</u>	<u>Line</u>	<u>Correction</u>
2	1.4	7	<u>Insert</u> making <u>after</u> while
10	2, 14	3	<u>For</u> officers <u>read</u> offices
		(from bottom)	
11	-	4	<u>For</u> hould <u>read</u> should
		8	<u>Delete</u> for training <u>after</u> refresher courses.
	2.16	4	<u>For</u> stated <u>read</u> started
16	3.6	5	<u>Insert</u> there <u>after</u> where
17	-	15	<u>Against</u> North Zone under column 4 put * at figure 16.
24	-	<u>For</u> line 5, <u>read</u> "and Scheduled Tribes, posts in the same class and carrying similar"	
41	-	9	<u>For</u> rereservation <u>read</u> derereservation
		(from bottom)	
44	-	3	<u>For</u> V <u>read</u> IV
45	3.85	-	In Table under year 1974, Category IV <u>For</u> NIL <u>read</u> 1 under Column 3.
50			In Table under Category III against Head Office <u>For</u> 23 <u>read</u> 37 under Column 8 and <u>For</u> 37 <u>read</u> 27 under Column 11 Under Category IV, against South Zone <u>For</u> 804 <u>read</u> 805 under Column 7 and <u>against</u> North Zone <u>For</u> 230 <u>read</u> 2130 under Column 8.
71	Under Col.2	7	<u>For</u> 24.3.35 <u>read</u> 24.3.65
	" "	(2) 2	<u>For</u> 16/2/68-Estt(C) <u>read</u> 16/2/67-Estt(C)
	" "	3(ii) 1	<u>For</u> Iner <u>read</u> Later
72	" "	"5(i) 6	<u>For</u> one Standing higher than <u>read</u> one grading higher than
83	Against Orissa,	under Col. 4,	<u>For</u> nil <u>read</u> 1; and
	<del>Against Total</del>	under column 4,	<u>For</u> 2 <u>read</u> 3.
107	2.13	3	<u>Insert</u> and <u>after</u> employees.
		(from bottom)	
115		4	<u>For</u> extent <u>read</u> extant
119		11	<u>For</u> extent <u>read</u> extant
121	4.20	5	<u>Insert</u> In <u>after</u> the North Zone
125		6	<u>For</u> officers <u>read</u> offices.

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

Shri Ram Dhan—*Chairman*

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

23. Shri S. Kumaran
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SECRETARIAT

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

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

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\*\*Ceased to be Members of the Committee on their retirement from Rajya Sabha w.e.f. 9th April, 1978 .

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present the Twenty-second Report (Sixth Lok Sabha) on the Ministry of Agriculture and Irrigation (Department of Food)-Reservations for, and Employment of Scheduled Castes and Scheduled Tribes in the Food Corporation of India.

2. The Committee took the evidence of the representatives of the Ministry of Agriculture and Irrigation (Department of Food) and of the Food Corporation of India from the 7th to 9th February, 1978. The Committee wish to express their thanks to the Secretary and other officers of the Ministry of Agriculture and Irrigation (Department of Food) and also officers of the Food Corporation of India for placing before the Committee material and information they wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 13th April, 1978.

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

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

NEW DELHI;

April 14, 1978

Chaitra 24, 1900 (S)

RAM DHAN,  
Chairman,

Committee on the Welfare of

Scheduled Castes and Scheduled  
Tribes.



## CHAPTER I

### INTRODUCTORY

#### A. Organisational Set up

The Food Corporation of India is an autonomous body established under the Food Corporations Act, 1964. It was set up on the 1st January, 1965. The general superintendence, direction and management of the affairs and business of the Corporation vest in the Board of Directors which may exercise all such powers and do all such acts and things as may be exercised or done by the Corporation, under the Act. The Board of Directors are guided by such instructions on questions of policy as may be given to it by the Central Government from time to time.

1.2. The Regional Managers, Joint Manager (Port Operations) and Zonal Managers are personally responsible for strict compliance of the orders relating to reservations for Scheduled Castes and Scheduled Tribes in the Regions, Port Offices and Zonal Offices and have to report the progress of the implementation of the orders to the Personnel Manager of the Corporation in accordance with the instructions that may be issued by him from time to time in this regard. The Personnel Manager has to keep the Managing Director and the Chairman informed of the progress of implementation of these orders.

1.3. When the Committee enquired as to whether there was any Scheduled Caste or Scheduled Tribe represented on the Board of Directors of the Corporation, the Committee have been informed during the course of evidence that there is no provision in the Food Corporations Act, 1964, to appoint a Director belonging either to Scheduled Caste or to Scheduled Tribe community. There are at present five vacancies in the Board of Directors and the Minister of Agriculture and Irrigation is engaged in the task of filling these vacancies. In the past during the years 1967-68, 1969-70 and 1972-77, persons belonging to Scheduled Castes have been appointed as Directors of the Food Corporation of India. These Directors are appointed by Government. The Appointments Committee of the Cabinet does that on the recommendation made by the Minister of Agriculture and Irrigation. While making recommendations the Minister keeps in mind the necessity to have certain kinds of interests to be represented on the Board.

1.4. The Committee note that there is no specific provision in the Food Corporations Act, 1964 for the appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Board of Directors of the Food Corporation of India though persons belonging to Scheduled Caste Community have been appointed as Directors in the past. The Committee further note that Government keeps in mind various kinds of interests to be represented on the Board while nominations. The Committee hope that while making nominations of Directors to the Board of Directors the interests of Scheduled Castes and Scheduled Tribes will also be kept in mind by Government. The Committee are of the view that there should be at least one Director from amongst the Scheduled Castes and Scheduled Tribes on the Board of Directors of the Food Corporation of India so that the interests of Scheduled Castes and Scheduled Tribes could be properly looked after not only in the services of the Corporation but also in their economic development. The Committee will like the Government to examine the feasibility of making a provision in the said Act for appointment of a Scheduled Caste or a Scheduled Tribe Director on the Board of Directors to give it a statutory footing. ..

#### B. Role of the Department of Food

1.5. Section 45 of the Food Corporation Act, 1964 provides that the Food Corporation of India with the previous sanction of the Central Government may make regulations not inconsistent with the provisions of this Act and the Rules made thereunder. Regulation 11 of the Food Corporation of India (Staff) Regulation, 1971, which provides reservation for Scheduled Castes and Scheduled Tribes and other categories in the services under the Corporation reads as follows:—

“In making appointments in the services of the Corporation, reservations and other concessions would be provided to Scheduled Castes, Scheduled Tribes and other category of persons as directed by the Government of India from time to time. The Managing Director may issue detailed administrative instructions accordingly.”

1.6. The Committee have been informed that the Department of Food circulates the orders and instructions issued by the Government of India relating to reservations for Scheduled Castes and Scheduled Tribes to the Food Corporation of India and information received from the Corporation is consolidated and forwarded to the

Bureau of Public Enterprises. Any irregularity/deficiency pointed out by the Department of Food and by the Bureau of Public Enterprises is again referred to the Food Corporation of India and needful got done to the satisfaction of the Bureau of Public Enterprises.

1.7. During the course of evidence, the Secretary of the Department of Food has stated as regards the role of the Department of Food as follows:—

“So far as the Department of Food is concerned, since the Corporation in a autonomous body we do not exercise day-to-day check or control over its operations. With regard to this particular aspect, the Food Department oversees what the Food Corporation does, by calling for returns from the Corporation at periodic intervals and scrutinising the returns to check whether the policy instructions issued by the Government are properly implemented or not. Now, for this purpose, the Food Corporation sends two annual statements indicating the total number of employees and the number of Scheduled Castes and Scheduled Tribes among them as on 1st January of each year and another statement showing the number of reserved vacancies filled by members of the Scheduled Castes and Scheduled Tribes each year. The Department of Food scrutinises these statements and if we find that there is anything that ought to be done in regard to Government instructions which has not been done the Department of Food points it out to the Food Corporation so that the necessary corrective action may be taken. In addition, there is a quarterly statement showing the number of posts which are dereserved and these statements are also scrutinised in the Department of Food. Here also we pass on the comments to the Food Corporation when we find that something which should not have been done, has been done or something which ought to have been done has not been done and then the Corporation takes the necessary corrective action. So, this is broadly the kind of check that the Department of Food exercises on the Food Corporation in these matters.”

1.8. Asked whether all orders/instructions relating to reservations for Scheduled Castes and Scheduled Tribes issued from time to time by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms/Bureau of Public Enterprises have been adopted *in toto* by the Food Corporation of India, the Secretary,

Department of Food, during the course of evidence, has stated that the various orders and instructions issued by the Central Government and passed on by the Bureau of Public Enterprises have been adopted by the Food Corporation of India as and when issued. Whenever subsequent instructions are issued by the Bureau of Public Enterprises, these are also communicated to the Food Corporation of India and it further communicates to the respective offices in the field.

1.9. The Chairman, Food Corporation of India has further stated:—

“Every instruction issued by the Government has been adopted by the Corporation. Instructions have been given for the implementation of these order. They are also being followed up from time to time. Check is being carried out to ensure that they are properly carried out. In certain cases, there can be wrong interpretation or slow implementation of certain instructions. When any case comes to our notice, we go into it. As far as I know there is no deliberate case of non-implementation.”

1.10. The Committee note that a provision has been made in the Food Corporation of India (Staff) Regulations, 1971 that in making appointments in the services of the Food Corporation of India, reservations and other concessions would be provided to Scheduled Castes and Scheduled Tribes as directed by the Central Government from time to time and, according to the Chairman, Food Corporation of India, all instructions issued by the Ministry of Home Affairs|Department of Personnel and Administrative Reforms|Bureau of Public Enterprises in this regard have been adopted by the Corporation. The Committee desire that the Food Corporation of India should not only adopt but also implement in toto all the orders and instructions regarding reservations and other concessions/relaxations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time including those relating to promotion etc.

1.11. The Committee while conceding that the Corporation being an autonomous body, the Department of Food do not exercise day-to-day check or control over its operations, would nevertheless like to emphasise that the Department of Food should keep a careful and continuous watch to oversee that the reservation orders are not only adopted but implemented in letter and spirit by the Corporation and all its field organisations.

## CHAPTER II

### RESERVATIONS

#### A. Adoption|Implementation of Reservation Orders

2.1. It has been stated in a written note submitted to the Committee by the Department of Food that the orders regarding provision of reservations for Scheduled Castes and Scheduled Tribes in direct recruitment in the Food Corporation of India were issued in July, 1965 *vide* Circular No. 3 (8) |65-Rules dated the 1st July, 1965. and Circular No. 3 (8) |65-Rules dated the 18th August, 1965. Orders regarding reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion were issued on the 1th August, 1969 *vide* Circular No. 3 (8) |65-Rules 18th August, 1969. All the orders and instructions issued by the Ministry of Home Affairs, Bureau of Public Enterprises and Department of Personnel and Administrative Reforms received direct or through the Department of Food have been adopted in the Food Corporation of India *in toto* from the date as shown in *Appendix I*.

2.2. As regards the percentages of reservation made by the Food Corporation of India in favour of Scheduled Castes and Scheduled Tribes, it has been stated as follows:—

	Scheduled Castes	Scheduled Tribes
<b>(a) Posts filled by direct recruitment</b>		
(i) Direct recruitment on an all India basis by means of open competitive test . . . . .	15%	7½%
(ii) Direct recruitment on all India basis otherwise than at (i) above . . . . .	16½%	7½%
(iii) Direct recruitment to Category II, III and IV posts normally attracting candidates from a locality or a region	As per prescribed points for different States in 100-point Roster.	
<b>(b) Posts filled by promotion</b>		
(i) Posts filled by promotion through limited departmental competitive examination within or to Category II, III and IV in which the element of direct recruitment, if any, does not exceed 66⅔% . . . . .	15%	7½%

	Scheduled Castes	Scheduled Tribes
(ii) Posts filled by promotion made in the basis of seniority subject to fitness in appointments to Category III and IV posts in which element of direct recruitment, if any, does not exceed 66 $\frac{2}{3}$ % . . . . .	15%	7 $\frac{1}{2}$ %
(iii) Posts filled by promotion made by selection from Category III to II, and from Category II to the lowest rung in Category I in which the element of direct recruitment, if any, does not exceed 66 $\frac{2}{3}$ % . . . . .	15%	7 $\frac{1}{2}$ %
(c) Posts filled by temporary appointment for 45 days or more.		

Reservations do not apply when the vacancies are filled up by temporary appointment of less than 45 days duration.

(b) Reservations 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 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.

In reply to a question, the Chairman, Food Corporation of India has stated during the course of evidence, that the procedure adopted in regard to confirmation by the Corporation is different as confirmation does not depend on the availability of vacancies. After a period of probation of one one year, if the record of an official is satisfactory, he is confirmed. In some cases, the probation is extended to another year. There is no question of Scheduled Caste/Tribe candidates being overlooked. They are confirmed after a period of one year.

2.3. In this connection, the Secretary, Department of Food has further stated:

“The correct position in the Food Corporation is that there is nothing like giving confirmation after a person is taken. After a person is taken, he is put on probation initially for one year. Once the probation is completed, he is declared regular and it happens both for promotion as well as confirmation.”

In reply to a further question, the Secretary, Department of Food has stated that even if the probation period is extended in the

case of a particular person, his seniority will not be affected in the case of promotion or in confirmation.

2.4. Although the Committee have been informed that all orders and instructions issued by the Ministry of Home Affairs|Bureau of Public Enterprises| Department of Personnel and Administrative Reforms received either direct or through the Department of Food are being followed in the Food Corporation of India, the Committee are surprised to note from the material supplied by the Food Corporation of India (Vide Appendix I) that none of the orders on reservations issued by the Ministry of Home Affairs|Department of Personnel and Administrative Reforms|Bureau of Public Enterprises after the 19th October, 1974, has been received in the Food Corporation of India. In the circumstances the Committee cannot but deplore that there has been laxity in the Department of Food in sending copies of such orders to the Food Corporation of India or the Food Corporation of India has not ensured its proper collation at their end. Be that as it may, the co-ordination machinery both in the Department of Food and in the Food Corporation of India requires to be streamlined and strengthened. The Committee would like that the Deputy Secretary nominated as Liaison Officer in the Department of Food should ensure prompt communication and proper implementation of all the orders issued from time to time for reservations and other concessions|relaxations admissible to Scheduled Castes and Scheduled Tribes.

#### B. Liaison Officer/Cell

2.5. It has been stated in a written note submitted to the Committee that Liaison Officers have been nominated in the Head Zonal Regional Offices of the Food Corporation of India with effect from the 25th March, 1971 as under:—

Head Office	. . . . .	Joint Manager (Establishment)
Zonal Office	. . . . .	Senior Deputy Manager (Personnel)

Joint Manager (Personnel)

Regional Officers/Joint Manager (Port Officer dealing with administration (Deputy Operations) and other equivalent offices. Regional Manager/Deputy Manager).

These officers are responsible at District level also.

2.6. As regards the functions of Liaison Officers, it has been stated that the Liaison Officers are specifically responsible for—

- (i) ensuring due compliance with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them under this directive;
- (ii) collecting, consolidating and despatching the annual returns relating to representation of Scheduled Castes and Scheduled Tribes;
- (iii) acting as a Liaison Officer between his office and the Head Office for supply of other information, answering questions and queries and clearing doubts in regard to matters concerned with these orders;
- (iv) conducting annual inspection of the rosters maintained in the enterprises with a view to ensuring proper implementation of the reservation orders.
- (v) It is ensured that the normal administrative inspections which are carried out periodically give assessment of the performance of the enterprises in the matter of strict observance of orders regarding the reservation for Scheduled Castes and Scheduled Tribes and in filling vacancies reserved for these communities. The form of administrative inspections prescribed, if any, also includes columns for giving assessment of the performance of the enterprise in the matter referred to above.

2.7. The Committee desired to know why in-charge of the administration in the Food Corporation of India (Head Office) has not been appointed as Liaison Officer to watch the interests of Scheduled Caste and Scheduled Tribe employees. The Chairman, Food Corporation of India has stated, during the course of evidence, that the administration is under the direct control of the Managing Director, then comes the Chief Commercial Manager, the Personnel Manager and below him, there are other officers. In the case of Liaison Officers, a certain quantum of work is required to be done and it is felt that a Joint Manager, who is a fairly Senior Officer, is an appropriate person who can handle the work. If a Senior Officer is designated, he would have to get work done by some other officer under him. He has added that the Joint Manager is considered equivalent to the rank of Deputy Secretary in the Government of India.

2.8. As regards separate Cells under Liaison Officers in the Head Office, Zonal and Regional Offices of the Food Corporation of India to look after the work relating to reservations for Scheduled Castes and Scheduled Tribes, the Chairman, Food Corporation of India, has



stated during the course of evidence that separate Cells have been set up in the Head Office, Zonal Offices and Regional Offices. In the case of Head Office, there are four officials including an Assistant Manager, Assistant Grade I, Assistant Grade II and a typist, who constitute the Cell. Earlier, the Food Corporation of India had not sanctioned separate staff for this purpose in the Zonal and Regional Offices as had been done in the Head Office. Directions have since been issued that the existing staff should be earmarked for dealing with this work. The Chairman, Food Corporation of India has further stated that he will review the position again and effect improvement wherever necessary.

2.9. When asked about the number of Scheduled Castes and Scheduled Tribes among the staff manning the Cell, the Chairman, Food Corporation of India has stated that 'I am told none at the moment\* but I will check up'. In reply to another question, he has stated:

"Till about a few months back, the Joint Manager in-charge of the Cell was a member of the Scheduled Caste. He was there for a number of years. After he retired, the present Joint Manager is not a member of the Scheduled Caste or Scheduled Tribe. These appointments, postings and transfers are made in overall interest having regard to all the factors. I would like to say categorically that we are not taking a view that a member of the Scheduled Caste and Scheduled Tribe, if suitable, should not be appointed."

2.10. During the course of evidence, the Committee have been informed that a Liaison Officer has been appointed in the Department of Food and he is assisted by 'a series of officers'.

2.11. In a written note submitted by the Department of Food, the Committee have been informed that there is no separate Cell in the Department of Food for looking after the work relating to representation of Scheduled Castes and Scheduled Tribes which is being handled by an Assistant in one of the Administration Sections as it was then considered that such staff strength would be adequate. However, with the increase in the work load and keeping in view the necessity for a more detailed scrutiny, the question of setting up a Cell is being examined in consultation with the Work Study Unit.

2.12. When the Secretary, Department of Food, suggested that the Commissioner for Scheduled Castes and Scheduled Tribes might

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\* At the factual verification stage, the Ministry of Agriculture and Irrigation (Department of Food) have stated that out of four Assistants working in the Food Corporation of India Head Office, Liaison Cell, two Assistants belong to Scheduled Caste community.

be requested to hold training classes in various Zones of the Food Corporation of India for training the concerned staff in the maintenance of rosters and proper implementation of relaxations/concessions and other benefits provided to Scheduled Castes and Scheduled Tribes by Government in their orders/instructions issued from time to time, the representative of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes has stated during evidence as follows:—

“We have been pursuing this matter with the Department of Personnel. Now they have agreed. Earlier, they were telling that there was no necessity for refresher course. But now they have agreed and chalked out a programme also in consultation with us and during this year it will be introduced.”

2.13. The Committee note that a Liaison Officer has been appointed in the Department of Food to safeguard the interests of Scheduled Castes and Scheduled Tribes but there is no separate Cell in the Department to look after the work relating to Scheduled Castes and Scheduled Tribes which is being handled by an Assistant in one of the Administration Sections and that the question of setting up a Cell is being examined in consultation with the Work Study Unit. The Committee feel that the Liaison Officer alone would not be able to discharge his duties effectively unless a Cell with adequate staff is set up in the Department of Food to assist him and to watch the implementation of reservation orders and other concessions admissible to Scheduled Caste and Scheduled Tribe employees and also to look into the grievances and complaints of Scheduled Caste and Scheduled Tribe employees.

2.14. The Committee also note that Liaison Officers have been nominated in the Head|Zonal|Regional Offices of the Food Corporation of India and a separate Cell under Liaison Officer has been set up in the Head Office and that separate staff is being earmarked for the Cells in Zonal and Regional Offices of the Corporation to look after the work relating to reservations for Scheduled Castes and Scheduled Tribes. The Committee hope that these Cells have started functioning effectively and that as assured by the Chairman, Food Corporation of India during the course of evidence, he has reviewed the position again in this regard and has taken steps for organisational improvement wherever necessary. The Committee are of the view that mere designating a Liaison Officer and his periodically inspecting the officers and reporting the progress is not enough. What is needed is concerted action on the part of Liaison Officer to ensure due compliance by the appointing authorities with

the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other concessions admissible to them. In order to carry out the duties effectively, it is but essential that he should ensure that the personnel assisting him are conversant with the duties required for proper and effective implementation of reservation orders. The Committee would, therefore, like that the Food Corporation of India should arrange refresher courses for training for training the concerned officers and staff and, if necessary, utilise the services of the office of the Commissioner for Scheduled Castes and Scheduled Tribes for arranging such refresher courses during this year for the training of concerned officers.

### C. Annual Statements

2.15. It has been stated in a written note furnished to the Committee that annual returns|quarterly returns regarding representation of Scheduled Castes and Scheduled Tribes in the Food Corporation of India are submitted to the Department of Food/Bureau of Public Enterprises by the Corporation.

2.16. Asked to state since when the annual statements are being submitted by the Food Corporation of India, the Secretary, Department of Food has stated, during the course of his evidence before the Committee, that reservations in the Food Corporation of India started from 1970 and that organisation started sending annual statements from 1972 as the first statement was due only at the end of 1971. These statements are being sent to the Department of Personnel and Administrative reforms and to the Commissioner for Scheduled Castes and Scheduled Tribes by the Food Corporation of India and to the Bureau of Public Enterprises by the Department of Food.

2.17. In reply to a question, it has been stated that the annual statements for the years 1975 and 1976 were submitted by the Food Corporation of India on the 8th April, 1976 and 30th April, 1977 respectively. On their scrutiny, the discrepancies pointed out by the Department of Food related *inter-alia* to:—

- (i) the percentage of reservation actually made being less than the percentage prescribed;
- (ii) vacancies having been filled without being notified;
- (iii) figures in the statements not tallying with those given in the appreciation reports; and
- (iv) asking reasons for showing the reservations as having lapsed.

2.18. It has also been stated that on receipt of details of the discrepancies noticed by the Department of Food in the annual returns for the year 1975 and 1976, submitted by the Food Corporation of India, the matter was taken up by the Corporation with the concerned Zonal Managers and the discrepancies so pointed out were got rectified and the Department of Food was intimated accordingly.

2.19. When enquired whether the details given in the annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of Food Corporation of India were published in the Annual Reports of the Food Corporation of India/Department of Food, the Secretary, Department of Food has stated that instructions to publish this information in the annual reports were issued by the Department of Personnel and Administrative Reforms on the 7th June, 1977 and in the next report of the Department of Food, these details will be included.

2.20. The Committee regret to note that annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of the Food Corporation of India for the years 1975 and 1976 were submitted by the Food Corporation to the Department of Food on the 8th April, 1976 and 30th April, 1977 respectively, although these should have been sent to them latest by the 1st March every year as laid down in the Department of Personnel and Administrative Reforms O.M. No. 17/3/70-Estt(SCT), dated the 1st January, 1972. The Committee feel that the very purpose of submitting these annual statements gets defeated if these statements are not submitted in time. The Committee would, therefore, impress upon the Food Corporation of India that these statements are submitted to the Ministry of Agriculture and Irrigation (Department of Food) in time. Failure to submit these statements in time should be regarded as a serious lapse on the part of concerned officers.

2.21. The Committee would also like to suggest that these annual statements, on receipt by the Department of Food should be critically examined and analysed so that prompt and effective measures are taken to remove the deficiencies noticed. The Department of Food should also ensure that these statements are submitted by them to the Bureau of Public Enterprises latest by the 31st March every year as laid down in this regard.

2.22. The Committee also note that a note on the recruitment, promotion, dereservation of vacancies and supersession of Scheduled Caste and Scheduled Tribe employees in the Food Corpora-

tion of India during the year 1977 will be published in the Annual Report of the Department of Food from this year onwards. The Committee desire that such statistics should also be published in the Annual Report of the Food Corporation of India from this year onwards.

## CHAPTER III

### RECRUITMENT AND PROMOTIONS

#### A. Recruitment Procedure

3.1. The Committee have been informed that the following procedure is followed in the Food Corporation of India in the case of direct recruitment to different categories of posts:—

(a) *Category I and II Posts:*

- (i) The appointing authority notifies the vacancies to the Regional Employment Exchange concerned. At the same time, it arranges or causes to be arranged for the issue of advertisement in a few prominent newspapers having all India circulation. It is stipulated in such advertisements that other things being equal, preference will be given to candidates registered with the Employment Exchanges.
- (ii) All applications received are scrutinised and the candidates *prima facie* suitable are called for interview. Interviews are held by Selection Boards duly constituted from time to time for different categories of posts. The Selection Board draws up a panel of candidates fit for selection and furnishes it to the appointing authority together with its recommendations in the order of merit. The number of persons on the panel is generally one and a half times the number of vacancies and the panel remains valid for the year from the date it is drawn up. The appointing authority ordinarily makes appointments in accordance with the list prepared by the Selection Board but where any appointing authority does not agree with the recommendations of the Board, it records its reasons in writing for disagreeing with the recommendations and passes such orders as it deems fit.

(b) *Category III and IV Posts:*

The vacancies are notified to the Employment Exchanges having jurisdiction over the Unit of appointment. If the Employment Exchanges furnish a non-availability certificate, the appointing authority arranges for the issue of an advertisement in a prominent

newspaper or newspapers circulating in the Region covered by the Unit of appointment.

All applications received are considered and suitable candidates called for interview. Final selection is made on the basis of interview or after holding a test, wherever such a test is considered necessary or appropriate, having regard to the nature of the post, provided that the employees serving under the Central/State Governments and Public Sector Undertakings whose applications are received through proper channel and the surplus employees of the Central/State Governments shall also be eligible to be considered for appointment against direct recruitment vacancies alongwith the nominees of the Employment Exchange. Such of the employees who are recruited on daily-rate basis for periods of less than 3 months or on purely temporary basis and whose services have been retained after allowing periodical breaks are also eligible to be considered for appointment against direct recruitment alongwith candidates sponsored by the respective employment exchanges.

3.2. As regards the newspapers in which the advertisements for recruitment are published by the Food Corporation of India, the Secretary, Department of Food has stated during the course of evidence as follows:—

“We will give you the list of papers. For all India posts, they advertise in Indian Express, Hindustan Times, Statesman, Tribune, National Herald, Hindu, Deccan Chronicle, Indian Nation, Assam Tribune, Amrit Bazar Patrika and Employment News. For the regions there is a bigger list.”

In a written note furnished to the Committee, the details of newspapers in which recruitment advertisements are to be given by the Food Corporation of India is at Appendix II.

3.3. When the Committee pointed out that there is not a single Urdu newspaper in the list, the Chairman of the Food Corporation of India has stated as follows:—

“We will check up and we will rectify this. I agree that in Punjab, Haryana and U.P. everybody reads Urdu newspaper.”

3.4. Asked whether the vacancies reserved for Scheduled Castes and Scheduled Tribes are also announced on the All India Radio, the Chairman, Food Corporation of India has stated during evidence “To our knowledge, this sort of thing is not done”.

3.5. The Committee enquired whether the Department of Social Welfare of the concerned State Government is approached when sufficient number of Scheduled Caste and Scheduled Tribe candidates are not available from the Employment Exchanges, the Secretary, Department of Food has stated during evidence that there has been no practice of writing to the Department of Social Welfare of the concerned State Government. But they have no objection in writing to the Department of Social Welfare of the concerned State if they can help.

3.6. The Committee enquired whether Employment Exchanges in other regions are contacted if Scheduled Tribe candidates were not available in a concerned Employment Exchange. The Secretary, Department of Food has stated during the course of evidence that in a State where is a good population of Scheduled Tribes, even if the Employment Exchange is not able to sponsor candidates, the vacancies are advertised in the local newspapers and the Scheduled Castes and Scheduled Tribes organisations are contacted to publicise in this regard.

3.7. In reply to a question, the Chairman, Food Corporation of India, during the course of evidence has stated that normally one month's notice is given to the Employment Exchanges to sponsor suitable Scheduled Caste/Scheduled Tribe candidates. The number of vacancies reserved for Scheduled Castes and Scheduled Tribes is also normally indicated in the demands placed with the Employment Exchanges. The reasons for rejection of Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges are not communicated to them. They are, however, given particulars of the candidates selected.

3.8. In reply to a further question, the Secretary, Department of Food has stated that if the local Employment Exchange is unable to sponsor any suitable candidate, the Food Corporation of India refer the vacancies to the Director General of Employment Exchange, New Delhi. When asked to give details about the number of cases in which reference was made to the Director General, Employment Exchange, New Delhi for nominating the Scheduled Caste and Scheduled Tribe candidates after the issue of non-availability certificates by local Employment Exchanges during last three years i.e. 1975 to 1977 in respect of category-III



and IV posts, the Food Corporation of India, has given the following figures:

Year	No. of cases referred	No. of persons sponsored			No. of persons selected		
		S.C.	S.T.	Total	S.C.	S.T.	Total
1	2	3	4	5	6	7	8
<b>1975</b>							
East Zone	}	Nil					
North Zone							
South Zone							
West Zone							
Head Office							
<b>1976</b>							
East Zone	..	..	..	..	..	..	..
North Zone	1	..	16	16	..	..	..
South Zone	1	..	..	..	..	..	..
West Zone	1	..	..	..	..	..	..
Head Office	..	..	..	..	..	..	..
TOTAL	3	..	16	16	..	..	..
<b>1977</b>							
East Zone	..	..	..	..	..	..	..
North Zone	5	103	4**	107	4	..	4
South Zone	1	..	..	..	..	..	..
West Zone	1	..	..	..	..	..	..
Head Office	..	..	..	..	..	..	..
TOTAL	7	103	4	107	4	..	4

\*All the 16 candidates were called for interview but none attended.

\*\*All the 4 Scheduled Tribe candidates were called for interview but they did not turn up.

3.9. Explaining the procedure for screening of applications, the Personnel Manager of the Food Corporation of India has stated, during the course of evidence, as follows:—

“For quite a number of posts, the number of applications received is too large. There is a ratio to be maintained between the number of vacancies and the number called. Suppose there are 5 vacancies and 500 applications, it may not be possible to call 400 applicants who fulfil the minimum qualification. If we know that such and such a number of people fulfil the minimum qualifications, say a degree, we find out who are the first class graduates. For 5 vacancies we have to call 50 candidates. normally it is so. We find out the best 50 out of the applicants. We screen them. In almost all cases, we pay the fare for coming for interview, and for going back. How can we pay fare and call 500 candidates?”

3.10. The Secretary, Department of Food has added that this happens only when the number of applications is disproportionately large, compared to the number of vacancies. In regard to the Scheduled Caste and Scheduled Tribe candidates, this situation never arose.

3.11. As regards the verification of caste Certificates, the Chairman of the Corporation has informed the Committee during the course of evidence that eligibility certificates of Scheduled Caste and Scheduled Tribe candidates are being verified in terms of instructions contained in the Ministry of Home Affairs Office Memorandum No. BC-12025/2/76-SCT-I., dated the 22nd March, 1977. He has also stated that the following two complaints in this regard have so far been received:

- (1) Shri A. K. Kayal, General Secretary, All India Scheduled Castes/Scheduled Tribes Government Employees' Co-ordination Council addressed a letter to the Secretary to the Government of India, Ministry of Home Affairs, complaining that Shri N. K. Dey had furnished a false Scheduled Caste Certificate and on that basis he had been appointed as Senior Assistant Manager in the Food Corporation of India and posted at Calcutta (Now working as Deputy Manager in Regional Office, Lucknow). This complaint was received through the Commissioner for Scheduled Castes and Scheduled Tribes *vide* his letter No. 1|Agri|S|C|173|76-SUI, dated 23rd July, 1977. The case was examined and handed over to the CBI. It is still with the CBI and no report has been received so far. However, the CBI has been reminded by the Vigilance Division and the report is still awaited.
- (2) On receipt of an anonymous complaint against Shri Hiralal Halder, Watchman and his brother Shri Jawaharlal Halder, Messenger about inconsistent declarations as to their caste in the application, Deputy Zonal Manager ordered to hand over the case to Zonal Vigilance Wing for investigation. Investigation revealed that Shri Hiralal Halder declared on 11th November, 1976 in his attestation form as a member of the Scheduled Caste in support of which he had produced the Scheduled Caste certificate of the Additional District Magistrate in his Memorandum No. 4165 TWF dated 2nd February, 1973, Shri Jawaharlal Halder, elder brother of Hiralal Halder,

however, gave a declaration on 15th February, 1972 stating that he was not a member of the Scheduled Caste community. Further enquiry has revealed that the Scheduled Caste Certificate purported to have been granted by the then Additional Magistrate, 24-Parganas, under Memorandum No. 4165/TWF dated 2nd February, 1973 in favour of Hiralal Halder, Watchman was a false one and it has also revealed that under the aforesaid Memorandum, a Scheduled Caste certificate was issued to one Shanker Kumar Naskar. Official confirmation of the aforesaid fact was received from Shri S. C. Majumdar, West Bengal Civil Service, Special Officer, Scheduled Caste and Scheduled Tribe Welfare Department of West Bengal. On receipt of above confirmation, Shri Hiralal Halder, Watchman who was then under probation period, has been discharged from service, after 7 days' notice.

3.12. Asked about the action taken against the persons who get employment in the Food Corporation of India by producing a false certificate of caste, the Secretary, Department of Food has stated during the course of evidence that if the certificate is proved false, the person concerned will lose his job.

3.13. The Committee note the procedure being followed for recruitment to various categories of posts in the Food Corporation of India. The Committee suggest that in order to give wider publicity to the vacancies reserved for Scheduled Castes and Scheduled Tribes, advertisements for vacancies in Category I and II posts should be issued in all important newspapers published from all regions in the country omitting the stipulation that preference will be given to candidates registered with the Employment Exchanges' and for Category III and IV posts, advertisements for vacancies reserved for Scheduled Castes and Scheduled Tribes should be published in all the prominent regional/local newspapers issued in the main regional languages of that area. All such advertisements should also be published in the "Employment News" and "Rozgaar Samachar".

3.14. The Committee also desire that list of newspapers in which recruitment advertisements are issued by the Food Corporation of India may be reviewed in consultation with the Ministry of Home Affairs/Directorate of Advertising and Visual Publicity so that all recruitment advertisements are included in all the prominent newspapers in all regional languages so that Scheduled Caste and Scheduled Tribe people living in remote areas could also apply.

3.15. The Committee observe from the list of daily newspapers obtained by the Food Corporation of India from the Directorate of Advertising and Visual Publicity, Ministry of Information and Broadcasting that it does not include any Urdu newspaper although a large population in the North India reads Urdu newspapers. The Committee, therefore, suggest that the Food Corporation of India, while reviewing the list of newspapers as suggested above, should examine the feasibility of including prominent daily newspapers published in Urdu in the list of daily newspapers and issue their recruitment advertisements in those papers also to enable the Urdu-knowing people to know about the vacancies reserved for Scheduled Castes and Scheduled Tribes.

3.16. The Committee would also suggest that specific number of posts reserved for Scheduled Castes and Scheduled Tribes respectively and also the concessions/relaxations available to them should invariably be mentioned in each advertisement. The object of indicating the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and concessions/relaxations available to the candidates belonging to Scheduled Castes and Scheduled Tribes in the notifications to the Employment Exchanges and advertisements in the newspapers is that adequate number of Scheduled Caste and Scheduled Tribe candidates are sponsored by the Employment Exchanges or otherwise apply in response to the recruitment advertisements.

3.17. The Committee further suggest that with a view to giving wider publicity to reserved vacancies and exploring possibility of securing more candidates belonging to Scheduled Castes and Scheduled Tribes, the Food Corporation of India should intimate the reserved vacancies to the Director of Scheduled Caste/Scheduled Tribe Welfare or Director of Social Welfare in the State Union Territory concerned as laid down in the Department of Personnel and Administrative Reforms O.M. No. 36034/2/78-Estt (SCT), dated the 24th February, 1978.

3.18. Copies of all advertisement notices should also simultaneously be sent to the local Scheduled Caste and Scheduled Tribe M.L.As. and M.Ps. and also to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

3.19. The Committee further suggest that the vacancies reserved for Scheduled Castes and Scheduled Tribes should also be advertised through the medium of All India Radio as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36022/4/76-Estt(SCT), dated the 7th August, 1976.

3.20. The Committee are unhappy to note that the Food Corporation of India do not communicate the reasons for rejection of Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges although specific orders have been issued by the Government of India in this regard. The Committee would stress that specific reasons for rejection of Scheduled Caste/Tribe candidates who have been sponsored by the Employment Exchanges should invariably be communicated to the Employment Exchanges in order to enable the Employment Exchanges to sponsor in future the right type of Scheduled Caste and Scheduled Tribe candidates.

#### B. Posts filled by transfer|deputation

3.21. It has been stated in a note furnished to the Committee that the staff of the Regional Directorates of Food were transferred *en bloc* to the Food Corporation of India on 'as is where is' basis along with their work. For this purpose, special statutory provision has also been made in Section 12A of the Food Corporations Act, 1964 providing for the transfer to the Corporation of the staff serving in the Department of Food or any of its subordinate or attached offices and engaged in the performance of those functions which were entrusted to the Corporation. Reservation for Scheduled Castes and Scheduled Tribes have been in force in Government even before the transfer of the staff to the Corporation although they were not applicable to public sector undertakings prior to the end of 1969. Accordingly, officials belonging to Scheduled Castes and Scheduled Tribes were also transferred to Food Corporation of India along with others. The Committee have been informed that the details of Scheduled Castes and Scheduled Tribes staff transferred to the Food Corporation of India are not now available.

3.22. When the Committee enquired about the staff sent on deputation from the Department of Food to the Food Corporation of India, the Secretary, Department of Food has stated during evidence that when the Food Corporation of India was constituted on 1st January, 1965 with its headquarters at Madras, they wanted some persons on deputation for which volunteers were called for from the Department of Food. Those persons who were prepared to go to Madras at a short notice were considered and only two Section Officers and 20 other staff were sent. As regards the question of provision of reservations for Scheduled Castes and Scheduled Tribes in the people sent on deputation, the Secretary, Department of Food has stated that the orders in this regard were

issued in 1967 whereas the persons were sent on deputation in 1965.

3.23. The Committee have also been informed that employees from State Governments have also been taken on deputation in the Food Corporation of India otherwise the State Governments would not allow the Food Corporation to function. In reply to a question, the Committee have been informed that the State Governments are asked to maintain the proportion of Scheduled Caste|Tribe employees while sending their employees on deputation, but ultimately they have to take what the State Governments give. Clarifying the position of persons who have been taken on deputation, the Secretary, Department of Food has Stated as follows:—

“So far as those people who are on deputation from Ministries are concerned, all of them have to go back; they are not retained. So far as the State Governments are concerned, I appreciate the problem but I would like the Committee also to appreciate our problem because, when the Food Corporation goes to work in a particular State, they have more or less to abide by certain conditions laid down by that State. It is a delicate question of Centre-State relations. For example, in West Bengal they took 5000 employees on deputation but when they wanted to return them, the West Bengal Government refused and argument has been going on. A similar argument has been going on in Assam also. I don't think we are that much masters of our destiny as to be able to fight with the State Governments.”

He has further stated that except for employees who had been taken on deputation from West Bengal and a few other States sometime back and also barring posts like that of Regional Managers, etc. where officers belonging to the I.A.S. cadre have been taken, the Food Corporation of India is not taking many people in deputation from States.

3.24. When the Committee pointed out that the Food Corporation of India has recently returned to the Government of Assam a number of employees taken on deputation, 80 per cent of whom belong to the weaker sections and had thus put them to a financial loss, the Secretary, Department of Food has stated as under:—

“Knowing how the top management of the Food Corporation of India functions, I don't think the decision would

have been on the basis that they are Scheduled Castes and Scheduled Tribes. It may be purely a coincidence."

3.25. While explaining the position in this regard, the Chairman of the Corporation has stated during evidence that the State Government have taken away some work from the Food Corporation of India, for doing which work the State Government employees were taken on deputation. Since the work has been taken away from the Food Corporation, the employees are also required to go back.

3.26. The total number of employees who have been taken on deputation from various States by the Food Corporation of India and the number of Scheduled Castes and Scheduled Tribes among them is at Appendix III.

3.27. The Committee are unhappy to note that although a fairly large number of employees have been taken on deputation in the Food Corporation of India, the number of Scheduled Caste and Scheduled Tribe employees among them from the State Government/ Union Territory Administrations is quite insignificant and it is nil from the Central Government Departments. The Committee, no doubt, agree that it is essential for the Food Corporation of India to maintain cordial relations with the State Governments for its smooth functioning, nevertheless the Committee are confident that State Governments are as keen as the Central Government to implement the constitutional provisions relating to reservations for Scheduled Castes and Scheduled Tribes in Services if properly explained to the State Governments and therefore at the time of taking persons on deputation, if the State Governments are apprised of the fact in specific terms, they should apparently have no objection in considering the cases of eligible Scheduled Caste and Scheduled Tribe employees while nominating persons for posts to be filled by deputation or transfer. The Committee would, therefore, stress that, in accordance with the instructions issued by the Department of Personnel and Administrative Reforms vide their O.M. No. 36012/7/77-Estt(SCT), dated the 21st January, 1978, where the number of posts to be filled on deputation is fairly substantial, the Food Corporation of India should ensure that a fair proportion of such posts are filled by employees belonging to Scheduled Castes and Scheduled Tribes.

### C. Grouping of Posts

3.28. In para 2 of Chapter VIII of the Brochure on 'Reservation for Scheduled Castes and Scheduled Tribes in Posts/Services under

the 'Public Enterprises' issued by the Bureau of Public Enterprises it has been provided that in the case of isolated individual posts and small cadres in which vacancies may not occur with sufficient frequency to ensure adequate representation of Scheduled Castes and small cadres in which vacancies may not occur with sufficient status, salary and qualification may be grouped to facilitate the application of the reservation orders. A cadre or a grade or division of service consisting of less than 20 posts may be treated as a small cadre for this purpose. A group so formed should not ordinarily consist of less than 25 posts.

3.29. The Committee desired to know the details about the posts which have been grouped together for the purpose of providing reservations in favour of Scheduled Castes and Scheduled Tribes in the Food Corporation of India. The Committee have been informed, in a written note, that on the basis of the instructions issued by the Bureau of Public Enterprises *vide* their D.O. No. 2(115)|68-DPE(GM) dated the 18th September, 1969, the following grouping of posts for the purpose of providing reservation in favour of Scheduled Castes and Scheduled Tribes in the Food Corporation of India was prescribed *vide Circular* No. 19-1|71-EP, dated the 9th March, 1970:

#### CATEGORY—I

- |               |           |   |
|---------------|-----------|---|
| (i) Group—I   | . . . . . | Posts in the scale of Rs. 700—<br>1250 and above. |
| (ii) Group—II | . . . . . | Posts in the scale of Rs. 400—<br>950.            |

#### CATEGORY—II

- |               |           |   |
|---------------|-----------|---|
| (iii) Group—I | . . . . . | Posts in General Administration<br>Cadre.   |
| (iv) Group—II | . . . . . | Posts in Godown Cadre.  |
| (v) Group—III | . . . . . | Posts in Accounts Cadre.  |
| (vi) Group—IV | . . . . . | Posts in Technical Cadre.   |
| (vii) Group—V | . . . . . | Posts in Movement, Engineering<br>Cadres and other category-II<br>posts (Combined). |

#### CATEGORY—III

- |                |           |   |
|----------------|-----------|---|
| (viii) Group—I | . . . . . | Posts in General Administration<br>Cadre. |
| (ix) Group—II  | . . . . . | Posts in Godown Cadre.                    |



- (x) Group—III . . . . . Posts in Accounts Cadre.
- (xi) Group—IV . . . . . Posts in Technical Cadre.
- (xii) Group—V . . . . . Posts in Movement, Engineering  
Cadres and other Category—  
III posts (Combined).

## CATEGORY—IV

- (xiii) Single Group . . . . . All posts

3.30. The above grouping of posts was revised as shown below *vide* Food Corporation of India Circular dated the 22nd March, 1972:

## CATEGORY—I

- (i) Group—I . . . . . Posts in the scale of Rs. 900—1400  
and above.
- (ii) Group—II . . . . . Posts in the scale of Rs. 700—1250.
- (iii) Group—III . . . . . Posts in the scale of Rs. 400—950  
in the General administration  
Cadre.
- (iv) Group—IV . . . . . Posts in the scale of Rs. 400—950  
in the other Cadres.

## CATEGORY—II

- (v) Group—I . . . . . Posts in General Administration  
Cadre.
- (vi) Group—II . . . . . Posts in Godown Cadre.
- (vii) Group—III . . . . . Posts in Technical Cadre.
- (viii) Group—IV . . . . . Posts in Movement, Engineer-  
ing Cadres & other category—  
II posts (combined).

## CATEGORY—III

- (ix) Group—I . . . . . Posts in General Administration  
Cadre.
- (x) Group—II . . . . . Posts in Godown Cadre.
- (xi) Group—III . . . . . Posts in Technical Cadre.
- (xii) Group—IV . . . . . Posts in Engineering Cadre and  
other category III posts  
(combined).

## CATEGORY—IV

- (xiii) Single Group . . . . . All posts.

3.31. With the revision of scales of pay from 1st January, 1973 in the Food Corporation of India, the grouping of posts has been

further revised *vide* Circular No. 18-2/74-EP, dated the 15th November, 1976, as under:—

CATEGORY—I

- (i) Group—I . . . . . Posts in the scale of Rs. 1200—1700 and above.
- (ii) Group—II . . . . . Posts in the scale of Rs. 1100—1600.
- (iii) Group—III . . . . . Posts in the scale of Rs. 700—1300 in the General Administration Cadre.
- (iv) Group—IV . . . . . Posts in the scale of Rs. 700—1300 in other cadres.

CATEGORY—II

- (v) Group—I . . . . . Posts in General Administration Cadre.
- (vi) Group—II . . . . . Posts in Godown Cadre.
- (vii) Group—III . . . . . Posts in Technical Cadre.
- (viii) Group—IV . . . . . Posts in Movement, Engineering and other Category II posts (combined).

CATEGORY—III

- (ix) Group—I . . . . . Posts in General Administration Cadre.
- (x) Group—II . . . . . Posts in Godown Cadre.
- (xi) Group—III . . . . . Posts in Technical Cadre.
- (xii) Group—IV . . . . . Posts in Engineering Cadre and other Category III posts (combined).

CATEGORY—IV

- (xiii) Single Group . . . . . All Posts.

3.32. The number and date of the orders of the Central Government and the date of receipt of the same in the Food Corporation of India regarding grouping of posts for providing reservation in favour of Scheduled Castes and Scheduled Tribes in the said Corporation as also the date on which approval of the Board of Directors for adopting the grouping in the Corporation was obtained and the

number and date of the orders issued thereon in the Corporation have been stated to be as follows:

Sl. No.	No. and date of Central Govt. communication	Date of receipt in the Corporation	Date on which approval of the Board obtained	Circular No. and date issued giving effect to groupings
1.	BPE's DO No. 2(115)/68-BPE(GM) dated 18-9-69 received along with Deptt. of Food letter No. 20(21)/69-AC dated 29th Sept., 1969.	3-10-1969	17-11-69	No. 14-29/69-AI dated 9th March, 1970 (Effective from 1-1-70)
2.	BPE's OM No. 2(115)/68-BPE(GM) dated 2nd February, 1971 received <i>vide</i> Deptt. of Food letter No. 10-38/69-F.C.C. dated 18th June, 1971.	19-6-1971	Not necessary	No.19-1/71-EP dated 22-3-72 (effective from 2nd February, 1971)
3.	Consequent on revision of scales of pay of employees of the Corporation <i>vide</i> Department of Food letter No. 16-7/75-F.C.I dated 23rd April, 1976.		5th April, 1975 on recommendations of Pay Committee.	No.18-2/74-EP dated 15-11-76 (effective from 1-1-73).

3.33. The Committee has also been informed that the grouping of posts has ensured larger representations of Scheduled Caste and Scheduled Tribe candidates. In other words, had the isolated posts not been grouped in the regular cadres, hardly any reservations could have been made for recruitment of Scheduled Caste and Scheduled Tribe candidates.

3.34. In reply to a question, the Chairman of the Food Corporation of India has stated during evidence that they do not require the approval of the Department of Food or the Department of Personnel and Administrative Reforms for grouping of posts. The Board of Directors is competent to take the decision.

3.35. A Study Team from the Office of the Commissioner for Scheduled Castes and Scheduled Tribes, which visited the Food Corporation of India (Headquarters Office) to study the working of service safeguards provided for Scheduled Castes and Scheduled Tribes in services under the Food Corporation of India, has stated in their Report as follows:—

“It was learnt that there were a number of cadres in each group in each category which have a strength of 20 posts

or more which have been grouped for the purpose of recruitment and promotions. In spite of similar observation made by the study team in 1971, the grouping system was being continued on the same lines. It is suggested that while the rosters maintained up to 1977 may be retained in the present form, rosters for recruitment from 1st January, 1978 may be maintained for each post/cadre having 20 or more posts. While doing so, the carryforward of vacancies in the present combined rosters may be suitably distributed in the relevant new rosters. However, there is no objection to the grouping of isolated posts and small cadres in accordance with the instructions contained in Chapter VI of the Brochure on reservations for Scheduled Castes and Scheduled Tribes in services issued by the Department of Personnel and Administrative Reforms. In regard to posts filled by promotion, the orders of grouping are not applicable and rosters should be maintained separately for each post where reservation orders are applicable."

**3.36. The Committee note that the Food Corporation of India has grouped different posts in each category under their control to ensure larger representation of Scheduled Castes and Scheduled Tribes in the Food Corporation of India. The Committee also note that approval of the Department of Food or the Department of Personnel and Administrative Reforms is not required in such cases and the Board of Directors is competent to take a decision in the matter. The Committee are not aware of the circumstances under which it was not considered necessary to obtain the approval of the Board of Directors while revising the grouping of posts in 1972 while it was done in 1970. The Committee would stress that in all such cases, the approval of the Board of Directors should invariably be obtained.**

**3.37. The Committee are distressed to note that the present grouping system in the Food Corporation of India is being continued in spite of the observations made by the Study Team of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes in this regard in 1971. The Committee feel that the present system of grouping of posts in the Food Corporation of India is working against the interests of Scheduled Caste and Scheduled Tribe employees and desire that the Department of Food should review the procedure of grouping of posts being followed in the Food Corporation of India in consultation with the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises and the**

**Office of the Commissioner for Scheduled Castes and Scheduled Tribes and take such corrective measures as may be necessary.**

#### **D. Concessions/Relaxations**

3.38. The Committee have been informed that the following concessions/relaxations are given to Scheduled Caste and Scheduled Tribe candidates at the time of recruitment:

- (a) Age relaxation by 5 years.
- (b) Interviewing Scheduled Caste and Scheduled Tribe candidates separately and not along with the general candidates.
- (c) Judging Scheduled Caste and Scheduled Tribe candidates by relaxed standards.
- (d) Reduced rate of application fee.
- (e) Scheduled Caste and Scheduled Tribe candidates called for interview for appointment to Categories I and II posts are given a single IInd Class fare from the normal place of residence to the place of interview and back. Candidates called for interview for other posts or for written test for Categories III and IV posts are allowed the lowest class fare by passenger train provided the distance exceeds 50 miles. For road journeys, actual bus fare or road mileage at the lowest rates prescribed for the employees is allowed.

3.39. Asked about the relaxations given to Scheduled Caste and Scheduled Tribe candidates in the appointment of technical posts, the Secretary, Department of Food has stated during the course of evidence as follows:

“A certain minimum qualification is required because these people are engaged in management of foodgrains and they have to deal with insecticides, with poisonous materials and so on and they must have basic qualification. So far as Scheduled Castes and Scheduled Tribes are concerned, we don't insist on first Class. He should have a degree, that is all. We have relaxed the experience part of it and we have taken people even with less of experience. But, the minimum educational qualification is not relaxed. Regarding the length of experience, we have relaxed this in certain cases. The standing instructions are to give the relaxation wherever needed.”

3.40. In this connection, it has been further stated, in a note submitted to the Committee, that of the 15 candidates of Scheduled Castes and Scheduled Tribes who have been recruited to Category-I posts during the years 1974 to 1976, 11 are from Scheduled Castes and 4 from Scheduled Tribes community. Of these, 5 Scheduled Caste and 2 Scheduled Tribe candidates were interviewed and selected after giving them relaxation in experience varying from 2 years to 4 years. As regards Category-II posts, it has been stated that only one candidate from Scheduled Caste community was selected and no relaxation was required in his case as he was possessing the requisite experience.

3.41. Regarding the recruitment to the posts in Categories III and IV, it has been stated that no experience has been prescribed for direct recruitment except in some isolated posts pertaining to Engineering cadre. With this position, the question of relaxing the condition of experience in Categories III and IV does not arise.

3.42. The Committee note the various concessions/relaxations given to Scheduled Castes and Scheduled Tribes while making recruitments for different categories of posts in the Food Corporation of India. The Committee hope that if concerted measures are taken by the Food Corporation of India to implement these concessions/relaxations, both in letter and spirit, they expect the backlog in the representation of Scheduled Castes and Scheduled Tribes in its services could be wiped out in the shortest possible time.

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

#### E. Promotions

3.44. It has been stated in a note furnished to the Committee that in the case of selection posts, promotion is made on the basis of merit, seniority being considered only when the merit of con-

tending candidates is approximately the same. In the case of non-selection posts, promotion is made on the basis of seniority subject to fitness.

3.45. The Chairman, Food Corporation of India has further explained during the course of evidence before the Committee that so far as Categories I and II posts are concerned, promotions are made on the basis of merit and by and large promotions in Categories III and IV posts are made on the basis of seniority-cum-fitness.

3.46. As regards concessions/relaxations given to Scheduled Caste and Scheduled Tribe employees while considering them for promotion, the Committee have been informed as follows:—

- (a) Separate select list is prepared in respect of Scheduled Caste and Scheduled Tribe employees and promotions are effected according to roster Points.
- (b) In case of posts filled by promotion only those reserved community candidates who fall within the zone of consideration are alone considered for employment, as per the rules.

3.47. In reply to a question, the Chairman, Food Corporation of India has stated during the course of evidence that in the case of Scheduled Castes and Scheduled Tribes, if the person is basically fit to hold the higher post, he is promoted whereas in other cases, there is an element of selection like the 'Outstanding' getting preference over 'Good', etc.

3.48. Asked how the zone of consideration for promotion of employees in the various grades is determined, the Chairman of the Corporation has stated during the course of evidence that where the number of vacancies is up to ten, the zone of consideration is five times of the number of vacancies; where the number of vacancies is more than 10 but not more than 30, four times of the number of vacancies subject to a minimum of fifty; where the number is more than 30, the zone of consideration is three times of the number of vacancies subject of a maximum of 120.

3.49. In reply to a question it has also been stated that the present zone of consideration does not stand in the way of Scheduled Caste and Scheduled Tribe employees for their promotion and even in selection posts they are promoted if they are suitable. In the case of Class III and Class IV posts, the promotions are

made on the basis of seniority-cum-fitness and the question of zone of consideration does not arise.

3.50. When the Committee pointed that as per orders of the Ministry of Home Affairs dated the 16th May, 1957, the zone of consideration for promotion should be 5 to 6 times the estimated number of vacancies, the Chairman, Food Corporation of India promised to examine this matter.

3.51. The information showing the total number of employees in different Categories of posts promoted during the years 1974, 1975 and 1976 and the number of Scheduled Castes and Scheduled Tribes among them as furnished by the Food Corporation is at Appendix IV.

3.52. Referring to the statement on promotions submitted by the Food Corporation of India, the Committee desired to know the reasons for a small number of Scheduled Caste and Scheduled Tribe employees among the persons promoted during the years 1974 and 1975. The Secretary, Department of Food has stated during the course of evidence that generally speaking, so far as Category I is concerned, the reservation for the lowest rung of Category I was made applicable in October, 1974. It is only from that date the Food Corporation of India can look into this aspect. The second point is that in making reservations in promotions, so long as the Scheduled Caste and Scheduled Tribe employees are available, they are taken but when sufficient number of Scheduled Caste and Scheduled Tribe employees are not available for promotion with the prescribed length of service, then the percentage of reservation cannot be attained.

3.53. When specifically asked about the reasons for shortfalls in Category II promotional posts, the Secretary, Department of Food has stated as follows:—

“In category III, the bulk of the recruitment was done in 1976, to make up the backlog. For people recruited in 1976, it would be another two or three years before they become eligible for promotion. Normally, the service required is three years. From 1979 onwards, there will be any number of people available for promotion. Till then Scheduled Caste and Scheduled Tribe officials having the required length of service may not be available. But for the purpose of giving promotions, even if a man is



not available within the zone, we keep going down till we got somebody who has the required length of service."

3.54. He has further stated that Category III posts consist of three groups viz., Assistant Grade I, Assistant Grade II and Assistant Grade III and promotion to next category viz. Class II will only be from Assistant Grade I.

3.55. The Committee desired to know the total number of employees promoted in Class III and Class IV posts (in which promotion is made on the basis of seniority subject to fitness) during the last three years and the number of Scheduled Caste and Scheduled Tribe employees among them and also the number of Scheduled Caste and Scheduled Tribe employees who were senior enough for promotion but were not considered fit due to vigilance cases or some other reasons. The information furnished in this regard by the Food Corporation of India is at Appendix V.

3.56. It has been represented to the Committee that under the provisions of the Food Corporation of India (Staff) Regulations, 1971, every employee has to complete three years of service to qualify himself for promotion to the next cadre. The date for determining the three years service has been fixed as 31st December, every year *vide* Food Corporation of India Circular dated the 30th June, 1976. When the Committee desired to know the reasons for fixing 31st December as the date for determining the length of service for the purpose of promotion the Secretary, Department of Food has stated during the course of his evidence before the Committee as follows:—

"At the time of the Departmental Promotion Committee sitting, people who have completed three years are to be taken. Two things are possible. One is that whoever has completed three years on the date of the Departmental Promotion Committee sitting is taken. Even there the Departmental Promotion Committee sitting date has got to be a fixed date. Otherwise, there have been troubles in the past. Supposing the Departmental Promotion Committee instead of sitting in March sits in April or May, the allegations are made that the Departmental Promotion Committee sitting was purposely postponed to April or May in order to bring in certain people or make them eligible or it has been fixed earlier to shut out some people. So, it has got to be a fixed date for the sitting of the Departmental Promotion Com-

mittee. It usually sits in January or February and they consider 31st January or 28th February, whatever it is. But some date has got to be fixed there. Otherwise, there is a possibility of making an allegation that the date for the sitting of the Departmental Promotion Committee was fixed in order to favour somebody or to shut out somebody."

He has, however, promised to get it examined if the Food Corporation of India could give some relaxations in the case of Scheduled Caste and Scheduled Tribe employees.

3.57. Asked whether reservations are provided for Scheduled Castes and Scheduled Tribes in promotion to Class II posts in which 100 per cent appointments are made by promotion, the Chairman of the Food Corporation of India has stated during the course of evidence that the orders of the Department of Personnel and Administrative Reforms dated the 20th July, 1974 regarding promotion have been introduced in the Food Corporation of India from the same year and instructions in this regard were sent to the field offices on the 19th October, 1974.

3.58. The Committee are distressed to note that there is a big shortfall in the matter of promotion of Scheduled Caste and Scheduled Tribe employees in different categories of posts in the Food Corporation of India. The Committee are of the view that unless the extant orders on the subject are scrupulously followed in letter and spirit, liberal concessions and relaxations given to Scheduled Caste and Scheduled Tribe employees and their cases for promotions considered sympathetically, the situation is not likely to improve. The Committee, therefore, urge the Food Corporation of India to ensure that the orders on reservation in promotions issued from time to time by the Department of Personnel and Administrative Reforms| Bureau of Public Enterprises are rigidly followed and liberal concessions/relaxations given to Scheduled Caste and Scheduled Tribe employees at the time of promotion so that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them and the shortfalls are obliterated as early as possible.

3.59. The Committee note that the zone of consideration has been prescribed 3 to 5 times depending upon the number of vacancies for promotion in the Food Corporation of India. The Committee suggest that the Food Corporation of India should consider the feasibility of enlarging the zone of consideration to 5 to 6 times the number of vacancies or even further extending, if necessary, in the case

of Scheduled Caste and Scheduled Tribe employees as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36011/6/75-Estt(SCT), dated the 7th May, 1975 so that adequate number of Scheduled Caste and Scheduled Tribe employees are available for consideration for promotion to the next grade.

3.60. The Committee suggest that in view of heavy shortfalls in the representation of Scheduled Castes and Scheduled Tribes in promotional posts, the date for determining the length of service of 'three years as on 31st December of each year should not stand in the way of promotion of Scheduled Caste and Scheduled Tribe employees. The Secretary, Department of Food has assured the Committee during the course of evidence that he would get examined whether some relaxations in the case of Scheduled Caste and Scheduled Tribes employees could be given. The Committee would like to be apprised of the decision taken in the matter.

#### F. Departmental Promotion Committees/Recruitment Boards

3.61. The Composition of the various Departmental Promotion Committees/Recruitment Boards in the Food Corporation of India has been stated to be as follows:—

##### ZONAL PROMOTION COMMITTEES

###### *For Category II posts*

- |  |                  |
|--|------------------|
| 1. Zonal Manager   | Chairman         |
| 2. Personnel Manager   | Member           |
| 3. Deputy Zonal Manager  | Member           |
| 4. Dy. Financial Adviser (Zone)  | Member           |
| 5. One S.R.M./R.M. to be nominated by Zonal Manager  | Member           |
| 6. One representative of Scheduled Caste Community out of the senior officers to be nominated by the Zonal Manager | Member           |
| 7. Sr. Dy. Manager (P) (Zone)  | Member Secretary |

###### *For Category III posts*

- |  |          |
|--|----------|
| 1. Deputy Zonal Manager                                  | Chairman |
| 2. Joint Personnel Manager/Joint Manager (Estt.)<br>H.O. | Member   |

3. Deputy Financial Adviser/Asstt. Financial Adviser (Zone) . . . . . Member
4. One S.R.M./R.M. to be nominated by Zonal Manager . . . . . Member
5. One representative of Scheduled Caste community out of the Senior Officers to be nominated by Z.M. . . . . Member
6. Sr. Dy. Manager (P) Zone . . . . . Member Secretary.

*For Category IV posts (Zones)*

1. Sr. Dy. Manager (Personnel) Zonal Office . . . . . Chairman
2. Two Dy. Managers (to be nominated by Z.M./D.Z.M. at the time of each selection) . . . . . Member
3. Senior Asstt. Manager (Admn.) Zonal Office: . . . . . Secretary

*Note* : Senior Deputy Manager (RPT) of Head Office will be coopted as member of the Promotion Board in the North Zone, to represent the Head Office.

**SELECTION BOARDS**

*For Category I special posts and posts with minimum pay of Rupees 1600/- or above.*

- |   |                  |
|---|------------------|
| Chairman of FCI . . . . .                 | Chairman         |
| Managing Director . . . . .               | Member           |
| C.C.M. . . . .                            | Member           |
| P.V.R. Kutty Menon . . . . .              | Member           |
| Director FCI J. Dayanand . . . . .        | Member           |
| Director, FCI Personnel Manager . . . . . | Member Secretary |
| One outside Expert . . . . .              |                  |

*Selection Board (for other Category I posts)*

- |  |                  |
|--|------------------|
| Managing Director . . . . .            | Chairman         |
| C.C.M. . . . .                         | Member           |
| Financial Adviser . . . . .            | Member           |
| Zonal Manager . . . . .                | Member           |
| P.V.R. Kutty Menon, Director . . . . . | Member           |
| Personnel Manager . . . . .            | Member Secretary |
| One outside expert . . . . .           |                  |

**SENIOR PROMOTION BOARD**

*For posts the minimum of which starts at Rs. 1300/- or above.*

- |                             |          |
|-----------------------------|----------|
| Chairman of FCI . . . . .   | Chairman |
| Managing Director . . . . . | Member   |

S.R. Kaiwar . . . . .	Member (Presently vacant)
Director, FCI J. Dayanand . . . . .	Member
Director, FCI C.C.M. . . . .	Member
F.A.: . . . . .	Member
Personnel Manager . . . . .	Member Secretary.

#### PROMOTION BOARD

*For posts the minimum of the scale of pay of which is less than Rs. 1300/-*

Managing Director . . . . .	Chairman
C.C.M. . . . .	Member
F.A.: . . . . .	Member
Sr. Most Z.M. . . . .	Member
Personnel Manager . . . . .	Member Secretary.

These Boards/Committees look into the performance at the interview and Confidential Reports of the candidates in the Zone of consideration and grade them in the order of merit consistent with the administrative requirements.

3.62. Asked whether a Scheduled Caste or Scheduled Tribe officer is associated with the Selection Boards, the Chairman, Food Corporation of India has stated during evidence that generally at various levels, Food Corporation of India has Selection Boards consisting of not less than three, and, sometimes, six persons depending on the type of posts. In addition, experts are also associated with that body. The selections are made by regularly constituted Boards at various levels at the top level in Delhi and at the Zonal and Regional levels. In certain cases, if the Liaison Officer or the person dealing with the establishment happens to be a Scheduled Caste person, he is associated with it.

3.63. When the Committee drew the attention of the Chairman, Food Corporation of India to the Government orders on the subject, he stated that in the case of Promotion Boards for Class II and III, it had been laid down that a representative of Scheduled Caste and Scheduled Tribe should be on the Board, but that direction did not exist in the matter of other Selection Boards and Selection Committees. When the Committee asked for the comments of the Secretary, Department of Food, he has stated during the course of evidence:—

“The brochure itself says that they have to associate Scheduled Caste/Scheduled Tribe Officer when recruitment is made.

But for certain posts, for example Category-I, it may not be possible to get a Scheduled Caste officer from within the Organisation with the required status and background."

3.64. He has further stated during the course of evidence that an officer from the Ministry of Agriculture and Irrigation can be co-opted in case a Scheduled Caste/Scheduled Tribe officer is not available in the Food Corporation of India.

3.65. When the Committee pointed out that in the Promotion Committee, one representative of Scheduled Castes and Scheduled Tribes out of the senior officers cadre is to be nominated by the Zonal Manager, the Committee have been informed that, as per the procedure laid down, Zonal Managers have to nominate a Scheduled Caste representative on their Promotion Boards and every time they nominate one Scheduled Caste representative in the Zonal Promotion Committee.

3.66. Asked whether a Scheduled Caste/Tribe officer is associated in the Recruitment/Promotion Committee for Class IV Category, the Secretary, Department of Food has stated during the course of evidence that it is an omission and will be rectified.

3.67. The Committee need hardly emphasise the desirability of including a Scheduled Caste or Scheduled Tribe officer in the various Selection Boards/Departmental Promotion Committees constituted by the Food Corporation of India so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case, a Scheduled Caste/Tribe officer of the appropriate status is not available in the Food Corporation of India, a Scheduled Caste/Tribe officer from the Ministry of Agriculture and Irrigation (Department of Food)/Social Welfare Department of State Governments should invariably be associated with such Selection Boards/Departmental Promotion Committees.

3.68. The Committee trust that necessary instructions have since been issued to authorities concerned to invariably appoint a Scheduled Caste/Scheduled Tribe officer in the Recruitment/Promotion Committee for Class IV Category which was not done so far.

#### G. Maintenance of Rosters

3.69. It has been stated in a written note furnished to the Committee that in order to give proper effect to the reservations prescribed for Scheduled Castes and Scheduled Tribes, every appointing

authority in the Food Corporation of India treats vacancies as reserved or unreserved according to the prescribed 40 point or 100 point roster as detailed below:

- (i) For posts in which recruitment is made on an All-India basis by open competition or posts filled by promotion for which reservation orders are made applicable . . . . . 40 point roster
- (ii) For posts in which recruitment is made on all-India basis otherwise than by open competition . . . . . 40 point roster
- (iii) For posts in which recruitment is made on regional or Locality basis . . . . . 100 point roster

The rosters maintained in the Head/Zonal/Regional Offices are inspected annually by the Liaison Officers nominated in these Units with a view to ensuring proper implementation of reservation orders.

3.70. The Committee drew the attention of the Secretary, Department of Food to the fact that a 100 point roster is maintained for Class II posts filled by direct recruitment and desired to know the reasons therefor. The Secretary, Department of Food has stated during the course of evidence as follows:—

“So far as the category II recruitment on zonal basis is concerned, I think it has to be done on 40-point roster; I don't think it can be a 100-point roster. Category II mostly consists of Assistant Managers for whom the appointment is done by promotion. There are only a few categories for whom direct recruitment has to be made, and for the last few years, there has been no case of any direct recruitment being undertaken. Therefore, for this category, what I suggest is that they should consult the Commissioner for Scheduled Castes and Scheduled Tribes. My feeling is only 40-point roster should be maintained.”

3.71. When the Committee enquired whether the figures relating to reserved points for each State given to Appendix 'D' (See Appendix VI) to the material supplied by the Food Corporation of India to the Committee are correct, the Secretary, Department of Food has promised during the course of evidence to check up. In a written note furnished to the Committee, it has been stated that the reservation points shown in the said Appendix are based on the instruction issued by the Bureau of Public Enterprises in their D.O. Letter No. 2(115)-68-BPE(GM) dated the 18th September, 1969.

3.72. When the Committee drew the attention of the Chairman, Food Corporation of India to para 3.61 of Twentieth Report of the

Commissioner for Scheduled Castes and Scheduled Tribes for the year 1970-71 in which it has been stated that the various rosters maintained in the Food Corporation of India were not in the prescribed form and the date of appointment of persons was also not shown in the roster and the vacancies carried forward from year to year were not indicated correctly, the Chairman of the Corporation has stated during the course of evidence that a Study Team from Commissioner's office visited the Corporation in 1972, i.e. soon after the reservation was enforced in the Food Corporation of India in 1970. The defects pointed out by the team, were, no doubt, there, but according to the available information the position is substantially better.

3.73. When the Committee inspected some of the rosters maintained by the Headquarters Office of the Food Corporation of India and its Zonal Office at Delhi they found certain discrepancies in the rosters. Therefore, the Committee asked the Food Corporation of India to make all their rosters available to the Commissioner for Scheduled Castes and Scheduled Tribes for thorough scrutiny who will submitted a report thereon to the Committee by the end of February, 1978.

3.74. A relevant extract from the report submitted by the Study Team of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes to the Committee on the 27th February, 1978, is reproduced below:—

*“Maintenance of Rosters:—*The Headquarters office of the Food Corporation of India was responsible for recruitment to Class I and II posts at All India level and ministerial staff at headquarters. All promotions except to Class I posts are being controlled by the Zonal Offices along with the recruitment of other staff under them. Though the Food Corporation had been established as early as in 1965, the reservation orders had been made applicable from 1970 onwards only and the rosters started from then onwards. In so far as direct recruitment is concerned, all the posts in category I had been grouped and four rosters were maintained taking into account the pay-scales and duties involved. One single roster had been prepared for each of the Class II, III and IV posts combining all the posts under respective categories.



It was noticed that while the rosters in respect of Class I and II posts had been maintained on proper form, the rosters in respect of Class III and IV posts were only in the form of a list of candidates appointed from time to time. No carry over/brought forward had been shown. In fact the proper form had not been adopted for the purpose. The authorities were advised to follow the prescribed form as indicated in Appendix VI of the Brochure so that the carry-forward and brought-forward from year to year can be shown properly therein. As regards the filling of reserved points, it was observed that in the event of non-availability of Scheduled Castes/Scheduled Tribes candidates, such points had been left blank to be filled up in future recruitment. In fact, no gaps are to be left in the roster and in the event of nonavailability of Scheduled Caste/Scheduled Tribe candidates after taking necessary steps to fill up the reserved vacancies as laid down in the Brochure, the posts can be filled by general candidate after dereserving the same and carried over to the next three recruitment years. The authorities were advised to recast the rosters in accordance with the Government instructions and prepare the summaries at the end of the year showing carry-over/brought forward which was lacking in majority of the rosters. A form for showing such a summary/abstract at the end of each year was given to the concerned officer.

According to the Government instructions each entry in the roster has to be signed by the appointing authority to ensure its correctness whereas, in the Food Corporation rosters had been signed only at the end of the page. During the course of the study, it was also noticed that a number of reserved points which could not be filled by Scheduled Caste/Scheduled Tribe candidates from 1970 onwards, had been shown as carried over without following the procedure regarding rereservation. The exchange rule, which enable the appointing authorities to exchange the vacancies between Scheduled Castes and Scheduled Tribes in the third year of carry-forward, had also not been applied in a number of cases. At least the points reserved for Scheduled Tribes which could not be filled in early seventies for want of Scheduled Tribe candidates, could have been filled by Scheduled Caste candidates in recent years. This needs review at the earliest.

As regards reservation for Scheduled Castes and Scheduled Tribes in posts filled by promotion, two rosters had been maintained for promotion by selection from Class II posts to the lowest rung of Class I with effect from July 1974 when orders regarding reservation were made applicable in this category. All other promotions where reservation order apply are being looked after the Zonal Offices. Apart from the common defects pointed out in the foregoing paragraphs, it was noticed from the promotion roster that not a single Scheduled Caste and Scheduled Tribe was available for promotion from Assistant Manager to Senior Assistant Manager/Deputy Manager against the vacancies reserved for them. Out of 15 promotions made so far. In the case of similar posts in the general administrative cadre, where 31 promotions had been made since 1974, not a single Scheduled Tribe was available for promotion against three vacancies reserved for them. There was also no indication in this roster whether any more Scheduled Castes were available for promotion against the unfilled Scheduled Tribes vacancies in terms of exchange rules during the same year which is applicable in the case of promotion to Category II and upto the lowest rung of Category I posts filled by promotion by the method of selection."

3.75. The Committee are unhappy to note that reservation orders were made applicable in the Food Corporation of India from 1970 onwards and the rosters started from then onwards although the Food Corporation was established as early as in 1965. The Committee further regret to point out that rosters for Class III and Class IV posts are not even maintained on the prescribed forms by the Food Corporation of India and these are just lists of candidates appointed from time to time. The Committee would like to point out that roster is a mechanism to keep a watch on the proper and adequate intake of Scheduled Castes and Scheduled Tribes in services and that it would cease to have any significance whatsoever if it is not maintained properly. The Committee would, therefore, stress that rosters should be properly maintained by the Food Corporation of India and that they should be checked regularly by the competent authority in accordance with the proforma prescribed by the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 8/8/7/Estt(SCT), dated 22nd April, 1971. The Committee would further urge that the defects pointed out by the Commissioner for Scheduled Castes and Scheduled Tribes in his Report to the Committee should immediately be set right. The Com-

mittee need hardly stress that discrepancies noticed during the course of inspection of rosters by the authorities concerned should be rectified immediately and also brought to the notice of the Managing Director of the Food Corporation of India.

3.76. The Committee are distressed to note that the rosters, as mentioned in the Report of the Commissioner for Scheduled Castes and Scheduled Tribes to the Committee, are neither being properly maintained nor checked or signed by the Liaison Officers and even the prescribed procedure for dereservation and for inter-change of vacancies inter se Scheduled Castes and Scheduled Tribes is not being followed.

3.77. The Committee also suggest that the position in this regard should be reviewed in the Zonal and Regional Offices of the Food Corporation of India and corrective steps taken expeditiously where necessary.

3.78. The Committee deplore that for direct recruitment to categories III and IV posts normally attracting candidates from a locality or a region, the Food Corporation of India is following the roster points (See Appendix VI) which were prescribed by the Government of India in 1963 and communicated to them by the Bureau of Public Enterprises vide their D.O. No. 2(115)69-BPE (GM) dated the 18th September, 1969. The Committee fail to understand how the Food Corporation of India could do justice to the Scheduled Castes and Scheduled Tribes in their representation in the services of Food Corporation of India by following such an old and obsolete order after the issue of which a number of States have been re-organised and the population figures have increased considerably and as a consequence of which roster points have been revised vide Department of Personnel and Administrative Reforms O.M. No. 1/3/72-EST (SCT) dated the 12th March, 1973, and instructions have been issued by Government to follow the revised roster points. The Committee would like to Food Corporation of India to follow the latest instructions issued by Government in this regard.

3.79. The Department of Food should also ensure that the Food Corporation of India are posted with the latest instructions relating to reservations for Scheduled Castes and Scheduled Tribes and those instructions are being followed by them meticulously.

#### H. Dereservation and exchange of vacancies reserved for Scheduled Castes and Scheduled Tribes

3.80. In a note submitted to the Committee, it has been stated that before any reserved vacancy is de-reserved and filled up by a General

candidate, the prior approval of the Board of Directors for Category I and II posts and that of Managing Director for Category III and V is obtained.

3.81. The following steps are taken to bring the reserved vacancies in the direct recruitment quota to the notice of members of Scheduled Castes and Scheduled Tribes before they are de-reserved:—

“Requisition is sent to the local Employment Exchange for Scheduled Caste and Scheduled Tribe candidates. If Employment Exchange is unable to sponsor any candidate, the matter is taken up with the Director, Employment Exchange, New Delhi who maintains All India list of Scheduled Castes and Scheduled Tribes registered with the Employment Exchanges. If both attempts fail, no objection certificate is obtained from the concerned Employment Exchange and advertisement is given in the newspapers. A copy of the advertisement is endorsed to the Employment Exchange. Simultaneously with the advertisements, the vacancies are brought to the notice of Scheduled Castes and Scheduled Tribes organisations. If the Scheduled Caste/Scheduled Tribe candidates are not available even after advertisement is published, only then de-reservation is resorted to.”

3.82. In reply to a question, it has been stated that no de-reservation of reserved vacancies has been done in the Food Corporation of India so far. In the South Zone only, as per details given below. Some vacancies in different grades of posts were filled by general candidates during the year 1972 to 1975 without de-reserving the reserved vacancies. The shortfall of these years has, however, been made up by special recruitment during 1976:—

Year	No. of Scheduled Caste/Scheduled Tribes appointed		Filled by general candidates without de-reservation	
	Category		Category	
	III	IV	III	IV
1972	53	80	66	..
1973	76	49	59	21
1974	6	24	153	79
1975	22	158	132	4
1976	1046	1131	..	..

3.83. When asked how the general candidates are appointed without getting the reserved vacancies de-reserved, the Chairman, Food Corporation of India has stated during the course of evidence, as follows:—

“The posts are carried forward. We do not appoint anybody else against a vacancy reserved for Scheduled Castes and Scheduled Tribes.”

3.84. Asked whether all the unfilled de-reserved vacancies are lying vacant, the Secretary, Department of Food has stated during the course of evidence that there are 269 vacant posts in Category I as on 31st October, 1977 and in Category III, there are 540 vacant posts on the same date. He has also stated that some of the vacant posts are reserved and some are not.

3.85. In reply to a question, the Committee have been informed that Scheduled Castes are appointed in the vacancies reserved for Scheduled Tribes and *vice versa* even if Scheduled Caste or Scheduled Tribe candidates are not available in the third year of carry forward of reserved vacancies. Scheduled Castes and Scheduled Tribes thus appointed are stated to be as under:—

Category of posts	No. of Scheduled Tribe candidates appointed against vacancies reserved for Scheduled Castes in the 3rd year of carry forward	No. of Scheduled Caste candidates appointed against vacancies reserved for Scheduled Tribes in the 3rd year of carry forward
1	2	3
<b>1974</b>		
Category I	Nil	Nil
Category II	Nil	Nil
Category III	Nil	Nil
Category IV	Nil	Nil
(Excluding Sweepers)		
Category IV (Sweepers)	Nil	Nil
<b>1975</b>		
Category I	Nil	Nil
Category II	Nil	Nil
Category III	1	2
Category IV (Excluding Sweepers)	Nil	Nil
Category IV (Sweepers)	Nil	Nil

1	2	3
<b>1976</b>		
Category I . . . . .	Nil	Nil
Category II . . . . .	Nil	Nil
Category III . . . . .	Nil	137
Category IV (Excluding Sweepers) . . . . .	8	93
Category IV (Sweepers)	Nil	Nil

3.86. The Committee are distressed to note that a large number of vacancies reserved for Scheduled Castes and Scheduled Tribes have been filled by general candidates without dereserving those vacancies in the South Zone of the Food Corporation of India during the years 1972 to 1975 although the Chairman of the Food Corporation of India has informed the Committee during the course of his evidence that "they do not appoint anybody else against a vacancy reserved for Scheduled Castes and Scheduled Tribes". This only shows that not only the appointing authorities in the South Zone of the Food Corporation of India have not cared to comply with the extant orders on the subject, the Food Corporation of India has also not ensured the proper implementation of those orders through quarterly/annual returns and inspections, etc., and they have also not kept the Chairman of the Corporation informed of the correct position in this regard. The Committee do not intend to go into the circumstances under which a large number of posts in the South Zone of the Food Corporation of India during the years 1972 to 1975 have been filled by the general candidates without dereserving the vacancies at this stage but would like to stress that no vacancy reserved for a Scheduled Caste or a Scheduled Tribe should in future be dereserved without following the prescribed procedure in this regard and the information with regard to dereservation of vacancies in the Food Corporation of India should also be sent to the Department of Food and the Commissioner for Scheduled Castes and Scheduled Tribes.

3.87. The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes and Scheduled Tribes and vice versa is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Food Corporation of India to find Scheduled Caste and Scheduled Tribe candidates for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.





4.2. The Committee desired to know the details about the recruitments made since 1970 when the reservations were enforced in the Food Corporation of India, the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and actually filled by them. The information in this regard, as furnished by the Food Corporation of India, is at Appendix VII.

4.3. When the Committee specifically asked about the number of Scheduled Caste/Scheduled Tribe candidates sponsored by the Employment Exchanges for categories III and IV posts, the number of candidates who appeared for the interview, the number of candidates appointed and the number of candidates rejected during the year 1977, the Food Corporation of India has furnished the following information:—

Name of the Zone/ Region	Total reservation including backlog if any of the previous year	No. of candidates sponsored by Employment Exchange			No. of candidates called for inter- view			No. of candidates appeared for interview			No. of candidates selected/appoin- ted			No. of candidates rejected				
		SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
East Zone	127	79	206	585	458	1043	585	458	1043	361	172	533	196	70	166	265	102	367
South Zone	183	53	236	996	70	1066	996	70	1066	787	36	823	354	11	365	433	25	458

(CATEGORY III)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
West Zone	.	74	290	364	986	378	1314	922	377	1299	450	172	622	41	98	79	409	135	544
North Zone	.	468	578	1046	1287	268	1575	1260	282	1542	715	132	847	160	65	223	555	67	622
Head Office	.	1	13	14	37		37	23		37	37	..	27	2	..	2	25	..	25
(Category IV)																			
East Zone	.	68	44	112	447	292	739	447	292	739	285	129	414	82	51	133	203	78	281
South Zone	.	128	25	153	685	120	804	608	120	728	479	75	554	221	42	263	258	33	291
West Zone	.	35	122	157	510	223	733	508	214	722	367	111	478	57	23	80	310	88	398
North Zone	.	325	253	578	2130	248	2378	230	248	2378	1181	64	1245	368	42	410	813	22	835
Head Office	.	NIL																	

4.4. The Committee have been informed that the main reasons for shortfall in the representation of Scheduled Castes and Scheduled Tribes in Category I are that adequate number of Scheduled Caste and Scheduled Tribe candidates meeting the qualifications and experience prescribed are not available especially in the cadres of accounts, Quality Control and Engineering. Even when the Scheduled Caste and Scheduled Tribe candidates are interviewed separately for being judged by relaxed standards, in many cases, their performance does not come up to the expectations. Cases also are not rare where the candidates offered appointment do not join duty.

With regard to category II posts, no direct recruitment has so far been resorted to. The provision for direct recruitment to Category II posts has been made in Staff Regulations, w.e.f. 18th January, 1977. The requirement with regard to reservation of posts will be kept in view when direct recruitment to Category II posts is resorted to.

4.5. The reason for the shortfall in the recruitment of Scheduled Tribe candidates to category III and IV posts have been stated to be as follows:—

- (i) Non-sponsorship of candidates by the Employment Exchanges and poor response against the advertisement especially in Regions, namely Jammu and Kashmir, Haryana, Punjab, etc.
- (ii) Non-attendance by the Scheduled Tribe candidates at the time of interview.
- (iii) Below per performance in the interview even with relaxed standards.
- (iv) Ban on recruitment during the years 1972 to 1975.

4.6. Asked whether other Employment Exchanges are approached when Scheduled Tribe candidates are not available in a particular Employment Exchange, the Secretary, Department of Food has stated during the course of evidence as follows:—

“Till now, we have been following the procedure of contacting the Central exchange, and to the extent people were available, they had been appointed. But we have not so far tried writing to the Employment Exchanges of other regions where people may be available. That we will try.”

When asked to give details about the persons recruited by the Food Corporation of India in various categories of posts with relaxed

standards during the last three years the Food Corporation of India has furnished the following figures:—

Year	Number of employees appointed with relaxed standard			Number of employees appointed with relaxed standards in respect of experience for a certain number of years			Remarks
	SC	ST	Total	SC	ST	Total	
1	2	3	4	5	6	7	8
1974	..	..	..	1	1	2	Appointed to category I posts are made only by Head Office.
1975	..	..	..	..	..	..	
1976	..	..	..	2	1	3	
1974	..	..	..	..	..	..	
1975	..	..	..	..	..	..	
1976	..	..	..	..	..	..	
CATEGORY I							
CATEGORY II							
CATEGORY III							
1974	..	..	..	..	..	..	
1975	2	3	5	..	..	..	NIL
1976	333	68	401	..	..	..	NIL
CATEGORY IV							
1974	..	..	..	..	..	..	
1975	11	2	13	..	..	..	NIL
1976	23	7	30	..	..	..	NIL

4.7. Referring to the statement showing staff strength in the Food Corporation of India as on 1st September, 1977, the Committee desired to know the reasons for the meagre representation of Scheduled Castes and Scheduled Tribes in Class II posts although their representation in Class III posts from which promotion to Class II is made, is quite good. It has been stated in a written note furnished to the Committee that the number of Scheduled Caste and Scheduled Tribe employees in Category III is quite large due to special recruitment of such employees made in 1976. However, the recruitment was made only to the entry level posts of Assistant Grade III. Since only Assistants Grade I are eligible for promotion to Category II posts, the special recruitment during 1976 to the post of Assistant Grade III have no impact on the representations of Scheduled Caste and Scheduled Tribe in Category II at this stage. Besides, Category II posts in the Corporation are promotional posts and are filled on the basis of selection from Category III from the rank of Assistant Grade I. There was no reservation till 20th July, 1974 for Scheduled Caste and Scheduled Tribe employees for promotion from Category III to Category II which was to be filled in by selection. It was on the basis of the instructions issued by the Department of Personnel and Administrative Reforms *vide* OM No. 10/41/73-Estt. (SCT) 20th July, 1974 received through the Bureau of Public Enterprises *vide* OM No. 6/1/74/BPE(IC) dated 10th October, 1974, that in the case of promotions made by selection from Category III to Category II and within Category II and from Category I to the lowest rung in Category I in grades or service in which the element of direct recruitment, if any, does not exceed 50 per cent, the reservations have been made to the extent of 15 per cent and 7.5 per cent of the vacancies for Scheduled Caste and Scheduled Tribe respectively with effect from 19th October, 1974. In view of the fact that prior to the date from which reservations for Scheduled Caste and Scheduled Tribe candidates was provided, the promotion was made strictly on selection, the number of Scheduled Caste and Scheduled Tribe candidates getting promotions was not large. The shortfall in Category II posts is also due to the fact that large number of employees holding posts in Category II represented Food Transferees from the erstwhile Regional Directorates of Food. Subsequent to the date from which reservations for Scheduled Caste and Scheduled Tribe employees have been made for promotion to Category II posts, very few Scheduled Caste and Scheduled Tribe employees were in the zone of consideration and even when these people got promoted it has not been possible to make up the shortfall. According to

the revised provisions in the recruitment rules now made w.e.f. 18th January, 1977, 25 per cent (33-1/3 per cent in accounts cadre) of the vacancies in Category II are to be filled in by direct recruitment.

4.8. Explaining the reasons for shortfalls further, the Secretary, Department of Food has stated during the course of evidence that so far as direct recruitment in Class I is concerned, there are not many direct recruits and secondly, these posts are specialised posts for which persons with high qualifications are required with the result that sufficient number of Scheduled Caste and Scheduled Tribe candidates are not forthcoming. Reservation in promotion in Class I started from 1974. So in Categories I and II, it will take time to wipe out the backlog. He has further stated that in Category I, about six weeks ago, four persons were selected in the grade Rs. 1300—1800 and out of them two were Scheduled Caste candidates.

4.9. As regards Category II posts, the Secretary, Department of Food has explained that practically 100 per cent posts in Category II are filled by promotion and for promotion from Class III to Class II, an employee has to put in at least three or four years' service. So far as Category III posts are concerned the Chairman, Food Corporation of India has stated that they have experienced difficulties in the case of posts like typists, stenographers, statistical Assistants to fill the reserved vacancies in Category III posts. The Employment Exchanges have written a number of times to the Corporation expressing their inability to send the requisite number of candidates.

4.10. When the Committee drew his attention to Government instructions stating that the best among the available candidates should be recruited for posts like typists, etc. and given in-service training to bring them up to the standard, the Secretary, Department of Food has stated as follows:—

“It is being done. For example, in the case of typists, the speed requirement is 40 words per minute. If a Scheduled Caste/Tribe candidate has not come upto 40 words speed, he is appointed on an *ad hoc* basis and he is given time to practise and improve the speed and he is asked to pass the test at a later date. Then he is made a regular appointee.”

He has further added that recently four persons have been taken as typists even though they do not have the speed of 40 words per minute. They are asked to go on practising till they pass the test at the speed of 40 words per minute.

4.11. In reply to a question, the Secretary, Department of Food has stated that in non-technical posts, the Food Corporation of India, has filled up a large number of posts. The difficulty arises mostly in technical posts. As far as Category III is concerned, the shortfall has been met. The direct recruitment is mainly in Category III in which there is no test except the speed test for a typist and the speed test for a stenographer and so long as they fulfill the minimum educational qualification, they are selected.

4.12. In reply to a further question, the Secretary, Department of Food has informed the Committee that in 1976 the Food Corporation of India undertook a special recruitment for Category III posts restricted to the Scheduled Castes and Scheduled Tribes so that the shortfalls could be made good to the extent possible.

4.13. Asked whether the Food Corporation of India proposed to resort to further special recruitments exclusively for Scheduled Castes and Scheduled Tribes in order to clear the backlog, the Secretary Department of Food has stated during the course of evidence as follows:—

“In 1976 we did it. I would only like to bring one difficulty to the notice of this Committee. Government have asked the Food Corporation not to undertake any recruitment for some time, because the feeling is that, as it is, Food Corporation of India, is over-staffed. They are also looking into the staffing pattern, to decide whether it is really over-staffed or not. Once it is decided, and if further recruitment is undertaken, I hope they will keep this in mind.”

4.14. In reply to a question, the Secretary, Department of Food has stated that a person who collects sweepings in the godowns is also called Sweeper in the Food Corporation of India. When the Committee suggested that this designation should be changed, the Chairman, Food Corporation of India has agreed to consider this proposal.

4.15. The Committee are distressed to note that the representation of Scheduled Castes in categories I and II posts and of Scheduled Tribes in all categories of posts in the Food Corporation of India is much below the quota prescribed for them. The Committee are all the more unhappy to note that no serious efforts have been made by the Food Corporation of India to augment the intake of Scheduled Castes and Scheduled Tribes in their services prior to 1976. With a special recruitment resorted to by the Corporation exclusively for Scheduled Castes and Scheduled Tribes in 1976, they have been able to clear the backlog in Class III and Class IV so far as Scheduled Castes are concerned.

4.16. As regards Class I posts, the Committee will like to stress that with the increasing number of Scheduled Caste and Scheduled Tribe technical hands of the required calibre now being available, the Food Corporation of India should make all possible endeavour to clear the backlog in this class by tapping all possible sources.

4.17. The Committee regret to note that even while there is a provision for direct recruitment for Class II category of posts in Staff Regulations, it has not been resorted to so far much to the detriment of Scheduled Castes and Scheduled Tribes inspite of the fact that candidates for promotional category in Class III are not available for promotion in Class II posts.

4.18. The Committee have been informed during the course of evidence that Government have asked the Food Corporation of India not to undertake any recruitment till such time a decision with regard to the staff pattern of the Corporation is taken. The Committee desire that a decision in this regard should be taken by Government without any delay so that the Food Corporation of India could undertake special recruitment for Scheduled Castes and Scheduled Tribes and the backlog should be wiped out within a time bound programme to be drawn up for the purpose.

4.19. The Committee will also like to stress that Scheduled Caste and Scheduled Tribe candidates in various promotional categories should be promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Castes and Scheduled Tribes with a view to wipe out the backlog as early as possible.

4.20. The Committee are also surprised to note that even though the backlog was cleared in 1976 taking all the Zones/Regions of the Food Corporation of India together, the backlog persisted in the



**North Zone.** In North Zone, in 1976, there was a backlog of 222 vacancies for Scheduled Castes and 483 for Scheduled Tribes in Class III which has further risen to 308 and 513 for Scheduled Castes and Scheduled Tribes respectively in 1977. The Committee feel that although a large number of candidates belonging to Scheduled Castes and Scheduled Tribes were sponsored by the Employment Exchanges during the recruitments made by the Food Corporation of India in 1977 but all the reserved vacancies have not been filled in and a large number of sponsored candidates have been rejected which has again created backlog in the representation of Scheduled Castes and Scheduled Tribes in the Corporation. The Committee, therefore, stress that, as per extant orders, the best among the available candidates belonging to Scheduled Castes and Scheduled Tribes for Category III and category IV non-technical and quasi-technical posts should be taken and given in-service training to make them better equipped for the concerned jobs. The Committee would like the Department of Food to ensure that these orders are followed by the Food Corporation of India in letter and spirit.

4.21. The Committee further suggest that if Scheduled Tribe candidates are not available in the respective regional or local employment exchanges to fill the reserved vacancies, the Food Corporation of India should contact the employment exchanges in the adjoining regions/areas to fill the vacancies reserved for the Scheduled Castes and Scheduled Tribes.

4.22. The Committee have also been informed that the employees who collect sweepings in the godowns of the Food Corporation of India are also called sweepers. The Committee desire that the designation of this category of employees should be changed to distinguish them from actual sweepers and reservations, as provided under the rules, made applicable to them.

#### **B. Training Facilities**

4.23. It has been stated in a note submitted to the Committee that no arrangements for in-service training exclusively for Scheduled Castes and Scheduled Tribes exist in the Food Corporation of India. However, the Corporation has training facilities at its Central Training Institute at Delhi and also at certain Zonal Training Institutes and the employees belonging to Scheduled Castes and Scheduled Tribes are also nominated along with other employees of the Corporation for training in those Institutions. The number of Scheduled Castes and Scheduled Tribes among the employees

trained at the Central Training Institute during the last three years have been stated as follows:

Year	Total No. of persons trained	No. of Scheduled Castes & Scheduled Tribes among them
1975	42	4
1976	199	4
1977	255	14

The Committee has also been informed during the course of evidence that during the current year, 27 persons have been nominated, out of which 2 belong to Scheduled Castes and Scheduled Tribes.

4.24. The following persons have been nominated for attending various seminars|symposia, etc. during the last three years:—

Year	Total	Scheduled Castes/Scheduled Tribes among them
1975	90	4
1976-77	82	2
1977-78	128	7

4.25. The names of offices belonging to Scheduled Castes and Scheduled Tribes separately along with the type of training given to them in the FCI Central Training Institute, New Delhi is in the statement Appendix VIII.

4.26. As regards training given to the officers sent abroad by the Corporation, it has been stated that during 1975 only one officer belonging to Scheduled Caste Community was sent to Japan for Six Weeks Training Course on Quality Control in Food Processing Industry organised by Asian Productivity Organisation Tokyo (Japan). It has been further stated that the purpose of the training given to the officers in the FCI Institute as well as to those sent abroad is just to increase their proficiency in work and acquaint them with modern management technology. The Chairman, Food Corporation of India has also stated during the course of evidence that officers of the Corporation were sent abroad on special assignments. During 1977-78, 21 officers were sent abroad and 3 among them belonged to Scheduled Castes and Scheduled Tribes. For conferences and periodical meetings at the Headquarters of the Food Corporation

of India and zonal levels, all the concerned officers were invited to participate depending on the nature of their work.

4.27. Asked whether any quota for Scheduled Caste and Scheduled Tribe employees has been reserved while nominating employees for training, etc., the Chairman of the Corporation has stated that there is no specific reservation in these matters. The training is given on the basis of requirements of the Corporation. When asked whether any preference is given to Scheduled Caste and Scheduled Tribe officers for training and for attending seminars/symposia etc., the Chairman of the Corporation has stated as follows:

"I can only say that we will take a special care about it."

4.28. Asked whether any in-service training has been given to Scheduled Caste and Scheduled Tribe employees to make them proficient to earn further promotions, the Chairman of the Corporation has stated that the nature of work being done in the Food Corporation of India is slightly different and the necessity of giving any training has not so far been felt as on the basis of their experience, the employees get promotion to higher categories. He has, however, promised to look into this matter.

4.29. As regards the apprenticeship training given by the Food Corporation of India, it has been stated that reservation for Scheduled Castes and Scheduled Tribes are provided in the recruitment of apprentices in the Corporation. The apprentices are recruited for training in the trades of Clerk (General) and Book-keeping and Accountancy, the work which is normally assigned to Assistant Grade-III (Ministerial) in the Corporation. In the Regional Offices, the apprentices are also recruited for training in store-keeping corresponding to the duties and responsibilities assigned to Assistant Grade-III (Depot) in the Corporation.

The qualifications prescribed for appointment as apprentices in the Corporation against the trades of Clerk (General) and Book-keeping and Accountancy and Store-keeping is Graduate/B.Com.

4.30. The Committee cannot but emphasise that in-service training programme on a regular basis in any Government or Public Undertaking or Corporation is one of the essential steps for bettering the prospects of Scheduled Caste and Scheduled Tribe employees. The Committee, therefore, suggest that in-service training programme for such Scheduled Caste and Scheduled Tribe employees who have been recruited/promoted by lowering the standards in the

Food Corporation of India should be arranged on a regular basis so as to make them better equipped for selection to higher categories of posts.

4.31. The Committee would also suggest that, as per Government orders, preference should be given to Scheduled Caste and Scheduled Tribe officers while deputing officers for attending seminars and conferences, etc. and also for various training programmes in India or abroad to enable them to broaden their outlook and also to build up specialised knowledge.

4.32. The Committee note that reservations for Scheduled Castes and Scheduled Tribes have been provided in the recruitment of apprentices in the Food Corporation of India. The Committee urge that Scheduled Castes and Scheduled Tribes should invariably be given their due share in accordance with the quota reserved for them while filling the training places in the designated trades in the Food Corporation of India and preference given to these trained apprentices for absorption in the Food Corporation of India.

#### C. Recruitment of Casual Labour/Work-Charged establishment

4.33. The total number of casual labourers recruited by the FCI during the last three years, year-wise, and the number of Scheduled Castes and Scheduled Tribes separately among them has been stated to be as follows:—

Year	Total No. of Persons appointed	Total No. of Scheduled Caste/Schedule Tribe appointed			Total No. of persons regularised	Total No. of SC/ST regularised		
		Schedul- ed Caste	Schedul- ed Tribe	Total		SC	ST	Total
1	2	3	4	5	6	7	8	9
<b>1975</b>								
East Zone	282	33	24	57	108	14	9	23
North Zone	103	31	..	31	25	4	4	8
South Zone	11	..	2	2	8	..	..	..
West Zone	1530	238	44	282	12	7		7
Head Office	19	10	..	10				
<b>TOTAL</b>	<b>1945</b>	<b>312</b>	<b>70</b>	<b>382</b>	<b>153</b>	<b>25</b>	<b>13</b>	<b>38</b>

1	2	3	4	5	6	7	8	9
<b>1976</b>								
East Zone	413	105	37	142	292	95	29	124
North Zone	189	43	..	43	135	42	..	42
South Zone	39	..	..	..	2	..	..	..
West Zone	456	172	19	191	12	2		2
Head Office	2	..	..	..	11	10	..	10
<b>TOTAL</b>	<b>1099</b>	<b>320</b>	<b>56</b>	<b>376</b>	<b>452</b>	<b>149</b>	<b>29</b>	<b>178</b>
<b>1977</b>								
East Zone	385	51	42	93	168	34	26	60
North Zone	141	22	2	24	14	5	1	6
South Zone	102	20	2	22	..	..	..	..
West Zone	399	133	15	148	671	74	25	99
Head Office	8	..	..	..	..	..	..	..
<b>TOTAL</b>	<b>1035</b>	<b>226</b>	<b>61</b>	<b>287</b>	<b>853</b>	<b>113</b>	<b>52</b>	<b>165</b>

4.34. As regards reservations for Scheduled Castes and Scheduled Tribes in the recruitment of Casual Labour/work-charged staff, it has been stated that prior to 1977, reservation orders were not applicable to such posts and when these posts were regularised, these posts were treated as fresh appointments for purposes of reservation orders. In reply to a question the Secretary, Department of Food has stated during the course of evidence, that the Food Corporation of India has since adopted the Cabinet Secretariat (Department of Personnel and Administrative Reforms) orders dated the 10th February, 1977 providing reservations for Scheduled Castes and Scheduled Tribes in the recruitment of work-charged establishment and daily-rated staff which was communicated to them by the Department of Food on the 4th March, 1977 and they have issued instructions to all their subordinate offices on the 21st March, 1977 to follow these orders. He has added that the work-charged establishment need not necessarily be of casual labour. Sometimes even for higher posts, people are taken for short periods.

4.35. As desired by the Committee the Food Corporation of India has stated in a written note furnished to the Committee that the number of daily-rated workers in Categories III and IV regularised during the year 1976 and the number of Scheduled Castes and Sche-

duled Tribes among the workers regularised are stated to be as under:—

Zone	Total number of daily-rated workers regularised in 1976:	Number of SCs/STs among them	
		SCs	STs
<i>Category III</i>			
East Zone	98	39	27
North Zone	4	1	..
South Zone	1290	406	16
West Zone	..	..	..
Head Office	..	..	..
<i>Category IV</i>			
East Zone	172	18	15
North Zone	9	3	..
South Zone	2170	789	93
West Zone	..	..	..
Head Office	21	10	..

4.36. When asked to furnish details about the work-charged staff engaged by the Food Corporation of India after the issue of Government of India orders dated 10-2-1977 regarding reservations in work-charged staff, etc. and the number of Scheduled Castes and Scheduled Tribes among them the information furnished by the Food Corporation of India is tabulated below:—

Category	Total No. of work-charged/daily-rated employees working	No. of SC/ST working		
		S.C.	S.T.	Total
(1)	(2)	(3)	(4)	(5)
<i>Category—III</i>				
East Zone	1	..	..	..
North Zone	13	2	..	2
South Zone	504	391	1	392
West Zone	8	..	..	..
Head Office	..	..	..	..
<b>TOTAL</b>	<b>526</b>	<b>393</b>	<b>1</b>	<b>394</b>

(1)	(2)	(3)	(4)	(5)
<i>Category IV</i>				
East Zone . . .	413	44	48	92
North Zone . . .	118	19	..	19
South Zone . . .	1036	579	26	605
West Zone . . .	40	10		10
Head Office . . .	..	..	..	..
TOTAL . . .	1607	652	74	726

4.37. The Committee are unhappy to note that while regularising daily-rated staff in Class III and Class IV categories in 1976, sufficient number of workers belonging to Scheduled Tribes have not been taken. The Committee while noting that the Food Corporation of India has since adopted the orders on reservations for Scheduled Castes and Scheduled Tribes in work-charged establishment/daily-rated staff issued vide Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memorandum No. 36021/9/76-Estt(SCT) dated the 10th February, 1977, regret to state that even after the adoption of reservation orders, adequate number of Scheduled Tribes in Class III and Class IV categories have not been taken for appointment as work-charged staff. The Committee need hardly stress that while recruiting work-charged/daily-rated staff the Food Corporation of India should strictly follow the reservation orders so that at the time of their regularisation, there is no difficulty in filling the quota reserved for Scheduled Castes and Scheduled Tribes.

## CHAPTER V MISCELLANEOUS

### A. Grievances Cell/Complaints

5.1. It has been stated in a written note submitted to the Committee that the following two Cells in Head Office and Zonal/Regional Offices of the Food Corporation of India exist to deal with the grievances:

(i) *Implementation Cell/Liaison Cell.* This is exclusively for attending to the grievances of Scheduled Caste and Scheduled Tribe employees and ensuring that various instructions towards their welfare issued from time to time are implemented. This Cell works directly under the Liaison Officer in each Unit Office.

(ii) *Grievance Cell.* This is for all the employees and Scheduled Caste and Scheduled Tribe officials are freely allowed to avail themselves of this facility also.

5.2. It has been further stated that all the cases of complaints from Scheduled Caste and Scheduled Tribes employees route through the Deputy Manager (Administration) who belongs to Scheduled Caste community and ultimately come to the Joint Manager (Administration) for further processing.

5.3. It has been stated in a note submitted to the Committee that during the years 1976 and 1977, 114 complaints have been received from Scheduled Caste and Scheduled Tribe employees. Out of them 68 complaints related to service matters e.g. promotion, supersession, transfer, stoppage of increment, termination of service, payment of dues etc. Of these 68 complaints, 42 have been disposed of and 24 are pending. Remaining 46 of the total 114 complaints pertain to harassment, ill-treatment, misbehaviour, use of abusive language, beating. In this category of complaints, two complaints relate to practice of untouchability. In one of the complaints it has been stated that a Scheduled Caste employee at Food Storage Depot; Sirohi Road in Rajasthan Region of the FCI was not allowed to drink water in the Depot. Regional Office has issued warning to the Depot. Incharge for his misconduct. In the other case, the Scheduled Caste employees of Food Storage Depot, Udaipur, while making complaint to the Regional Office, simultaneously filed an FIR with the police. The



matter, therefore, could not be finalised departmentally and it is under investigation with the police.

5.4. Besides the above complaints, another 63 complaints have been received by the Food Corporation of India from the Scheduled Caste Tribe employees Associations/individuals which relate to the non-observance of orders relating to reservations for Scheduled Castes and Scheduled Tribes. Out of these 63 complaints, 42 complaints have been disposed of and 21 are pending. Out of the disposed of cases, 14 complaints have been found to be genuine and 24 have not been found to be genuine.

5.5. The Committee are perturbed to find that a large number of complaints have been received from Scheduled Caste and Scheduled Tribe employees relating to their grievances in service matters or against non-observance of orders relating to reservations in favour of Scheduled Castes and Scheduled Tribes issued by Government from time to time and in certain cases, the disposal of complaints received from Scheduled Caste and Scheduled Tribe employees has been unduly delayed. The Committee desire that all complaints received from Scheduled Caste and Scheduled Tribe employees should be dealt with utmost expedition.

5.6. The Committee further suggest that complaints relating to the practice of untouchability which attract the provisions of Protection of Civil Rights Act, 1955 should be investigated and processed with all seriousness and strict action taken against the offenders.

5.7. The Committee would like to stress that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should be maintained by the Implementation Cell/Liaison Cell in the Head/Zonal/Regional Offices of the Food Corporation of India. The Committee would also suggest that a precise procedure should also be laid down by the Food Corporation of India to deal with such complaints/representations and that it should be ensured that complaints are attended to with utmost expedition. These registers should at least be checked quarterly by the concerned Liaison Officers and also by the Head of the Units of the Food Corporation of India during the course of their inspections of the Offices under their control to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees and quarterly reports submitted to the Headquarters Office for their information.

### B. Petty Contracts

5.8. The Committee desired to know during the course of evidence whether petty contracts are awarded by the Food Corporation of India for loading, unloading and transportation of Food-grains and whether any preference is given to the Scheduled Castes and Scheduled Tribes in the award of such contracts. The Secretary, Department of Food has stated that in the godowns and other places, the Food Corporation of India have employed contractors for the purpose of loading unloading and transportation. These contractors are chosen on the basis of tender and, according to rules, the contract is given to the lowest tenderer. They are not allowed to give any contract by nomination.

5.9. Asked whether casual labour is preferred or the preference is give to the Labour Co-operative Societies, the Secretary, Department of Food has stated as follows:

“So far as labour contract societies are concerned, before I became Food Secretary, I was on the Food Corporation Board myself and the Board has said that, wherever possible, the labour should be encouraged to form labour contract co-operatives and they should be helped. As a matter of fact, in a few places there are labour co-operatives and they do the work but in many cases, the labour cannot form themselves into co-operatives.”

5.10. The Committee note that, as per rules, the contracts are awarded in the Food Corporation of India on the basis of tenders. The Committee would suggest that, other things being equal, preference should be given to Scheduled Castes and Scheduled Tribes for the award of such contracts.

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

### C. Housing Facilities

5.12. It has been stated in a written note submitted to the Committee that the Food Corporation of India has a limited number of residential accommodation for its employees and that accommodation is allotted to them according to their eligibility and turn. Scheduled Caste and Scheduled Tribe employees are also availing this facility.

It has been further stated that House Building Advance is also sanctioned to all the eligible employees including Scheduled Castes and Scheduled Tribes in the Food Corporation of India subject to availability of funds.

5.13. Asked as to whether any reservations have been provided for allotment of accommodation to Scheduled Castes and Scheduled Tribe employees, the Secretary, Department of Food has stated during the course of evidence as follows:

“The FCI do not have any accommodation like general pool. The housing accommodation which they have got is very limited. For example, in a godown, the houses are provided for the watchmen. The watchman has to stay there. These houses go with the job, and therefore, it is not possible to provide any reservation in that. When they have any scheme of general accommodation for their employees, they will comply with these orders.”

5.14. As regards house-building loans, the Chairman of the Corporation has stated that all eligible employees including Scheduled Castes and Scheduled Tribes are sanctioned loans for house-buildings purposes.

5.15. Total number of employees granted House Building Advance, number of Scheduled Caste and Scheduled Tribe employees granted House Building Advance and the number of Scheduled Caste and Scheduled Tribe employees applied but not granted House Building Advance during the years 1975, 1976 and 1977 has been stated to be as follows:—

Year	Total No. of employees sanctioned H.B.A.	No. of SC/ST employees sanctioned H.B.A.			No. of SC/ST employees applied for H.B.A. but not granted			H.B.A. applications pending for want of funds	Remark
		S/C	S/T	Total	S/C	S/T	Total		
1975									
	2	3	4	5	6	7	8	9	10
East Zone	..	..	..	..	..	..	..	..	..
North Zone	4				2	..	2		
South Zone	..				..	..	..	..	..
West Zone	..								
Head Office	5	..	..	..	..	..	..	..	..
	9	..	..	..	2	..	2	..	..

1976

East Zone	..	..	..	..	..	..	..	..	..
North Zone	143	10	1	11	2		2		
South Zone	28	1	..	1			..	..	..
West Zone	..	..		..					
Head Office	21	1	..	1	..	..	..	..	..
	192	12	1	13	2	..	2	..	..

	1	2	3	4	5	6	7	8	9	10
1977										
East Zone	.	32	3		3	..	..	..		
North Zone	.	73	6		6	17	..	17	..	
South Zone	.	51	4		4	1	..	1	1	
West Zone	.	69	9	..	9	28		28	..	
Head Office	.	79	9	2	11	..	..	..	..	
		304	31	2	33	46	..	46	1	

5.16. The Committee note that the Food Corporation of India has a very limited accommodation and the accommodation goes with the job e.g. accommodation is provided to watchmen in a godown. The Committee also note that all eligible employees including Scheduled Castes and Scheduled Tribes in the Food Corporation of India are sanctioned house-building advances. The Committee are, however, surprised to note that two Scheduled Caste employees each in the years 1975 and 1976 and 46 Scheduled Caste employees in 1977 have not been sanctioned House-building advances without assigning any reasons. The Committee would like to stress that applications for house building loans by Scheduled Caste and Scheduled Tribe employees should be considered on priority basis and House-building advances, as far as possible, should not be refused to them.

5.17. The Committee would also like to suggest that as and when any Scheme for general accommodation in the Food Corporation of India is implemented due reservation should be provided for allotment of accommodation to Scheduled Caste and Scheduled Tribe employees.

#### D. Brochure

5.18. The Committee had found during their tour to various places that some of the Regional Offices of the Food Corporation of India did not have copies of the Brochure on reservation for Scheduled Castes and Scheduled Tribes in Services. When the Committee brought it to the notice of the Chairman, Food Corporation of India, he promised during the course of evidence, that he would get the latest instructions on reservations for Scheduled Castes and Scheduled Tribes up dated and consolidated and the copies thereof distributed to all offices of the Corporation.

5.19. The Committee hope that, as assured by the Chairman, Food Corporation of India during the course of evidence, a brochure containing all orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes and other concessions/relaxations provided to them would be brought out up-to-date and copies thereof made available to all the offices of the Corporation.

NEW DELHI;  
April 14, 1978  

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Chaitra 24, 1900 (Saka)

RAM DHAN,  
Chairman,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

## APPENDIX I

(Vide para 2.1 of Report)

*Various Orders/Instructions issued by the Ministry of Home Affairs/Cabinet Secretariat (Department of Personnel, Administrative Ministry and the Bureau of Public Enterprises relating to reservations for Scheduled Castes and Scheduled Tribes and dates when issued to the Food Corporation of India.*

Sl. No.	1	2	3	4	5
	No. and date of Government orders in regard to reservation of vacancies for SC/ST received in the Corporation	Circulated in the Corporation vide the circular No. & date specifically for reservation of vacancies for SC/ST	Subject	Percentage for reservation in direct recruitment in promotion etc.	
1.	A copy of Brochure on reservation in the services for members of the Scs/Sts issued by Ministry of Home Affairs was received in this office vide Department of Food letter No. FCI/65 dated 24-3-55 as the FCI was established on 1-1-65 and on 23-2-65 Central Government were requested to forward copies of the orders issued by the Central Government regarding reservation of SC/ST.	(i) As an interim arrangement instructions were issued for reservation of vacancies for Scs & STs in direct recruitment vide our circular No. 3-8/65-Rule dated 1-7-65.  (ii) Iner on instructions to all concerned in the Corporation were issued vide our circular No. 3-8/65-Rules dated 18-8-65.	Do.	Do.	In respect of Direct recruitment. SCs ST- 12½% 5%
2.	Ministry of Home Affairs OM No. 16/2/68-Estt(C) dated 27-9-67 received from Deppt. of Food vide their endst. 20(4)/66-AC dated 16-10-67.	Instructions earlier issued vide out circular No. 3(8) 65-Rules Dated 19-9-67	Do.	Consideration of SCs/Sts. on deputation.	..

(i) Promot is from category III to II within Cat. II and from Cat. II to the lowest rung of cat. I posts. of cat. I posts.

Reservation for SC/ST in posts filled by promotion.

Orders issued on 18-8-69 vide our circular No. 3-8/65-Rules dated 18-8-69.

3. Ministry of Home Affairs OM No. 1/12/67-Estt(C) dated 11-7-68 received from Office of the Joint Director Food, vide letter No. 31(20)68-Admn. dated 5-10-68.

One standing higher than the grading assigned to SC/ST to be limited to only 25% of the total vacancies in a particular grade filled in a year.

(ii) Promotion in or to Category III & IV SC 12 1/2% ST 5% Posts

Reservation for SCs/STs in appointment in the Corporation.

Circulated the same to all concerned in the Corporation vide our circular No. 14-29-69. I dated 9-3-70.

4. A copy of the Brochure on the subject issued by the BPE, vide third D.O. lett: No. 2/115/168/BPE(GM) dated 18-9-69 was received from Deptt. of Food vide their letter No. 20/21/69-AC dated 20-9-69.

Direct recruitment on SCs STs all India basis by 12.5% 5% means of open competition list

Direct recruitment 16 1/2% 5% on all India basis by otherwise than above.

Direct recruitment to As declared in Cat. II, III & IV Appx.-C. locally.

Promotion

Limited Departmental tests/competitive exams. 12.5% 5%

by selection 125% 5%



3. M.H.A. OM No. 38/3/70 Estt. (SCT) dated 16-5-70 received from Deptt. of Food *vide* their endst. No. 20-21/60-AC Vol. II dated 9-7-70. Do. Circulated *vide* our circular No. 8-6/70-EP dated 6-10-70.
4. M.H.A. OM No. 38/3/70 Estt. (SCT) dated 16-5-70 received from Deptt. of Food *vide* their endst. No. 20-21/60-AC Vol. II dated 9-7-70. Do. Circulated *vide* our circular No. 8-6/70-EP dated 6-10-70.
5. Cabinet Sectt. (Deptt. of Personnel) OM. No. 1/11/69-Estt. (SCT) dated 28-9-70 received from Deptt. of Food *vide* their endst. No. A-14012/1/70-AC dated 25-11-70. Do. Circulated *vide* our circular No. 19-1/71-EP dated 20-3-73.
6. Cabinet Sectt. (Deptt. of Personnel) OM. No. 1/11/69-Estt. (SCT) dated 28-9-70 received from Deptt. of Food *vide* their endst. No. A-14012/1/70-AC dated 25-11-70. Do. Circulated *vide* our circular No. 19-1/71-EP dated 20-3-73.
7. Deptt. of Personnel's OM No. 27-2-72-Estt. (SCT) dated 27-11-72. Do. Circulated *vide* our circular No. 19-1/71-EP dated 20-3-73.
8. Bureau of Public Enterprises OM No. 6(1)/74 BPE (IC) dated 19-10-74. Do. Instructions were issued *vide* No. 18-2-74-EP dated 12-12-74.

*Direct Recruitment*

All India basis 15%, 71/2%  
by means of open 16 2/3%, 7 1/4%  
competitive test  
all India basis  
otherwise than  
above.

—From amongst candidates sponsored by local Employment Exchanges As per Appendix.

*Promotions* SCs STs

by limited departmental competitive examinations 15% 7 1/4%

By selection . 15% 7 1/4%

As per Appendix-D

Reservation for SC/ST in respect of recruitment on local or regional basis.

Reservation or SCs/STs in posts filled by promotion on the basis of seniority subject to fitness. Promotion to be made on the basis of seniority subject to fitness in Cat. III & IV posts. 15% 7 1/4%

For promotion by selection for Cat. III to II, within Cat. II and from Cat. II



## APPENDIX II

(Vide para 3.2 of Report)

*List of Newspapers/Periodicals for issue of advertisements by the Food Corporation of India.*

### 1. INDIAN EXPRESS GROUP OF PAPERS:

Indian Express, Delhi/Bombay/Ahmedabad/Madras/Bangalore/Vijayawada/Cochin.

Sunday Standard, Delhi/Bombay/Ahmedabad/Madras/Bangalore/Vijayawada/Cochin.

Screen, Bombay and Madras.

Financial Express, Bombay/Delhi.

Loksatta (Marathi daily), Bombay.

Sunday Lokshatta (Marathi Weekly) Bombay.

Loksatta, Gujarati daily, Baroda/Surat.

Dinamani, Tamil daily, Madras/Madurai.

Andhra Prabha, Illustrated Weekly, Madras.

Kannada Prabha, Kannada daily, Bangalore.

Nutan Gujarat, Gujarati Weekly, Ahmedabad.

Chandni, Gujarati monthly, Ahmedabad.

Rang Tarang, Gujarati monthly, Ahmedabad.

Dinamanikadir, Tamil Weekly, Madras.

Janasatta, Gujarati daily, Rajkot/Ahmedabad.

Lok Prabha, Marathi Weekly, Bombay.

Andhra Prabha, Telugu Daily, Vijayawada/Bangalore.

### 2. STATESMAN GROUP OF PAPERS:

Statesman, Delhi/Calcutta.

Junior Statesman.

Statesman Weekly.

### 3. MURASOLI, Madras.

4. Swadesh, Gwalior/Indore.
5. Yug Dharma, Raipur/Jabalpur/Nagpur.
6. Lok Lehar, Jullunder.
7. Tarun Bharat, Nagpur/Poona.
8. Ganashakti, Calcutta.
9. Thikathir, Cochin.
10. Deshabhimani, Calicut/Cochin.
11. Deshabhimani, Calicut.
12. Chintha, Cochin.
13. Tarun Bharat, Lucknow.
14. Gurvi Gujarat, Surat.
15. Lokmat, Nadiad.
16. Jai Desh, Varanasi.
17. Sakal, Bombay/Poona.
18. Geetha, Cochin.
19. Sarita, New Delhi.
20. Caravan, New Delhi.
21. Champak, New Delhi.
22. Mukta, Delhi.
23. Shakti, Coorg.
24. Mainstream, New Delhi.
25. Voice of Million, New Delhi.
26. Thanthi, Madras (All edn.).
27. Himmat, Bombay.
28. Malai Murasu, Madras (All edn.).
29. Kanhazhi, New Delhi.
30. Apla Maharashtra, Dhulia.
31. Dharitree, Bhubaneswar.
32. Lokvani, Bangalore.
33. Hind Samachar, Jullunder.
34. Punjab Kesari, Jullunder.
35. Kesari, Kozhikode.
36. Frontier, Calcutta
37. Sangam, Patna.

38. Radiance, Delhi.
39. Dharti Mata, Kutch.
40. Shakuntala, Indore.
41. Marathwada, Aurangabad.
42. Surendranagar Times, Sangli.
43. Vajra Prahar, Dholpur.
44. Rani Muthu, Madras.
45. Nav Kranti, Lucknow.
46. Naidai Millet, Lucknow.
47. Varantrirani, Madras.
48. Hindu Vishva, Delhi.
49. Jagran, Gorakhpur.
50. Bangla Desh, Calcutta.
51. Paschyanti, Delhi.
52. Balayugam, Kuilon.
53. Ghummakar, Jaipur.
54. Saurashtra Nutan Awaz, Rajkot.
55. Sadhna, Poona.
56. Seminar, New Delhi.
57. Dina Sudar, Bangalore.
58. Young Indian, New Delhi.
59. Point of View, New Delhi.
60. Dainik Samyad, Agartala.
61. Kerala Kausthvam, Kottayam.
62. Swarajya, Palanpur.
63. Juga Vartha, Bolangir.
64. Swarajya, Madras.
65. Janatha, Bombay.
66. Uttarayan, Haldwani.
67. Jay Parajay, Jaipur.
68. Aaj, Varanasi.
69. Tribune, Chandigarh.
70. Basumathi, Calcutta.
71. Navbharat, Nagpur/Jabalpur/Bhopal/Raipur/Indore.

72. Tuglak, Madras.  
 73. Eastern Economist, Delhi.  
 74. Commerce, Bombay.  
 75. Malai Nadu, Quilon, Kerala.

## (DAILY PRESS)

Publications	Language	Circulation (in 1000)
<b>DELHI</b>		
Hindustan Times, Delhi . . . . .	English	199
Indian Express, Delhi . . . . .	English	95
Patriot, Delhi . . . . .	English	42
Navbharat Times, Delhi/Bombay . . . . .	Hindi	326
Hindustan Hindi, Delhi . . . . .	Hindi	143
<b>ANDHRA PRADESH</b>		
Deccan Chronicle, Secunderabad . . . . .	English	33
Indian Herald, Hyderabad . . . . .	English	N/A
Andhra Patrika, Vijayawada/Hyderabad . . . . .	Telgu	39
Andhra Jyoti, Vijayawada . . . . .	Telgu	26
Vislaandhra, Vijayawada . . . . .	Telgu	20
Andhra Bhoomi, Secunderabad . . . . .	Telgu	16
<b>ASSAM, MEGHALAYA &amp; NAGALAND</b>		
Assam Express, Gauhati . . . . .	English	9
Assam Tribune, Gauhati . . . . .	English	26
Dainik Assam, Gauhati . . . . .	Assamese	23
Dainik Janambhumi, Jorhat . . . . .	Assamese	10
<b>BIHAR</b>		
Indian Nation, Patna . . . . .	English	54
Searchlight, Patna . . . . .	English	19
Aryavarta, Patna . . . . .	Hindi	74
Pradep, Patna . . . . .	Hindi	29
Vishwabandhu, Patna/Muzaffarpur . . . . .	Hindi	12

Publication	Language	Circulation (in 1000)
<b>GOA</b>		
Navhind Times, Panaji . . . . .	English	11
Gomantak, Panaji . . . . .	Marathi	8
Rashtramat, Margao . . . . .	Marathi	8
<b>GUJARAT</b>		
Western Times, Ahmedabad . . . . .	English	13
Gujarat Samachar, Ahmedabd . . . . .	Gujarati	110
Janasatta/Lokasatta, Ahmd/Rajkot/Baroda . . . . .	Gujarati	104
Sandesh, Ahmedabad . . . . .	Gujarati	97
Phulchhab, Rajkot . . . . .	Gujarati	53
Gujarat Mitra & Gujarat Darpan, Surat . . . . .	Gujarati	51
Prabhat, Ahmedabad . . . . .	Gujarati	45
Jai Hind, Rajkot/Ahmd. . . . .	Gujarati	38
<b>JAMMU &amp; KASHMIR</b>		
Kashmir Times, Jammu . . . . .	English	10
Excelsior, Jammu-Tawi . . . . .	English	6
<b>KARNATAKA</b>		
Deccan Herald, Bangalore . . . . .	English	84
Andhra Prabha, Bangalore/Vijayawada . . . . .	Telgu	97
Prajavani, Bangalore . . . . .	Kannada	106
Samyukta Karnataka, Bangalore/Hubli . . . . .	Kannada	62
Kannada Prabha, Bangalore . . . . .	Kannada	48
Udyavani, Manipal . . . . .	Kannada	35
<b>KERALA</b>		
Malayala Manorma . . . . .	Malayalam <sup>a</sup>	337
Kottayam/Calicut		
Mathrubhumi, Calicut/Cochin . . . . .	Malayalam	292
Kerala Kammudi, Trivandrum . . . . .	Malayalam	134
Deepika, Kottayam . . . . .	Malayalam	55
Express, Trichur . . . . .	Malayalam	37

Publication	Language	Circulation (in 1000)
Deshabhimani, Calicut/Cochin . . . . .	Malayalam	32
<b>MADHYA PRADESH</b>		
Madhya Pradesh Chronicle, Bhopal/Raipur . . . . .	English	11
Hitawada, Bhopal/Raipur . . . . .	English	N/A.
Nai Dunia, Indore . . . . .	Hindi	85.
Dainik Bhaskar, Bhopal/Gwalior/Ujjain . . . . .	Hindi	35.
Indore Samachar, Indore . . . . .	Hindi	20.
Dainik Madhyadeah, Bhopal, Jhansi/Gwalior . . . . .	Hindi	17
Swadeah, Indore/Gwalior . . . . .	Hindi	15.
Dainik Niranjan, Gwalior . . . . .	Hindi	6.
<b>MAHARASHTRA</b>		
Times of India, Bombay/Delhi/Ahmedabad . . . . .	English	284
Indian Express, Bombay/Ahmd. . . . .	English	114
Free Press Journal, Bombay . . . . .	English	61
Economic Times, Bombay/Calcutta/Delhi . . . . .	English	44
Nagpur Times, Nagpur . . . . .	English	22
Financial Express, Bombay/Delhi . . . . .	English	16
Janamabhoomi, Bombay . . . . .	Gujarati	43
Janashakti, Bombay . . . . .	Gujarati	26
Lokasatta, Bombay . . . . .	Marathi	129
Maharashtra Times, Bombay . . . . .	Marathi	113
Daily Sakal, Poona/Bombay . . . . .	Marathi	97
Kesari, Poona . . . . .	Marathi	45
Gavakari, Nasik . . . . .	Marathi	21
Aikya, Satara . . . . .	Marathi	N/A
Nava-Bharat, Nagpur/Jabalpur/Bhopal/Raipur/Indore . . . . .	Hindi	79
<b>ORISSA:</b>		
Samaj, Cuttak . . . . .	Oriya	53
Prajantra, Cuttack . . . . .	Oriya	22



Publication:	Language	Circulation (in 1000)
Mathrubhumi, Cuttack . . . . .	Oriya	15
Swarajya, Bhubaneswar . . . . .	Oriya	11
<b>PUNJAB/HARYANA/H.P.</b>		
Tribune, Chandigarh . . . . .	English	119
Aji, Jullundur . . . . .	Punjabi	29
Daily Jathedar, Jullundur/Delhi . . . . .	Punjabi	12
Daily Akali Patrika, Jullundur . . . . .	Punjabi	N/A
Daily Vir Pratap, Jullundur . . . . .	Hindi	29
Hindi Milap, Jullundur . . . . .	Hindi	28
Daily Haryana Times, Narnaul . . . . .	Hindi	N/A
Punjab Kesari, Jullundur . . . . .	Hindi	62
<b>RAJASTHAN</b>		
Navajyoti Herald, Jaipur . . . . .	English	14
Rajasthan Chronicle, Jaipur . . . . .	English	N/A
Rajasthan Patrika, Jaipur . . . . .	Hindi	50
Daily Navajyoti, Ajmer/Jaipur . . . . .	Hindi	34
Rashtradoot/Jaipur/Kota . . . . .	Hindi	27
<b>TAMIL NADU</b>		
Hindu, Madras . . . . .	English	214
Indian Express (Southern ed.) Madras/Madurai/ Viyawada/Bangalore/Cochin . . . . .	English	212
Mail, Madras . . . . .	English	26
Daily Thanthi, Madras/Madurai/Trichi/Coimbatore/ Tirunelveli/Vellore/Cuddalore . . . . .	Tamil	250
Dinamani, Madurai/Madras . . . . .	Tamil	157
Dinamalar, Tiruchirappalli/Tirunelveli . . . . .	Tamil	62
<b>UTTAR PRADESH</b>		
National Herald, Lucknow/Delhi . . . . .	English	43
Pioneer, Lucknow . . . . .	English	22
Jagran, Kanpur/Gorakhpur/Bhopal/Rewa/Allahabad/ Jhansi . . . . .	Hindi	82

Publication	Language	Circulation (in 1000)
Aj, Varanasi/Kanpur . . . . .	Hindi	59
Amar Ujala, Agra/Bareilly . . . . .	Hindi	55
Swatantra Bharat, Lucknow . . . . .	Hindi	36
Bharat, Allahabad . . . . .	Hindi	13
<b>WEST BENGAL</b>		
Statesman, Delhi/Calcutta . . . . .	English	184
Amrita Bazar Patrika, Calcutta/All. . . . .	English	147
Ananda Bazar Patrika, Calcutta . . . . .	Bengali	302
Jugantar, Calcutta . . . . .	Bengali	195

### APPENDIX III

(Vide para 3.36 of the Report)

*Statement showing State-wise position of persons taken on deputation by the Food Corporation of India and number of Scheduled Caste/Scheduled Tribes separately among them as on 31-12-1977.*

Name of the State	Total No. of candidates taken on deputation	No. of candidates belonging to			Remarks
		SC	ST	Total	
1	2	3	4	5	6
<b>EAST ZONE</b>					
West Bengal in Zonal Office and Joint Manager (PO)'s office.	13	..	..	..	{ The employees in West Bengal Region are State Government employees brought on deputation on 'Asis where is' basis as agreement between Food Corporation of India and the State Government. }
Central	..	..	..	..	
Orissa	..	..	..	1	
Assam	..	..	..	2	
N.E.F./Meghalaya	..	..	..	2 2 %	
<b>TOTAL</b>	<b>139</b>	<b>2</b>	<b>2</b>	<b>5</b>	
<b>NORTH ZONE</b>					
Zonal Office (North), Delhi	..	..	..	..	..

	1	2	3	4	5	6
Punjab	.	11	1	..	1	..
Haryana	.	5	..	..	..	..
Rajasthan	.	10	1	..	1	..
J. & K.	.	7	..	..	..	..
Himachal Pradesh	.	1	..	..	..	..
Delhi	.	2	..	..	..	..
U. P.	.	10	..	..	..	..
<b>Total</b>		<b>50</b>	<b>2</b>	<b>..</b>	<b>2</b>	<b>..</b>

**SOUTH ZONE**

Tamil Nadu	.	5	..	..	..	..
Andhra Pradesh	.	40	..	..	..	..
Kerala	.	39	1	..	1	..
Govt. of India, New Delhi	.	4	..	..	..	..
<b>Total</b>		<b>88</b>	<b>1</b>	<b>..</b>	<b>1</b>	<b>..</b>

**WEST ZONE**

Maharashtra State, Regional Office Bombay and Zonal Office (W) Bombay	.	8	..	..	..	..
---	---	---	----	----	----	----



	1	2	3	4	5	6
Punjab Govt.	.	2	..	..	..	..
Cabinet Sectt.	.	1	..	..	..	..
A.G.C.R., New Delhi	.	5	..	..	..	..
A. G., Haryana	.	5	..	..	..	..
A. G., U. P.	.	1	..	..	6.	..
A. G., Karnataka	.	1	..	..	..	..
A. G., M. P.	.	1	..	..	..	..
Central Railway	.	1	..	..	..	..
Southern Central Railway	.	1	..	..	..	..
Northern Railway	.	1	..	..	..	..
TOTAL	.	39	..	..	..	..

**APPENDIX IV**

(vide para 3.51 of the Report)

*Statement showing the year-wise details of posts of Category I to IV filled by promotion, number of posts reserved/filled by SC/ST and shortfall during the year 1974 to 1976.*

Year	Total No. of employees promoted	Number of posts reserved during the year		Number of SC/ST promoted			Shortfall			Remarks	
		SC	ST	Total	SC	ST	Total	SC	ST		Total
1	2	3	4	5	6	7	8	9	10	11	12
<b>Category-I</b>											
1974	27	5	3	8	3	3	3	2	3	5	} No provision exists for carry forward for reserve vacancies for next year.
1975	10	1	..	1	1	..	1	..	..	..	
1976	6	1	1	2	1	..	1	..	1	1	
<b>Category II</b>											
1974											
East Zone	14*	..	..	..	..	..	..	..	..	..	
North Zone	8	2	1	3	2	1	3	..	..	..	
South Zone	59	11	6	17	5	..	5	6	6	12	
West Zone	6*	..	..	..	..	..	..	..	..	..	
Head Office	..	..	..	..	..	..	..	..	..	..	

1975												
East Zone . . . . .	..	..	..	..	..	..	..	..	..	..	..	..
North Zone . . . . .	54	8	3	11	7	3	10	1	..	..	..	1
South Zone . . . . .	96	17	8	25	15	..	15	2	..	..	8	10
West Zone . . . . .	51	8	4	12	4	..	4	4	..	..	4	8
Head Office . . . . .	..	..	..	..	..	..	..	..	..	..	..	..
1976												
East Zone . . . . .	81	13	7	20	14 <sup>00</sup>	3	17	..	..	..	3	3
North Zone . . . . .	311	49	24	73	31	..	31	18	..	..	24	42
South Zone . . . . .	221	37	19	56	28	..	28	9	..	..	19	28
West Zone . . . . .	129	21	11	32	7	..	7	14	..	..	11	25
Head Office . . . . .	..	..	..	..	..	..	..	..	..	..	..	..

Note.— \* Posts were filled by promotion prior to issue of the orders for reservation in Cat. II posts. Order for reservation of posts in Cat. I & II for promotion were issued on 19th October, 1974 and subsequent to that date no promotions were ordered during the year 1974. There is no provision of carry-forward of reservations.  
 \*\* post filled by SC against ST quota.



Statement showing the year-wise details of posts of Category III filled by promotion, number of posts reserved/filled by SC/ST and shortfall carried forward during each year 1974 to 1976

Zone	Total No. of employees promoted	Total Number of posts reserved during the year	Number of posts reserved during the year			Total No. of reserved posts including those brought forward	No. of SC/ST appointed			Shortfall			Reserved post carried forward to the next year						
			Year (s)	Year (s)	Year (s)		SC	ST	Total	SC	ST	Total							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

CATEGORY—III

1974

East Zone	..	26	51	77	..	..	..	26	51	77	..	..	..	26	51	77	26	51	77
North Zone	8	3	17	20	2	1	3	5	18	23	..	..	..	5	18	23	5	18	23
South Zone	..	304	6	41	47	48	72	54	65	119	56	6	62	..	59	59	..	59	59
West Zone	..	34	6	60	66	5	3	8	11	63	74	2	1	3	9	62	71	9	62

1975

East Zone	..	6	26	51	77	1	2	27	52	79	..	1	1	27	51	78	27	51	78
North Zone	..	278	5	18	23	44	22	66	49	40	89	32	3	35	17	37	54	27	37
South Zone	..	999	..	50	59	155	76	231	155	195	290	136	22	158	19	113	132	19	113

West Zones . . . 199\* 9 62 71 8 4 12 17 66 83 29 3 32 .. 63 63 .. 63 63

\*Includes persons promoted from Category IV to III for which no reservation is to be made. Only those officials of Category IV are eligible who fulfil the qualification.

1976

East Zone 150 27 51 78 23 11 34 50 62 112 21 3 24 # 20 59 88 29 59 88  
 North Zone . . . 3065 17 37 54 472 246 718 489 283 722 347 5 352 142 278 420 142 278 420  
 South Zone . . . 1197 19 113 132 178 89 267 197 202 399 110 9 119 87 193 280 87 193 280  
 West Zone . . . 896 .. 63 63 133 65 198 133 128 261 134 23 157 .. 105 105 .. 105 105

CATEGORY—IV

1974

East Zone . . . .. 2 2 2 .. .. 2 2 2 .. .. 2 .. 2 .. 2 2 2  
 North Zone . . . 7 6 13 .. .. 7 6 13 .. .. 7 6 13 7 6 13  
 South Zone . . . 84 3 8 11 14 7 21 17 15 32 13 2 15 4 13 17 4 13 17  
 West Zones . . . 40 13 8 21 6 3 2 9 19 11 30 10 5 15 9 6 15 9 6 15

Head Office . . . 1 .. .. .. .. .. .. .. .. .. .. .. .. .. .. ..

1975

East Zone .. .. 2 2 2 .. .. 2 2 2 .. .. 2 2 2 2 2  
 North Zone . . . 104 7 6 13 17 35 52 24 41 65 38 .. 38 .. 41 41 .. 41 41  
 South Zone . . . 177 4 13 17 24 15 39 28 28 56 33 4 37 .. 24 24 .. 24 24

Note : Head Office is part of Zonal Office for the purpose of promotion in Cat. III posts.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
West Zone	..	..	9	6	15	..	..	..	9	6	15	..	..	..	9	6	15	9	6	15	
Head Office	17	..	..	3	2	5	3	2	5	3	2	5	3	2	5	..	..	..	..	..	
1976																					
East Zone	187	2	2	28	14	42	28	16	44	25	8	33	3	8	11	3	8	11	3	8	11
North Zone	577	41	41	80	67	147	80	108	188	171	9	180	..	99	99	..	99	99	..	99	99
South Zone	644	..	24	24	94	47	141	94	71	165	121	13	134	..	58	58	..	58	58	..	58
West Zone	55	9	6	15	11	4	15	20	10	30	15	2	17	5	8	13	5	8	13	5	8
Head Office	3	..	..	..	1	1	1	1	1	1	1	1	1	1	..	..	..	..	..	..	..

**APPENDIX V**

(Vide Para 3.55 of Report)

*Statement showing the details about Category III and Category IV employees promoted on the basis of seniority subject to fitness, number of SC/ST employees promoted and number of SC/ST employees considered but not promoted during the year 1975, 1976 and 1977*

Zone	Total No. of employees eligible for promotion	Total No. of employees whom enough for promotion and were considered	Total No. of SC/ST employees among them who were senior employees promoted	Total No. of employees promoted	No. of candidates considered but not promoted	Reasons of being not considered fit for promotion		Remarks				
						Due to vigilance case	Other reasons					
	2	3	4	5	6	7	8	9	10	11	12	13
	SC		ST		Total	SC		ST		ST		
<b>Category III</b>												
1975												
East Zone	6	6	1	1	3	3	1	..	..	..	..	..
West Zone	129	29	3	32	129	29	3	..	..	..	..	..
North Zone	278	32	3	35	278	32	3	..	..	..	..	..
South Zone	999	136	22	158	999	136	22	..	..	..	..	..
1976												
East Zone	150	21	3	24	150	21	3	..	..	..	..	..



South Zone	644	121	13	134	644	121	13	..
Head Office	3	2	..	1	3	1	..	..
1977								
East Zone	206	11	7	18	206	11	7	..
West Zone	56	16	..	16	56	16	..	..
North Zone	469	66	19	85	417	57	17	2 1 10
South Zone	509	115	3	118	509	115	3	..
Head Office	..	..	..	..	..	..	..	..

## APPENDIX VI

(Vide Para 3.71 of Report)

*Statement showing the reservations prescribed for the Scheduled Castes and Scheduled Tribes for the different States/Territories for direct recruitment to category II and category IV posts normally attracting candidates from a locality or a region (Para-I)*

Sl. No.	Name of State/Union Territory	No. of points to be reserved in a 40 Point roster	
		Scheduled Castes	Scheduled Tribes
1	Andhra Pradesh . . . . .	6	2
2	Assam . . . . .	2	8
3	Bihar . . . . .	5	4
4	Gujarat . . . . .	3	5
5	Kerala . . . . .	4	2
6	Madhya Pradesh . . . . .	6	8
7	Tamil Nadu . . . . .	7	2
8	Maharashtra . . . . .	5	2
9	Mysore . . . . .	6	2
10	Orissa . . . . .	7	8
11	Punjab & Haryana . . . . .	9	2
12	Rajasthan . . . . .	6	5
13	Uttar Pradesh . . . . .	8	2
14	West Bengal . . . . .	7	3
15	Jammu & Kashmir . . . . .	2	2
16	Andaman Nicobar Island . . . . .	..	17
17	Himachal Pradesh . . . . .	9	2
18	Laccadive, Minicoy & Amindivi Islands . . . . .	..	19
19	Manipur . . . . .	1	12
20	Tripura . . . . .	3	12
21	Delhi . . . . .	Same as for recruitment on all India basis.	

**APPENDIX VII**

(Vide para 4.2 of Report)

*Statement showing the yearwise details of posts of Category-I to IV filled by direct recruitment, number of posts reserved filled by SC/ST and shortfall carried forward each year (1970 to 1976)*

Year	Total No. of employees appointed	Number of reserved posts brought forward from previous year(s)			Number of posts reserved during the year			Total No. of reserved posts including those brought forward			Number of SC/ST appointed			Shortfall			Reserved posts carried forward to the next year		
		SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

**CATEGORY I**

1970	8	..	..	..	3	2	5	3	2	5	1	1	1	2	2	4	2	2	4
1971	10	2	2	4	2	1	3	4	3	7	..	..	..	4	3	7	4	3	7
1972	128	4	3	7	20	10	30	24	13	37	21	7	28	3	6	9	3	6	9
1973	34	3	6	9	6	3	9	9	9	18	4	1	5	5	8	13	5	8	13
1974	43	5	8	13	8	4	12	13	12	25	5	2	7	8	10	18	8	10	18
1975	3	8	10	18	..	..	..	8	10	18	1	..	1	7	10	17	7	10	17
1976	23	7	10	17	4	1	5	11	11	22	5	2	7	6	9	15	6	9	15

**CATEGORY II**

1970  
North, South,  
West, East Zones

H.O.	10	2	1	3	2	1	3	1	..	1	1	1	1	1	1	2	1	1	2
------	----	---	---	---	---	---	---	---	----	---	---	---	---	---	---	---	---	---	---

NIL



No—	Nil																			
North, South, West, East Zones	Nil																			
H.O. . . . .	16	1	1	2	2	1	3	3	2	2	5	2	2	1	2	3	1	2	3	
1972	Nil																			
North, South, West, East Zones	Nil																			
H.O.	1	2	3				1	2	3				1	2	3	1	2	3		
1973	Nil																			
North, South, West, East Zones	Nil																			
H.O.	1	1	2	3	..	..	..	1	2	3			1	1	1	1	2	1	1	2
1974	Nil																			
1975	Nil																			
North, South, West, East Zones	Nil																			
H.O. . . . .	4	1	1	2				1	1	2			1	1	2	1	1	1	2	
1976	Nil																			
North, South, West, East Zones	Nil																			
H.O. . . . .	46	1	1	2	8	4	12	9	5	14	1	..	1	8	5	13	8	5	13	
CATEGORY III																				
1970	Nil																			
East Zone	221	..	..	..	32	32	64	32	32	64	30	12	42	2	20	22	2	20	22	

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
North Zone	1075	129	64	193	249	69	318	378	133	511	94	6	100	284	127	411	284	127	411	
South Zone	177	16	9	25	21	10	31	37	19	56	21	4	4	25	16	15	31	16	15	31
West Zone	155	..	..	..	9	3	12	9	3	12	10	1	11	..	..	2	2	..	2	2
H.O.	70	..	..	..	15	6	21	15	6	21	10	2	12	5	4	9	5	4	9	
1971																				
East Zone	174	2	20	22	21	37	58	23	57	80	23	11	34	..	46	46	..	46	46	46
North Zone	2757	284	127	411	570	155	725	854	282	1136	392	11	403	462	271	733	462	271	733	
South Zone	458	16	15	31	66	17	83	82	32	114	36	10	46	46	22	68	46	22	68	
West Zone	429	..	2	2	53	48	101	53	50	103	48	13	61	5	37	42	5	37	42	
H.O.]	103	5	4	9	14	5	19	19	9	28	9	3	12	10	6	16	10	6	16	
1972																				
East Zone	257	..	46	46	38	19	57	38	65	103	48	..	48	..	65	65	..	65	65	
North Zone	3225	462	271	733	695	173	868	1157	444	1601	640	6	646	517	438	955	517	438	955	
South Zone	297	46	22	68	28	23	51	74	45	119	46	7	53	28	38	66	28	38	66	
West Zone	599	5	37	42	47	40	87	52	77	129	43	4	47	9	73	82	9	73	82	
H.O.	24	10	6	16	5	2	7	15	8	23	4		4	11	8	19	11	8	19	
1973																				
East Zone	472	..	65	65	78	59	137	78	124	202	35	3	38	43	121	164	43	121	164	

North Zone . 213 517 438 955 34 16 50 551 454 1005 14 4 18 537 450 987 450 987  
 South Zone 482 28 38 66 54 15 69 82 53 135 69 7 76 13 46 59 13 46 59  
 West Zone . 1097 9 73 82 135 195 330 144 268 412 133 47 180 11 221 232 11 221 232  
 H.O. . 89 11 8 19 5 2 7 16 10 26 8 2 10 8 8 16 8 8 16

1974

East Zone . 5 43 121 164 1 .. 1 44 121 165 .. 1 1 44 120 164 44 120 164  
 North Zone . 21 537 450 987 6 1 7 543 451 994 4 4 539 451 990 539 451 990  
 South Zone . 436 13 46 59 65 35 100 78 81 159 6 6 72 81 153 72 81 153  
 West Zone . 40 11 221 232 5 4 9 16 225 241 1 1 15 225 240 15 225 240  
 H.O. . 64 6 8 16 4 3 7 12 11 23 12 11 23 12 11 23 12 11 23

1975

East Zone . 47 44 120 164 12 5 17 56 125 181 4 4 .. 4 52 125 177 52 125 177  
 North Zone 42 539 451 990 6 2 8 545 453 998 7 3 10 538 450 988 538 450 988  
 South Zone 93 72 81 153 17 4 21 89 85 174 19 3 22 70 82 152 70 82 152  
 West Zone . 76 15 225 240 8 12 20 23 237 260 5 1 6 18 236 254 18 236 254  
 H.O. . 2 12 11 23 .. 1 1 12 12 24 24 .. .. 12 12 24 12 12 24

1976

East Zone . 1380 52 125 177 277 33 360 329 208 537 468 237 705 .. .. .. ..  
 North Zone . 2415 538 450 988 348 138 486 886 588 1474 664 105 769 222 473 705 222 483 705  
 South Zone . 3333 70 82 153 464 90 554 534 172 706 103 10 1046 .. \* .. .. ..

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
West Zone .	99 <sup>1</sup>	18	236	254	72	140	212	90	376	466	100	89	189	287	287	287	287	287	287	287
H.O. .	146	12	12	24	25	10	35	37	22	59	40	9	9	13	13	13	13	13	13	13
*Reserved vacancies filled by SC candidates.																				
CATEGORY IV																				
1970																				
East Zone .	122	..	..	..	15	27	12	15	27	42	15	22	37	5	5	5	5	5	5	5
North Zone	1181	5	36	41	97	24	121	102	60	162	85	2	87	17	58	75	17	58	75	75
South Zone .	196	11	18	29	26	39	35	37	27	64	37	..	37	..	27	27	..	27	27	27
West Zone .	155	..	..	..	8	20	28	8	20	28	5	19	24	3	1	4	3	1	4	4
H.O. .	52	..	..	..	10	4	14	10	4	14	10	10	10	4	4	4	..	4	4	4
1971																				
East Zone .	256	..	5	5	29	35	64	29	40	69	13	7	20	16	33	49	16	33	49	49
North Zone .	2946	17	58	75	630	154	784	647	212	859	647	123	770	..	89	89	89	89	89	89
South Zone .	164	..	27	27	32	1	33	32	28	60	32	2	34	..	26	26	..	26	26	26
West Zone .	145	3	1	4	16	7	23	19	8	27	10	3	13	5	14	9	5	14	9	14
H.O. .	33	..	4	4	4	6	3	9	6	7	13	7	2	9	5	5	..	5	5	5
1972																				
East Zone .	311	16	33	49	47	24	71	63	57	120	63	4	67	53	53	53	53	53	53	53

North Zone	2583	89	89	590	148	738	590	237	827	602	14*	720	119	119	..	119	119
											+104						
South Zone	298	..	26	26	44	6	50	44	32	76	77	3	80	29	29	29	29
West Zone	190	9	5	14	25	14	39	34	19	53	30	6	36	4	13	17	4
H.O.	20	5	5	3	2	2	5	3	7	10	3	2	5	..	5	5	5

\*104 SCs appointed against STs.

1973

East Zone	360	53	53	45	50	95	45	103	148	40	18	58	5	85	90	5	85	90
North Zone	887	119	119	172	46	218	172	165	337	183	5	188	160	160	160	160	160	160
South Zone	243	29	29	33	8	41	33	37	70	43	6	49	31	31	..	31	31	31
West Zone	97	4	13	17	3	40	43	7	53	60	7	1	8	..	52	52	..	52
H.O.	52	5	5	8	4	12	8	9	17	10	..	10	9	9	9	..	9	9

1974

East Zone	..	5	85	90	..	..	..	5	85	90	..	..	..	..	..	5	85	90	
North Zone	25	..	160	160	5	1	6	5	161	166	3	3	6	2	158	160	2	158	160
South Zone	135	..	31	31	34	38	72	34	69	103	21	3	24	13	66	79	13	66	79
West Zone	29	..	52	52	3	5	8	3	57	60	8	..	8	..	57	57	..	57	57
H.O.	4	..	9	9	..	..	..	..	9	9	..	..	..	..	9	9	..	9	9

1975

East Zone	15	5	85	90	4	1	5	9	86	95	1	..	1	8	86	94	8	86	94
North Zone	4	2	158	160	1	..	1	3	158	161	1	..	1	2	158	160	2	158	160

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
South Zone . . .		358	13	66	79	64	19	83	77	85	162	153	5	158	..	80	80	..	80	80
West Zone . . .		91	..	57	57	10	15	25	10	72	82	33	3	36	..	69	69	..	69	69
H.O. . . . .		3	..	9	9	1	..	1	1	9	10	1	..	1	..	9	9	..	9	9
1976																				
East Zone . . .		877	8	86	94	170	51	221	178	137	315	222	191	413	..	..	..	..	..	..
North Zone . . .		1268	2	158	160	267	112	379	269	270	539	364	58+52@	474	..	160	160	..	160	160
South Zone . . .		181	..	80	80	281	92	573	281	172	453	1120	11	1131	..	Nil	Nil**	..	..	..
@52 SCs appointed against STs'      **Vacancies filled by appointment of SC candidates.																				
West Zone . . .		255	..	69	69	22	36	58	22	105	12	61	28	89	..	77	77	..	77	77
H.O. . . . .		52	..	9	9	8	4	12	8	13	21	10	12	22	..	1	1	..	1	1

**APPENDIX VIII**

(Vide para 4.25 of Report)

*Statement showing the names and Designations, year-wise (Officers) of Scheduled Caste/ Tribe trained in the Central Institute of F.C.I. during the last three years (1975-77)*

Sl. No.	Name & Designation	Type of Training	Zone
1	2	3	4
<i>Scheduled Castes</i>			
	S/Shri	1975	
1	Gurdas Ram, Sr. Asstt. Manager	Integrated Management	North
2	Jograj Singh, Asstt. Manager	Do.	Do.
3	Murari Lal, Dy. Manager	Do.	Do.
4	S. N. Ray, Sr. Asstt. Manager	Do.	East
		1976	
1	K. B. Manjardokar, Asstt. Manager	Shipping and Port Operations	West
2	S. D. Thiruchalwam Asstt. Manager	Do.	Seuth
3	L. M. Jadhav, Sr. Asstt. Manager	Vigilance	West
4	Lakhan Lal, Asstt. Manager (QC)		North
5	B. K. Majumdar, Asstt. Manager	General Management	East
6	B. N. Mitra, Asstt. Manager	Shipping & Port Operations	East
7	F. A. Laskhar, Asstt. Manager	Quality Control	East
8	K. C. Laskhar, Asstt. Manager	Quality Control	East
		1977	
1	Pyare Lal, Asstt. Manager (QC)	General Manager	North
2	Mohan Lal, Asstt. Manager	Finance & Accounts	H.O.
3	Hari Chand, Asstt. Manager	Do.	H.O.
4	K. M. Abhikari, Sr. Asstt. Manager	Do.	East
5	M. B. Ubale, Asstt. Manager	Do.	West
6	M. H. Randria, Asstt. Manager	Do.	West
7	M. V. Das, Asstt. Manager	Do.	South
8	M. R. Sarath, Asstt. Manager (Mech.)	Processing Industry	South

1	2	3	4
9	R. C. Saha, Asstt. Manager	Industrial Relations	East
10	Mool Chand, Dy. Manager	Quality Control	North
		1978	
1	K. Jeevarathnam, Asstt. Manager (D. pot.)	Movement	South
2	B.M. Bhelshakar, Asstt. Manager (D. pot.)	Movement	West
3	Karan Singh, Asstt. Manager (IA&PV)	General Management	H.O.
4	Hardeva Ram, Asstt. Manager (Depot)	General Management	North
	<i>Scheduled Tribes</i>		
		1975	
1	J. N. M. Negi, Asstt. Manager	Integrated Management	North
		1976	
1	Chandeshwar Manjhi, Asstt. Manager (General)	General Management	North
2	L. N. Chadala, D.M.	General Management	South
3	K. C. Sharma, S.A.M.	General Management	West
4	R. M. Verma, D.M.	Quality Control	East
5	Mrs. N. Kurba, D.M.	Vigilance	East



## Appendix IX

(Vide para 5 of Introduction)

### *Summary of Conclusions/Recommendations contained in the Report*

Sl. Reference No.	Reference to para number in the Report	Summary of conclusions/recommendations
(1)	(2)	(3)
1.	1.4	<p>The Committee note that there is no specific provision in the Food Corporations Act, 1964 for the appointment of qualified Scheduled Caste and Scheduled Tribe persons on the Board of Directors of the Food Corporation of India though persons belonging to Scheduled Caste Community have been appointed as Directors in the past. The Committee further note that Government keeps in mind various kinds of interests to be represented on the Board while making nominations. The Committee hope that while making nominations of Directors to the Board of Directors the interests of Scheduled Castes and Scheduled Tribes will also be kept in mind by Government. The Committee are of the view that there should be at least one Director from amongst the Scheduled Castes and Scheduled Tribes on the Board of Directors of the Food Corporation of India so that the interests of Scheduled Castes and Scheduled Tribes could be properly looked after not only in the services of the Corporation but also in their economic development. The Committee will like the Government to examine the feasibility of making a provision in the said Act for appointment of a Scheduled Caste or a Scheduled Tribe Director on the Board of Directors to give it a statutory footing.</p>

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(1)	(2)	(3)
2.	1.10	<p>The Committee note that a provision has been made in the Food Corporation of India (Staff) Regulation, 1971 that in making appointments in the services of the Food Corporation of India, reservations and other concessions would be provided to Scheduled Castes and Scheduled Tribes as directed by the Central Government from time to time and, according to the Chairman, Food Corporation of India, all instructions issued by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms/Bureau of Public Enterprises in this regard have been adopted by the Corporation. The Committee desire that the Food Corporation of India should not only adopt but also implement <i>in toto</i> all the orders and instructions regarding reservations and other concessions/relaxations for Scheduled Castes and Scheduled Tribes issued by the Government of India from time to time including those relating to promotions etc.</p>
3.	1.11	<p>The Committee, while conceding that the Corporation being an autonomous body, the Department of Food do not exercise day-to-day check or control over its operations would nevertheless like to emphasise that the Department of Food should keep a careful and continuous watch to oversee that the reservation orders are not only adopted but implemented in letter and spirit by the Corporation and all its field organisations.</p>
4.	2.4	<p>Although the Committee have been informed that all orders and instructions issued by the Ministry of Home Affairs/Bureau of Public Enterprises/Department of Personnel and Administrative Reforms received either direct or through the Department of Food are being followed in the Food Corporation of India, the Committee are surprised to note from the material supplied by the Food Corporation of India (<i>Vide</i> Appendix I)</p>

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(1)	(2)	(3)
		<p>that none of the orders on reservations issued by the Ministry of Home Affairs/Department of Personnel and Administrative Reforms/Bureau of Public Enterprises after the 19th October, 1974, has been received in the Food Corporation of India. In the circumstances, the Committee cannot but deplore that there has been laxity in the Department of Food in sending copies of such orders to the Food Corporation of India or the Food Corporation of India has not ensured its proper collation at their end. Be that as it may, the coordination machinery both in the Department of Food and in the Food Corporation of India requires to be streamlined and strengthened. The Committee would like that the Deputy Secretary nominated as Liaison Officer in the Department of Food should ensure prompt communication and proper implementation of all the orders issued from time to time for reservations and other concessions/relaxations admissible to Scheduled Castes and Scheduled Tribes.</p>
5.	2.13	<p>The Committee note that a Liaison Officer has been appointed in the Department of Food to safeguard the interests of Scheduled Castes and Scheduled Tribes but there is no separate Cell in the Department to look after the work relating to Scheduled Castes and Scheduled Tribes which is being handled by an Assistant in one of the Administration Sections and that the question of setting up a Cell is being examined in consultation with the Work Study Unit. The Committee feel that the Liaison Officer alone would not be able to discharge his duties effectively unless a Cell with adequate staff is set up in the Department of Food to assist him and to watch the implementation of reservation orders and other concession admissible to Scheduled Caste and Scheduled Tribe employees also to look into the grievances and complaints of Scheduled Caste and Scheduled Tribe employees.</p>

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(1)	(2)	(3)
6.	2.14	<p>The Committee also note that Liaison Officers have been nominated in the Head/Zonal/Regional Offices of the Food Corporation of India and a separate Cell under Liaison Officer has been set up in the Head Office and that separate staff is being earmarked for the Cells in Zonal and Regional Offices of the Corporation to look after the work relating to reservations for Scheduled Castes and Scheduled Tribes. The Committee hope that these Cells have started functioning effectively and that as assured by the Chairman, Food Corporation of India during the course of evidence, he has reviewed the position again in this regard and has taken steps for organisational improvement wherever necessary. The Committee are of the view that mere designating a Liaison Officer and his periodically inspecting the offices and reporting the progress is not enough. What is needed is concerted action on the part of Liaison Officer to ensure due compliance by the appointing authorities with the orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other concessions admissible to them. In order to carry out the duties effectively, it is but essential that he should ensure that the personnel assisting him are conversant with the duties required for proper and effective implementation of reservation orders. The Committee would, therefore, like that the Food Corporation of India should arrange refresher courses for training the concerned officers and staff and, if necessary, utilise the services of the office of the Commissioner for Scheduled Castes and Scheduled Tribes for arranging such refresher courses during this year for the training of concerned officers.</p>
7.	2.20	<p>The Committee regret to note that annual statements regarding representation of Scheduled Castes and Scheduled Tribes in the services of</p>

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(1)	(2)	(3)
		<p>the Food Corporation of India for the years 1975 and 1976 were submitted by the Food Corporation to the Department of Food on the 8th April, and 30th April, 1977 respectively, although there should have been sent to them latest by the 1st March every year as laid down in the Department of Personnel and Administrative Reforms O.M. No. 17/3/70-Estt (SCT), dated the 1st January, 1972. The Committee feel that the very purpose of submitting these annual statements gets defeated if these statements are not submitted in time. The Committee would, therefore, impress upon the Food Corporation of India that these statements are submitted to the Ministry of Agriculture and Irrigation (Department of Food) in time. Failure to submit these statements in time should be regarded as a serious lapse on the part of concerned officers.</p>
8.	2.21	<p>The Committee would also like to suggest that these annual statements, on receipt by the Department of Food should be critically examined and analysed so that prompt and effective measures are taken to remove the deficiencies noticed. The Department of Food should also ensure that these statements are submitted by them to the Bureau of Public Enterprises latest by the 31st March every year as laid down in this regard.</p>
9.	2.22	<p>The Committee also note that a note on the recruitment, promotion, dereservation of vacancies and supersession of Scheduled Caste and Scheduled Tribe employees in the Food Corporation of India during the year 1977 will be published in the Annual Report of the Department of Food from this year onwards. The Committee desire that such statistics should also be published in the Annual Report of the Food Corporation of India from this year onwards.</p>
10.	3.13	<p>The Committee note the procedure being followed for recruitment to various categories of posts in the Food Corporation of India. The</p>

(1)	(2)	(3)
		Committee suggest that in order to give wider publicity to the vacancies reserved for Scheduled Castes and Scheduled Tribes, advertisements for vacancies in Categories I and II posts should be issued in all important newspapers published from all regions in the country omitting the stipulation that preference will be given to candidates registered with the Employment Exchanges and for categories III and IV posts, advertisements for vacancies reserved for Scheduled Castes and Scheduled Tribes should be published in all the prominent regional/local newspapers issued in the main regional language of that area. All such advertisements should also be published in the "Employment News" and "Rozgaar Samachar".
11.	3.14	The Committee also desire that list of newspapers in which recruitment advertisements are issued by the Food Corporation of India may be reviewed in consultation with the Ministry of Home Affairs/Directorate of Advertising and Visual Publicity so that all recruitment advertisements are included in all the prominent newspapers in all regional languages so that Scheduled Caste and Scheduled Tribe people living in remote areas could also apply.
12.	3.15	The Committee observe from the list of daily newspapers obtained by the Food Corporation of India from the Directorate of Advertising and Visual Publicity, Ministry of Information and Broadcasting that it does not include any Urdu newspaper although a large population in the North India reads Urdu newspapers. The Committee, therefore, suggest that the Food Corporation of India, while reviewing the list of newspapers as suggested above, should examine the feasibility of including prominent daily newspapers published in Urdu in the list of daily newspapers and issue their recruitment advertisements in those papers also to enable the Urdu-

(1)	(2)	(3)
		knowing people to know about the vacancies reserved for Scheduled Castes and Scheduled Tribes.
13.	3.16	The Committee would also suggest that specific number of posts reserved for Scheduled Castes and Scheduled Tribes respectively and also concessions/relaxations available to them should invariably be mentioned in each advertisement. The object of indicating the number of vacancies reserved for Scheduled Castes and Scheduled Tribes and concessions/relaxations available to the candidates belonging to Scheduled Castes and Scheduled Tribes in the notifications to the Employment Exchanges and advertisements in the newspapers is that adequate number of Scheduled Caste and Scheduled Tribe candidates are sponsored by the Employment Exchanges or otherwise apply in response to the recruitment advertisements.
14.	3.17	The Committee further suggest that with a view to giving wider publicity to reserved vacancies and exploring possibility of securing more candidates belonging to Scheduled Castes and Scheduled Tribes, the Food Corporation of India should intimate the reserved vacancies to the Director of Scheduled Caste/Scheduled Tribe Welfare or Director of Social Welfare in the State/Union Territory concerned as laid down in the Department of Personnel and Administrative Reforms O.M. No. 36034/2/78-Estt (SCT), dated the 24th February, 1978.
15.	3.18	Copies of all advertisement notices should also simultaneously be sent to the local Scheduled Caste and Scheduled Tribe M.L.As. and M.Ps. and also to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.
16.	3.19	The Committee further suggest that the vacancies reserved for Scheduled Castes and Scheduled Tribes should also be advertised

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(1)	(2)	(3)
17.	3.20	<p>through the medium of All India Radio as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36022/4/76-Estt (SCT), dated the 7th August, 1976.</p>
17.	3.20	<p>The Committee are unhappy to note that the Food Corporation of India do not communicate the reasons for rejection of Scheduled Caste/Tribe candidates sponsored by the Employment Exchanges although specific orders have been issued by the Government of India in this regard. The Committee would stress that specific reasons for rejection of Scheduled Caste/Tribe candidates who have been sponsored by the Employment Exchanges should invariably be communicated to the Employment Exchanges in order to enable the Employment Exchanges to sponsor in future the right type of Scheduled Caste/Scheduled Tribe candidates.</p>
18.	3.27	<p>The Committee are unhappy to note that although a fairly large number of employees have been taken on deputation in the Food Corporation of India, the number of Scheduled Caste and Scheduled Tribe employees among them from the State Government/Union Territory Administrations is quite insignificant and it is nil from the Central Government Departments. The Committee, no doubt, agree that it is essential for the Food Corporation of India to maintain cordial relations with the State Governments for its smooth functioning, nevertheless the Committee are confident that State Governments are as keen as the Central Government to implement the constitutional provisions relating to reservations for Scheduled Castes and Scheduled Tribes in Services if properly explained to the State Governments and therefore at the time of taking persons on deputation, if the State Governments are apprised of the fact in specific terms, they should apparently have no objection</p>

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(1)	(2)	(3)
		<p>in considering the cases of eligible Scheduled Caste and Scheduled Tribe employees while nominating persons for posts to be filled by deputation or transfer. The Committee would, therefore, stress that, in accordance with the instructions issued by the Department of Personnel and Administrative Reforms <i>vide</i> their O.M. No. 36012/7/77-Estt(SCT), dated the 21st January, 1978, where the number of posts to be filled on deputation is fairly substantial, the Food Corporation of India should ensure that a fair proportion of such posts are filled by employees belonging to Scheduled Castes and Scheduled Tribes.</p>
19.	3.36	<p>The Committee note that the Food Corporation of India has grouped different posts in each category under their control to ensure larger representation of Scheduled Castes and Scheduled Tribes in the Food Corporation of India. The Committee also note that approval of the Department of Food or the Department of Personnel and Administrative Reforms is not required in such cases and the Board of Directors is competent to take a decision in the matter. The Committee are not aware of the circumstances under which it was not considered necessary to obtain the approval of the Board of Directors while revising the grouping of posts in 1972 while it was done in 1970. The Committee would stress that in all such cases, the approval of the Board of Directors should invariably be obtained.</p>
20.	3.37	<p>The Committee are distressed to note that the present grouping system in the Food Corporation of India is being continued inspite of the observations made by the Study Team of the Office of the Commissioner for Scheduled Castes and Scheduled Tribes in this regard in 1971. The Committee feel that the present system of grouping of posts in the Food Corporation of</p>

(1)	(2)	(3)
		<p>India is working against the interests of Scheduled Caste and Scheduled Tribe employees and desire that Department of Food should review the procedure of grouping of posts being followed in the Food Corporation of India in consultation with the Department of Personnel and Administrative Reforms Bureau of Public Enterprises and the Office of the Commissioner for Scheduled Castes and Scheduled Tribes and take such corrective measures as may be necessary.</p>
21.	3.42	<p>The Committee note the various concessions/ relaxations given to Scheduled Castes and Scheduled Tribes while making recruitments for different categories of posts in the Food Corporation of India. The Committee hope that if concerted measures are taken by the Food Corporation of India to implement these concessions  relaxations, both in letter and spirit, they expect the backlog in the representation of Scheduled Castes and Scheduled Tribes in its services could be wiped out in the shortest possible time.</p>
22.	3.43	<p>The Committee also recommend that where the requisite number of Scheduled Caste and Scheduled Tribe candidates fulfilling even the relaxed standards are not available to fill the reserved vacancies, the recruiting authorities should select for appointment, the best among the Scheduled Castes and Scheduled Tribes fulfilling the minimum educational qualifications prescribed for posts against all the reserved vacancies and in-service training may be given to them to bring them up to the requisite standard. In this connection, the Committee would also recommend that the condition of previous experience for recruitment in the Food Corporation of India should be done away with so far as Scheduled Caste and Scheduled Tribe candidates are concerned.</p>
23.	3.58	<p>The Committee are distressed to note that there is a big shortfall in the matter of promotion</p>

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- | (1) | (2)  | (3)  |
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|     |      | <p>of Scheduled Castes and Scheduled Tribe employees in different categories of posts in the Food Corporation of India. The Committee are of the view that unless the extent orders on the subject are scrupulously followed in letter and spirit, liberal concessions and relaxations given to Scheduled Caste and Scheduled Tribe employees and their cases for promotions considered sympathetically, the situation is not likely to improve. The Committee, therefore, urge the Food Corporation of India to ensure that the orders on reservation in promotions issued from time to time by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises are rigidly followed and liberal concessions/relaxations given to Scheduled Caste and Scheduled Tribe employees at the time of promotion so that all the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled in by them and the shortfalls are obliterated as early as possible.</p> |
| 24. | 3.59 | <p>The Committee note that the zone of consideration has been prescribed 3 to 5 times depending upon the number of vacancies for promotion in the Food Corporation of India. The Committee suggest that the Food Corporation of India should consider the feasibility of enlarging the zone of consideration to 5 to 6 times the number of vacancies or even further extending, if necessary, in the case of Scheduled Castes and Scheduled Tribe employees as per instructions contained in the Department of Personnel and Administrative Reforms O.M. No. 36011/6/75-Estt (SCT), dated the 7th May, 1975 so that adequate number of Scheduled Caste and Scheduled Tribe employees are available for consideration for promotion to the next grade.</p>  |
| 25. | 3.60 | <p>The Committee suggest that in view of heavy shortfalls in the representation of Scheduled Castes and Scheduled Tribes in promotional posts,</p>   |
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(1)	(2)	(3)
		<p>the date for determining the length of service of three years as on 31st December of each year should not stand in the way of promotion of Scheduled Caste and Scheduled Tribes employees. The Secretary, Department of Food has assured the Committee during the course of evidence that he would get examined whether some relaxations in the case of Scheduled Caste and Scheduled Tribe employees could be given. The Committee would like to be apprised of the decision taken in the matter.</p>
26.	3.67	<p>The Committee need hardly emphasise the desirability of including a Scheduled Caste or Scheduled Tribe officer in the various Selection Boards/Departmental Promotion Committees constituted by the Food Corporation of India so as to instil confidence in the Scheduled Caste and Scheduled Tribe employees. In case, a Scheduled Caste/Tribe officer of the appropriate status is not available in the Food Corporation of India, a Scheduled Caste/Tribe officer from the Ministry of Agriculture and Irrigation (Department of Food) Social Welfare Department of State Governments should invariably be associated with such Selection Boards/Departmental Promotion Committees.</p>
27.	3.68	<p>The Committee trust that necessary instructions have since been issued to authorities concerned to invariably appoint a Scheduled Caste/Scheduled Tribe officer in the Recruitment/Promotion Committee for Class IV Category which was not done so far.</p>
28.	3.75	<p>The Committee are unhappy to note that reservation orders were made applicable in the Food Corporation of India from 1970 onwards and the rosters started from then onwards although the Food Corporation was established as early as in 1965. The Committee further regret to point</p>

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out that rosters for Class III and Class IV posts are not even maintained on the prescribed forms by the Food Corporation of India and these are just lists of candidates appointed from time to time. The Committee would like to point out that roster is a mechanism to keep a watch on the proper and adequate intake of Scheduled Castes and Scheduled Tribes in services and that it would cease to have any significance whatsoever if it is not maintained properly. The Committee would, therefore, stress that rosters should be properly maintained by the Food Corporation of India and that they should be checked regularly by the competent authority in accordance with the proforma prescribed by the Cabinet Secretariat (Department of Personnel and Administrative Reforms) O.M. No. 8/8/7-Estt. (SCT), dated 22nd April, 1971. The Committee would further urge that the defects pointed out by the Commissioner for Scheduled Castes and Scheduled Tribes in his Report to the Committee should immediately be set right. The Committee need hardly stress that discrepancies noticed during the course of inspection of rosters by the authorities concerned should be rectified immediately and also brought to the notice of the Managing Director of the Food Corporation of India.

29.

3.76

The Committee are distressed to note that the rosters, as mentioned in the Report of the Commissioner for Scheduled Castes and Scheduled Tribes to the Committee, are neither being properly maintained nor checked or signed by the Liaison Officers and even the prescribed procedure for dereservation and for inter-change of vacancies *inter se* Scheduled Castes and Scheduled Tribes is not being followed

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3.77

The Committee also suggest that the position in this regard should be reviewed in the Zonal

- | (1) | (2)  | (3)  |
|-----|------|--|
|     |      | and Regional Offices of the Food Corporation of India and corrective steps taken expeditiously where necessary.  |
| 31. | 3.78 | The Committee deplore that for direct recruitment to categories III and IV posts normally attracting candidates from a locality or a region, the Food Corporation of India is following the roster points (See Appendix VI) which were prescribed by the Government of India in 1963 and communicated to them by the Bureau of Public Enterprises <i>vide</i> their D.O. No. 2(115)68-BPE (GM) dated the 18th September, 1969. The Committee fail to understand how the Food Corporation of India could do justice to the Scheduled Castes and Scheduled Tribes in their representation in the services of Food Corporation of India by following such an old and obsolete order after the issue of which a number of States have been re-organised and the population figures have increased considerably and as a consequence of which roster points have been revised <i>vide</i> Department of Personnel and Administrative Reforms O.M. No. 1/3/72-EST (SCT) dated the 12th March, 1973; and instructions have been issued by Government to follow the revised roster points. The Committee would like the Food Corporation of India to follow the latest instructions issued by Government in this regard. |
| 32. | 3.79 | The Department of Food should also ensure that the Food Corporation of India are posted with the latest instructions relating to reservations for Scheduled Castes and Scheduled Tribes and those instructions are being followed by them meticulously.  |
| 33. | 3.86 | The Committee are distressed to note that a large number of vacancies reserved for Scheduled Castes and Scheduled Tribes have been filled by general candidates without dereserving  |

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those vacancies in the South Zone of the Food Corporation of India during the years 1972 to 1975 although the Chairman of the Food Corporation of India has informed the Committee during the course of his evidence that "they do not appoint anybody else against a vacancy reserved for Scheduled Castes and Scheduled Tribes." This only shows that not only the appointing authorities in the South Zone of the Food Corporation of India have not cared to comply with the extent orders on the subject, the Food Corporation of India has also not ensured the proper implementation of those orders through quarterly/annual returns and inspections, etc., and they have also not kept the Chairman of the Corporation informed of the correct position in this regard. The Committee do not intend to go into the circumstances under which a large number of posts in the South Zone of the Food Corporation of India during the years 1972 to 1975 have been filled by the general candidates without dereserving the vacancies at this stage but would like to stress that no vacancy reserved for a Scheduled Caste or a Scheduled Tribe should in future be dereserved without following the prescribed procedure in this regard and the information with regard to dereservation of vacancies in the Food Corporation of India should also be sent to the Department of Food and the Commissioner for Scheduled Castes and Scheduled Tribes.

34.

3.87

The Committee feel that ordinarily vacancies reserved for Scheduled Castes and Scheduled Tribes should be filled in by the candidates belonging to the respective communities only so that the need to fill in the vacancies reserved for Scheduled Castes and Scheduled Tribes and *vice versa* is obviated. The Committee would, therefore, suggest that all possible efforts should be made by the Food Corporation of India to find Scheduled Caste and Scheduled Tribe candidates

(1)	(2)	(3)
		for all the posts reserved for them. If, however, such candidates are not available to fill all the reserved posts, then the exchange of vacancies should be resorted to in the very first year.
35.	4.15	The Committee are distressed to note that the representation of Scheduled Castes in categories I and II posts and of Scheduled Tribes in all categories of posts in the Food Corporation of India is much below the quota prescribed for them. The Committee are all the more unhappy to note that no serious efforts have been made by the Food Corporation of India to augment the intake of Scheduled Castes and Scheduled Tribes in their services prior to 1976. With a special recruitment resorted to by the Corporation exclusively for Scheduled Castes and Scheduled Tribes in 1976, they have been able to clear the backlog in Class III and Class IV so far as Scheduled Castes are concerned.
36.	4.16	As regards Class I posts, the Committee will like to stress that with the increasing number of Scheduled Caste and Scheduled Tribe technical hands of the required calibre now being available, the Food Corporation of India should make all possible endeavour to clear the backlog in this class by tapping all possible sources.
37.	4.17	The Committee regret to note that even while there is a provision for direct recruitment for Class II category of posts in Staff Regulations, it has not been resorted to so far much to the detriment of Scheduled Castes and Scheduled Tribes in spite of the fact that candidates for promotional category in Class III are not available for promotion in Class II posts.
38.	4.18	The Committee have been informed during the course of evidence that Government have asked the Food Corporation of India not to under-



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(1)	(2)	(3)
		take any recruitment till such time a decision with regard to the staff pattern of the Corporation is taken. The Committee desire that a decision in this regard should be taken without any delay by Government so that the Food Corporation of India could undertake special recruitment for Scheduled Castes and Scheduled Tribes and the backlog should be wiped out within a time-bound programme to be drawn up for the purpose.
39.	4.19.	The Committee will also like to stress that Scheduled Caste and Scheduled Tribe candidates in various promotional categories should be promoted either by extending the existing zone of consideration or by having a separate zone of consideration for Scheduled Castes and Scheduled Tribes with a view to wipe out the backlog as early as possible.
40.	4.20.	The Committee are also surprised to note that even though the backlog was cleared in 1976 taking all the Zones/Regions of the Food Corporation of India together, the backlog persisted in the North Zone. North Zone, in 1976, there was a backlog of 222 vacancies, for Scheduled Castes and 483 for Scheduled Tribes in Class III which has further risen to 308 and 513 for Scheduled Castes and Scheduled Tribes respectively in 1977. The Committee feel that although a large number of candidates belonging to Scheduled Castes and Scheduled Tribes were sponsored by the Employment Exchanges during the recruitments made by the Food Corporation of India in 1977 but all the reserved vacancies have not been filled in and a large number of sponsored candidates have been rejected which has again created backlog in the representation of Scheduled Castes and Scheduled Tribes in the Corporation. The Committee, therefore, stress that, as per extant orders, the best among the available

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		candidates belonging to Scheduled Castes and Scheduled Tribes for Category III and Category IV non-technical and quasi-technical posts should be taken and given in-service training to make them better equipped for the concerned jobs. The Committee would like the Department of Food to ensure that these orders are followed by the Food Corporation of India in letter and spirit.
41.	4.21.	The Committee further suggest that if Scheduled Tribe candidates are not available in the respective regional or local employment exchanges to fill the reserved vacancies, the Food Corporation of India should contact the employment exchanges in the adjoining regions/areas to fill the vacancies reserved for the Scheduled Castes and Scheduled Tribes.
42.	4.22	The Committee have also been informed that the employees who collect sweepings in the godowns of the Food Corporation of India are also called sweepers. The Committee desire that the designation of this category of employees should be changed to distinguish them from actual sweepers and reservations, as provided under the rules, made applicable to them.
43.	4.30.	The Committee cannot but emphasise that in-service training programme on a regular basis in any Government or Public Undertaking or Corporation is one of the essential steps for bettering the prospects of Scheduled Caste and Scheduled Tribe employees. The Committee, therefore suggest that in-service training programme for such Scheduled Caste and Scheduled Tribe employees who have been recruited/promoted by lowering the standards in Food Corporation of India should be arranged on a

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		regular basis so as to make them better equipped for selection to higher categories of posts.
44.	4.31.	The Committee would also suggest that, as per Government orders, preference should be given to Scheduled Caste and Scheduled Tribe officers while deputing officers for attending seminars and conferences, etc, and also for various training programmes in India or abroad to enable them to broaden their outlook and also to build up specialist knowledge.
45.	4.32.	The Committee note that reservations for Scheduled Castes and Scheduled Tribes have been provided in the recruitment of Apprentices in the Food Corporation of India. The Committee urge that Scheduled Castes and Scheduled Tribes should invariably be given their due shares in accordance with the quota reserved for them while filling the training places in the designated trades in the Food Corporation of India and preference given to these trained apprentices for absorption in Food Corporation of India.
46.	4.37.	The Committee are unhappy to note that while regularising daily-rated staff in Class III and Class IV categories in 1976, sufficient number of workers belonging to Scheduled Tribes have not been taken. The Committee while noting that the Food Corporation of India has since adopted the orders on reservations for Scheduled Castes and Scheduled Tribes in work-charged establishment daily-rated staff issued <i>vide</i> Cabinet Secretariat (Department of Personnel and Administrative Reforms) Office Memorandum No. 36021/9/76-Estt (SCT) dated the 10th February, 1977, regret to state that even after the adoption of reservation orders, adequate number of Scheduled Tribes in Class III and Class IV categories have not been taken for appointment

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as work-charged staff. The Committee need hardly stress that while recruiting work-charged| daily-rated staff the Food Corporation of India should strictly follow the reservation orders so that at the time of their regularisation, there is no difficulty in filling the quota reserved for Scheduled Castes and Scheduled Tribes.

47.

5.5.

The Committee are perturbed to find that a large number of complaints have been received from Scheduled Caste and Scheduled Tribe employees relating to their grievances in service matters or against non-observance of orders relating to reservations in favour of Scheduled Castes and Scheduled Tribes issued by Government from time to time and in certain cases, disposal of complaints received from Scheduled Castes and Scheduled Tribes employees has been unduly delayed. The Committee desire that all complaints received from Scheduled Caste and Scheduled Tribe employees should be dealt with utmost expedition.

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5.6.

The Committee further suggest that complaints relating to the practice of untouchability which attract the provisions of Protection of Civil Rights Act, 1955 should be investigated and processed with all seriousness and strict action taken against the offenders.

49.

5.7

The Committee would like to stress that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should be maintained by the Implementation Cell/Liaison Cell in the Head/Zonal/Regional Offices of the Food Corporation of India. The Committee would also suggest that a precise procedure should also be laid down by the Food Corporation of India to deal with such complaints/representations and that it should be ensured that complaints are

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		attended to with utmost expedition. These registers should at least be checked quarterly by the concerned Liaison Officers and also by the Heads of the Units of the Food Corporation of India during the course of their inspections of the Officers under their control to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees and quarterly reports submitted to the Headquarters Office for their information.
50.	5.10.	The Committee note that, as per rules, the contracts are awarded in the Food Corporation of India on the basis of tenders. The Committee would suggest that, other things being equal, preference should be given to Scheduled Castes and Scheduled Tribes for the award of such contracts.
51.	5.11.	The Committee also desire that petty contracts upto a value of Rs. 10,000 should be given to Scheduled Caste and Scheduled Tribe persons on nomination basis and if necessary, the rules may be amended accordingly.
52.	5.16.	The Committee note that the Food Corporation of India has a very limited accommodation and the accommodation goes with the job e.g. accommodation is provided to watchmen in a godown. The Committee also note that all eligible employees including Scheduled Castes and Scheduled Tribes in the Food Corporation of India are sanctioned house-building advances. The Committee are, however, surprised to note that two Scheduled Caste employees each in the years 1975 and 1976 and 46 Scheduled Caste employees in 1977 have not been sanctioned House-building advances without assigning any reasons. The Committee would like to stress that applications for house building loans by Scheduled Caste and Scheduled Tribe employees

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		should be considered on priority basis and House-building advances, as far as possible should not be refused to them.
53.	5.17.	The Committee would also like to suggest that as and when any Scheme for general accommodation in the Food Corporation of India is implemented due reservation should be provided for allotment of accommodation to Scheduled Caste and Scheduled Tribe employees.
54.	5.19	The Committee hope that, as assured by the Chairman, Food Corporation of India during the course of evidence, a brochure containing all orders/instructions pertaining to reservations for Scheduled Castes and Scheduled Tribes and other concessions/relaxations provided to them would be brought out up-to-date and copies thereof made available to all the offices of the Corporation.