

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

**(1983-84)**

**(SEVENTH LOK SABHA)**

**FIFTIETH REPORT**

**MINISTRY OF STEEL & MINES  
(Department of Steel)**

**RESERVATIONS FOR, AND EMPLOYMENT OF  
SCHEDULED CASTES AND SCHEDULED TRIBES  
IN ROURKELA STEEL PLANT**

*Presented to Lok Sabha on*  
*Laid in Rajya Sabha on*

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES

(1983-84)

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\*Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 9th April, 1984.

\*\*Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 12th April, 1984.

\*\*\*Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 2nd April, 1984.

## 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 this Fiftieth Report on the Ministry of Steel and Mines (Department of Steel)—Reservations for, and Employment of Scheduled Castes and Scheduled Tribes in Rourkela Steel Plant.

2. The Committee took the evidence of the representatives of the Ministry of Steel & Mines (Department of Steel) on 7th November, 1983. The Committee wish to express their thanks to the officers of the Department of Steel, Steel Authority of India Ltd. and Rourkela Steel Plant for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on April 3, 1984.

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

A. C. DAS,

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

NEW DELHI;

April 3, 1984.

*Chitra 14, 1906 (S)*

## CHAPTER I

### INTRODUCTORY

#### *A. Organisation*

The Rourkela Steel Plant (RSP) was the first steel plant to be set up in the public sector in mid 50s with German collaboration with the original capacity of 1 million Tonnes per annum of Ingot Steel to be converted into 0.72 million tonnes of saleable steel. The commissioning of the units at the million tonnes stage started in December, 1958 and continued upto the beginning of 1962. Taking into consideration the inbuilt capacities available in the primary Rolling Mills, the Plant was subsequently expanded to produce 1.8 Million tonnes of Ingot steel to be converted into 1.225 Million tonnes of saleable steel per annum. The commissioning of the expansion units began in 1965 and was completed by the end of 1968, though some units like one of the Galvanising Lines was commissioned only by end of 1969.

1.2 Rourkela Steel Plant has also got unique speciality of having a big Fertilizer Plant attached to it. The Fertilizer Plant gainfully utilises the hydrogen from Coke Oven Gas and Nitrogen from Oxygen Plant to produce Ammonia and subsequently Calcium Ammonium Nitrate Fertilizer (CAN). Some of the intermediate products of this plant like Ammonia, Ammonium Nitrate and Nitric Acid are also being made available for sale. Taking into consideration all these intermediates, the rated capacity of this plant is 0.46 Million tonnes of Gross CAN per annum.

#### *B. Role of the Department of Steel*

1.3 It has been stated that the Department of Steel is concerned with the development of the iron and steel industry including the main steel plants in the public sector. Apart from the Secretary, the Department has a Financial Adviser in the rank of Additional Secretary, 4 Joint Secretaries, 3 Directors, 4 Deputy Secretaries and 8 Under Secretaries. One of the Deputy Secretaries also acts as the Liaison Officer for keeping watch over the interests of Scheduled Castes and Scheduled Tribes in service matters of the Department.

1.4 The Department of Steel has a number of Desks/Sections. One Section is entrusted with the work relating to coordination and issue of Government Directives on reservations for and employment of Scheduled Castes and Scheduled Tribes in 17 Public Undertakings under that Department.

1.5 During evidence, the Committee desired to know whether the Deputy Secretary, who was working as Liaison Officer, was able to do full justice to the reservation work relating to 17 Public Undertakings under the Ministry of Steel and Mines (Department of Steel) which was required to be supervised by him if he was not exclusively devoted to that work Secretary of the Ministry



of Steel and Mines (Department of Steel) stated that one Section was entrusted with the work relating to coordination and issue of Government Directives. The strength of the section was one Section Officer and three Assistants. One Assistant in that Cell belonged to Scheduled Caste.

1.6 The Secretary, Ministry of Steel and Mines (Department of Steel) added :—

“The officers of our Ministry have the specific responsibility of checking the progress of employment of Scheduled Caste/Scheduled Tribe people and complying with the directives of the Government on these matters as well as of looking after the other matters of the Ministry. Besides, the Section Officers we have entrusted the senior officers in the Department of Steel also with the responsibility of watching the performance of public sector enterprises and take follow-up action and complying with the Directives of Government from time to time. I also take care in these matters by personally sharing the quarterly programme review meetings held to see what improvements can be brought about in the conditions of work of Scheduled Castes and Scheduled Tribes.”

1.7 In reply to another question, the witness elucidated further :—

“The data is received from different enterprises. It is compiled in this particular Cell. We have Joint Secretaries and Deputy Secretaries and Directors in-charge of all the public enterprises and it is one of their duties to exercise a close watch over these matters.

As Secretary, it is also my responsibility to take care of these matters and in the quarterly programme review meetings, this is the particular item which I look into and discuss with the Managing Directors and the Chief Executives of each enterprise.”

1.8 Asked about the checks devised by the Department of Steel to ensure that reservation orders made in favour of Scheduled Castes and Scheduled Tribes were actually implemented by the Rourkela Steel Plant, the Department of Steel has stated in a written reply.

“The Directive issued to the public sector undertakings on reservation of vacancies for Scheduled Castes and Scheduled Tribes provides for maintenance of rosters for recruitment in each grade or service or a group of posts and the appointment of a Liaison officer in each public sector undertaking to ensure proper implementation of orders/instructions on reservation of vacancies.

In compliance with the Directives, an annual report (consolidated for all the steel plants) regarding implementation of reservation orders is submitted by SAIL to the Department of Steel, Bureau of Public Enterprises (BPE) and the Ministry of Home Affairs. Regular submission of the report by SAIL is watched by the Department.”

**1.9 The Committee note that in the Department of Steel, there is a Section consisting of one Section Officer and three Assistants for coordination and issue of Government directives on reservations for and employment of Scheduled Castes and Scheduled Tribes in 17 Public Undertakings under the control of that Department.**

The Committee were informed during evidence that the data relating to employment of Scheduled Castes and Scheduled Tribes in these Public Undertakings is compiled in this particular Cell. The Committee feel that the present staff strength of the Cell is grossly inadequate to do justice to the work relating to implementation of reservation orders in 17 Public Undertakings under the control of Department of Steel. The Committee recommend that the staff strength of the cell should be increased with a view to exercising proper control on all personnel matters relating to Scheduled Castes and Scheduled Tribes.

1.10 The Committee also note that one Deputy Secretary in the Department of Steel acts as Liaison Officer for keeping a watch over the interests of Scheduled Castes and Scheduled Tribes in service matters. In view of the fact that there are 17 Public Undertakings under the control of Department of Steel which have to be monitored by the Liaison Officer, the Committee suggest, that the Liaison Officer should be exclusively for this work. So that he can devote sufficient time to the personnel matters relating to Scheduled Castes and Scheduled Tribes.

## CHAPTER II

### RESERVATIONS-

#### *A: Implementation of Reservation orders*

2.1 The Ministry of Steel and Mines (Department of Steel) have stated in a note that the Government Directives regarding reservation for Scheduled Castes and Scheduled Tribes in direct recruitment have been implemented in Rourkela Steel Plant (RSP) with effect from 1 July, 1971. Reservation in promotion was introduced in RSP with effect from 1 January, 1977. The percentage of reservations in favour of Scheduled Castes and Scheduled Tribes and the date from which the Directives were implemented in RSP are as under:

#### *(I) Posts filled by Direct Recruitment*

	SC	ST	Date of Implementation of Government Directives
(a) On all-India basis by open competition	15%	7½%	w.e.f. 1-7-71*
(b) On all-India basis otherwise than by open competition	16½%	7½%	w.e.f. 1-7-71
(c) On local or regional basis to non-executive posts	16%	24%	w.e.f. 1-7-71 to 30-6-75
	15%	23%	w.e.f. 1-7-75 onwards
<i>(II) Posts filled by Promotion</i>	15%	7½%	w.e.f. 1-1-77

\* Recruitment centrally done for all Steel Plants/Units at Corporate level and allocations are done in accordance with the requirements.

2.2 The following are the broad categories of posts in RSP which are included in Groups A, B & C. The reservation orders apply in all these posts. No posts in RSP has been exempted from the purview of Reservation orders on account of agreement or understanding with the employee's unions. Group D posts do not exist in SAIL :—

Executive Category		Scales of Pay
Group A	E-1	Rs. 800-1400/-
	E-2	Rs. 1100-1700/-
	E-3 (a)	Rs. 1250-1750/-
	E-3 (b)	Rs. 1400-1800/-
	E-4	Rs. 1650-2210/-
	E-5	Rs. 1900-2500/-
	E-6 (a)	Rs. 2250-2650/-
	E-6 (b)	Rs. 2350-2750/-
	E-7	Rs. 2750/-(fixed)
	E-8	Rs. 2500-3000/-
		Rs. 2600-3100/-

*Non executive category*

		Rs.
(i) Group B :		
—Supervisory posts	N—9	910—1597
	N—8	810—1454
—Highly skilled posts	A—4	850—1537
	A—3	810—1454
(ii) Group C (Excluding Sweepers)		
—Highly skilled posts	N—7	750—1303
—skilled posts	N—6	690—1152
	N—5	645—1023
	N—4	610—904
	N—3	585—823
—Semi-skilled posts	N—2	565—761
—Unskilled posts	N—1	550—704
—Ministerial & Allied Categories	A—2	700—1300
	A—1	595—1065
(iii) Group C (Sweepers only)	N—1	550—704

At the stage of factual verification the Deptt. of Steel have informed that the scales of pay have been revised in September 1983 and were made affective from 1st August, 1982. The revised scales are as under:—

E-1	Rs. 1150-1870/-
E-2	Rs. 150-2340/-
E-3 (a)	Rs. 1700-2660/-
E-3 (b)	Rs. 1700-2660/-
E-4	Rs. 2200-3100/-
E-5	Rs. 2550-3250/-
E-6(a)	Rs. 3000-3500/-
E-6 (b)	Rs. 3100-3700/-
E-7	Rs. 3700-(fixed)
E-8	Rs. 3500-4000/-
	Rs. 3600-4100/-

2.3 It has been stated in a written reply that there are two Officers on deputation with R.S.P. None of them belongs to Scheduled Caste/Scheduled Tribe community.

2.4 Two employees of R.S.P. are on deputation to other Departments. Neither of them belongs to Scheduled Caste/Scheduled Tribe community.

2.5 The Committee find that none of the two employees who are on deputation in RSP belongs to Scheduled Caste/Tribe community. Similarly none of the two employees of RSP sent on deputation to other Departments, belongs to Scheduled Caste/Tribe community.

**The Committee need hardly stress that while selecting persons for posts to be filled by deputation, every endeavour should be made to ensure that fair proportion of such posts are filled by persons belonging to Scheduled Caste/Tribe community. Similarly when the RSP sends its employees on deputation to other Departments, a fair proportion of Scheduled Caste/Tribe employees should also be sent on deputation as far as possible.**

*B. Liaison Officer/Cell*

2.6 The Additional Chief Personnel Manager (Works) of RSP has been nominated as Liaison Officer for Rourkela Steel Plant to ensure due compliance of the orders and instructions pertaining to reservations of vacancies in favour of Scheduled Castes/Scheduled Tribes and concessions admissible to them. He coordinates between the Ministry, Steel Authority of India Ltd. (SAIL) and RSP in matters of reservation etc. for Scheduled Castes and Scheduled Tribes.

2.7 A Special Cell has been formed in RSP and is functioning from 25th March, 1974 under the direct control of Liaison Officer to deal with the matters relating to implementation of the Government Directives on Scheduled Castes/Scheduled Tribes. The Cell is under the charge of a Deputy Manager (Personnel) belonging to Scheduled Tribe community.

*C. Redressal of Grievances*

2.8 It has been stated that in Rourkela Steel Plant, Grievance Committees have been formulated through a tripartite agreement with the recognised Union and are functioning successfully since the year 1969. At present, there are 9 Zonal Grievance Committee and all the Departments/Units are included in their respective zones. The employees including Scheduled Castes/Scheduled Tribes are eligible to refer their grievances to the concerned Zonal Grievance Committee and the decision given by the Zonal Grievance Committees on a particular grievance is treated as final and binding on both the parties. Grievances which are not settled by the Zonal Grievance Committees are referred to Central Grievance Committee and such of the grievances which are not settled by the Central Grievance Committee are referred to MD whose decisions are final.

2.9 While Scheduled Caste/Scheduled Tribe employees put forth their grievances in the above manner they also put their grievances before the Scheduled Caste/Scheduled Tribe Cell headed by one Additional Chief Personnel Manager who is also the Liaison Officer for Scheduled Caste/Scheduled Tribe in terms of the provisions of the Directives on reservation for Scheduled Castes/Scheduled Tribes. These are duly examined for quick redressal.

2.10 Asked whether the existence of the Cell had been notified to the Scheduled Caste and Scheduled Tribe employees, the Managing Director stated during evidence that "They know about it."

2.11 When the Committee enquired whether any complaint register was maintained in the RSP, the Managing Director, RSP has stated as follows:

"These grievances are looked into. Every complaint is examined and decision, if necessary, is taken from the higher authority. Then it is implemented."

**2.12 The Committee are of the view that the existence of the Cell should be made known to the Scheduled Caste/Scheduled Tribe employees of the Rourkela Steel Plant by issuing a circular or in any other suitable way. The complaints of Scheduled Caste/Scheduled Tribe employees submitted in writing should be looked into by the Cell expeditiously and remedial measures should be adopted wherever necessary.**

## CHAPTER III

### RECRUITMENT AND PROMOTION

#### A. Recruitment Procedure

3.1 In regard to the procedure for recruitment of staff in various categories of posts in Rourkela Steel Plant, the Committee have been informed written in a reply as under:—

- (i) All posts in Rourkela Steel Plant are broadly divided into two categories i.e. (a) Executive and (b) Non-Executive. The Procedure of recruitment is as follows:

(a) *Procedure of recruitment to executive posts:*

Filling up of vacancies in the lowest cadre of executive posts such as Management Trainees (Technical) and Management Trainees (Administrative) is done centrally by the Steel Authority of India Limited, New Delhi on all-India basis by open competition.

On rare occasions, Rourkela Steel Plant recruits its candidates directly for executive posts and in such circumstances the posts are advertised on all-India basis. Copies of such advertisements are sent to the local employment exchange and to the Director of Employment Exchanges, Orissa.

Copy of such advertisement is also endorsed to the recognised associations of scheduled Castes/Scheduled Tribes. The candidates sponsored by the employment exchange are also considered along with other candidates.

(b) *Procedure of recruitment to non-executive posts:*

Recruitment of candidates from outside the organisation is made through the local employment exchange. Requisition in the prescribed form is sent to the local employment exchange indicating the number of posts to be filled and vacancies reserved for Scheduled Castes and Scheduled Tribes. In case suitable candidates are not available from the employment exchange, the post is advertised in the newspaper after obtaining "Non-availability Certificate" from the Employment Exchange. Copy of such advertisement/requisition is also endorsed to the recognised associations of Scheduled Castes/Scheduled Tribes of the State.

The candidates are interviewed by duly constituted Selection Board which also includes a representative from the Government of Orissa. The Addl. District Magistrate, Rourkela has been nomi-

nated by the State Government to represent in the Selection Board. The Officer-in-Charge of SC/ST Cell who belongs to Scheduled Tribe community, is associated in such Selection Committees as member. While utmost care is taken to ensure objectivity in the selection of candidates, due consideration is given to Scheduled Caste/Scheduled Tribe candidates to fill up the reserved vacancies with relaxed standards. The Scheduled Caste/Scheduled Tribe candidates are interviewed separately or in a separate block and the selection note as well is prepared separately."

3.2 Asked about the posts for which recruitment was made centrally for the steel plants (including RSP) the Secretary, Department of Steel has stated during evidence:

"It is for Group 'A' posts — Management Trainees. It is an executive position. That is done at the corporate level by the Steel Authority of India by all India advertisements and every effort is made to give preference to Scheduled Castes and Scheduled Tribes."

3.3 Asked whether all the engineering graduates selected as Management Trainees (Technical) were required to undergo training, the Managing Director, Rourkela Steel Plant has stated during evidence as follows:

"The Engineering graduates and metallurgical graduates are graduates in their particular specialities, but in this one and a half year, they are given a thorough training as per the requirement of the Steel Plants. This one and a half years' training is for everybody."

3.4 The Committee were also informed during evidence that those Scheduled Caste/Scheduled Tribe candidates, who did not qualify in the written examination and interview for selection as Management Trainees (Technical) were appointed on a \*stipend of Rs. 500/- per month under pre-employment training scheme for 6 months.

3.5 In this connection, Chairman, Steel Authority of India Limited stated during evidence:

"Since the recruitments are done on a total basis based on the total plants, requirements, the recruitment of Group 'A' Management Trainee posts that record is maintained in the Corporate office and as far as distribution of (Management Trainees) to the various plants is concerned, we distribute them depending on the specialities and things like that. So it is not necessary that the Scheduled Castes may be distributed in the plants in the same proportion. If we get more Electrical Engineers, they may be distributed elsewhere because the plants' distribution is based on the specialities."

3.6 Asked how far the percentages of 15 per cent and 7½ per cent have been met in the case of RSP, the Secretary, Department of Steel, has stated during evidence as follows:

"Overall in the Rourkela Steel Plant, there are \*\*39209 employees of which Scheduled Castes are 3660 and Scheduled Tribes are 7400

\*At the time of factual verification Ministry of Steel & Mines (Deptt. of Steel) has informed that the stipend has been increased to Rs. 750/- p.m.

\*\* As on 1-7-1983.



making a total of about 11,060. The total percentages aggregate to 28.20%. Here I want to say that we should know that out of 39209 the total number of people employed, as many as 32146 had been employed in the Rourkela Steel Plant as on 1-1-1971 before the directions came. Therefore, I would say that a very large number of persons recruited thereafter belonged to Scheduled Castes and Scheduled Tribes. Therefore the percentage has come to a little over 28%."

3.7 When asked to clarify why scheduled Caste/Scheduled Tribe candidates were rejected on the ground that they did not come up to the required standard the Secretary, Department of Steel has stated during evidence as follows:—

"There are certain minimum eligibility criteria at the time of Scrutiny of applications. Then there is a written test where they are expected to have certain percentage marks below which the candidate will not be considered. For the written test we have relaxed standard by 10% marks less. In the interview also there are relaxed standards for candidates belonging to Scheduled Castes/Scheduled Tribes. Candidates were selected according to these relaxed standards and they were offered appointments."

3.8 When asked why a large number of Scheduled Caste/Scheduled Tribe candidates did not join after appointment letters were sent to them, the representative of the Department of Steel stated during evidence as follows:—

"The main reason appears to be that these candidates have appeared for selection in many organisations. They would have received appointment orders from another organisation. That is why a number of people did not join even after the appointment orders are issued. We are now introducing special incentives so that they will not join some other organisation."

3.9 When asked about the reasons for non-availability of Scheduled Caste/Scheduled Tribe candidates for various categories of posts in Rourkela Steel Plant, the Secretary, Ministry of Steel and Mines (Department of Steel) has stated during evidence as follows:—

"I remember meeting some of them and asking them what their preferences are in relation to the types of jobs." There are various jobs involving hard work, uncomfortable work etc. Of course, many of them preferred different types of work. Many people who qualify in the examinations have their own preferences. It is the case even in respect of general category people. "Many people who are coming from the Institutes of Technology or Institute of Management do not consider Steel as a preference. This is true."

3.10 The Committee were informed during evidence that normally 15 days' notice was given to all candidates including Scheduled Caste/Tribe candidates for appearing at the interview. The same period was given for joining the assignment. The Committee wanted to know whether this period was adequate keeping in view the fact that the candidate living in a remote area might receive such communication even after 15 days. The Chairman, Steel Authority of India Limited (SAIL) replied as under:—

"This is primarily for those recruited in the Plant from the local employment exchange. For others we are giving one month for central recruitment. Those who are recruited from the local employment exchange, 15 days' time is given, and if they ask for extension, this is also given. However, the date of seniority of the candidate is from the date of his joining. So if he joins later by asking for time, it is to his disadvantage."

3.11 In reply to a question the witness stated further stated the period of 15 days or one month was calculated from the date of posting of the interview/appointment letter.

3.12 In this connection the Committee drew attention to their 28th Report (August 1974) regarding Reservation in the Steel Plants in which the Government had accepted the recommendation of the Committee that a minimum of one month's time should be given for appearing in interview/joining the assignment. The Secretary, Department of Steel agreed that the 15 days' notice was not adequate and stated that it will be increased to one month.

3.13 In this connection, the Department of Steel has informed further in a written note as follows:—

"The suggestion (of the Committee) for giving one month's time to all candidates including Scheduled Caste/Scheduled Tribe both for appearing at the interview and for joining the assignment have been noted and suitable instructions have been issued to the Chief Executive of different plants and units of Steel Authority of India Limited" (Appendix I).

3.14 When asked whether interview letters to Scheduled Caste/Tribes candidates were sent by Employment Exchange and not by RSP, a representative of the Ministry of Steel and Mines (Department of Steel) stated during evidence that the letters were sent by the Employment Exchange.

3.15 Asked whether interview/appointment letters are issued to candidates by registered post, the Committee has been informed in a written reply that while appointment letters are sent by registered post with A/D, interview letters are sent under certificate of posting. The Department of Steel while agreeing to a suggestion made by the Committee during evidence to despatch the interview letters also by registered post, have stated in a written reply as follows:—

"The suggestion of the Committee that interview letters to the candidates should be sent by registered post has duly been noted and suitable instructions have already been issued to all the plants and units of SAIL for compliance."

3.16 Asked about the details regarding the number of Scheduled Caste/Scheduled Tribe graduate engineers who were offered appointment and the

number out of them who actually joined during three years from 1980 to 1982, the Department of Steel have stated in a written reply as follows:

Year	Nature of post	No. of offer issued to		Total	No. of SC/ST joined		Total	No. of SC/ST not joined		Total
		SC	ST		SC	ST		SC	ST	
1980	MT (TECH)	46	10	56	31	8	39	15	2	17
1981	MT (TECH)	68	17	85	25	5	30	43	12	55
1982	MT (TECH)	81	14	95	40	10	50	41	4	45

3.17 Asked whether the Scheduled Caste/Scheduled Tribe candidates selected as Management Trainees (Technical) are required to sign any Bond for serving the Rourkela Steel Plant for a fixed period, the Committee were informed during evidence that the candidates selected for appointment as Management Trainees (Technical) were required to execute a Bond to Serve the Steel Authority of India Limited or any of the Steel Plants/Units for a minimum period of 5 years after a successful completion of 18 months' training. The amount of bond money required to be furnished was Rs. 15,000/- for general candidates and 25% less i.e. Rs. 11,225/- for the Scheduled Caste/Scheduled Tribe candidates.

3.18 Asked why, the bond was for a minimum period of 5 years' service, the Secretary, Department of Steel, stated during evidence:

"The purpose of the bond is that we take fresh graduates and train them by spending a lot of money. So, we want to get something out of them."

3.19 In regard to the reservation made for Scheduled Caste/Tribe persons in the posts of Junior Manager (Accounts & Finance), the Committee were informed during evidence that in SAIL, the post of Junior Manager (Finance and Accounts) carries the scale of Rs. 800—1400. During the years 1980, 1981 and 1982, the number of posts reserved for Scheduled Castes was 25, 23 and 19 and those reserved for Scheduled Tribes was 13, 11 and 10 respectively. Against these reserved posts only one Scheduled Caste was appointed during this three-year period. When the Committee wanted to know the reasons for such negligence recruitment of Scheduled Caste/Scheduled Tribes in this category, the Secretary Department of Steel, replied that the qualification required for the post was Chartered Accountants. However, those Scheduled Caste/Scheduled Tribe candidates who had passed Costs and Works Accountants' Examination, which was comparatively a lower qualification, were also selected.

3.20 The Committee wanted to know why some persons could not be selected and trained for the purpose. The Secretary, Department of Steel replied that the post was of a senior position and it was necessary for the candidates to possess the basic qualifications. The witness further added:

"One suggestion which one can make is that there are many candidates or bright officers/employees belonging to Scheduled Castes and

Scheduled Tribes and if they want to take some time to get a degree, we can certainly allow them to do that."

3.21 Asked whether reasons for rejection of candidates sponsored by the Employment Exchange were communicated, the Department of Steel has stated in a written note as follows:

"The Selection Committees do not record the specific reason for which a candidate is not found suitable by the Committee in the interview. As and when Scheduled Caste and Scheduled Tribe candidates sponsored by the Employment Exchange are not found suitable even with relaxed standards, before the reserved vacancies are filled up, the Employment Exchange is invariably requested to sponsor fresh candidates belonging to Scheduled Caste/Scheduled Tribe community fulfilling the specifications against the reserved posts.

3.22 Asked why the copies of the advertisements for recruitment of various categories of personnel in RSP were not being sent to the Committee as was being done by other public undertakings, the Department of Steel has stated in a note as follows:

"The requirements of sending 40 copies of advertisement for recruitment to the Parliamentary Committee have been noted and suitable instructions have been issued to the Chief Executives of the Steel Authority of India Limited Plants."

3.23 **The Committee note that recruitment to the posts of Management Trainees is made by SAIL on all India basis by open competition. The Management Trainees (Technical) are required to undergo training for one and a half years to get training as per the requirement of the Steel Plants. This one and a half years' training is compulsory for all selected candidates.**

**The Committee further note that Scheduled Caste/Scheduled Tribe candidates who do not qualify in the written examination and interview for selection as Management Trainees (Technical) are appointed on a stipend of Rs. 750/- per month under pre-employment training scheme for a period of 6 months.**

**The Committee are not happy about the pre-employment Training Scheme for Scheduled Caste and Scheduled Tribe candidates. The Committee recommend that in the initial recruitment itself Scheduled Caste/Scheduled Tribe candidates should be selected for the post of Management Trainees (Technical) with relaxed standards. In case any deficiency is found in their performance the period of training in their case may be two years instead 11 years.**

3.24 **The suggestion made by the Committee that interview letters to candidates should be sent by registered post has been accepted by SAIL and they have issued suitable instructions to the Steel Plants in this regard. The Committee hope that these instructions would be strictly followed in future.**

3.25 The Committee are concerned to note that for the post of Junior Manager (Finance and Accounts) during the period 1980 to 1982 against the reserved quota of 67 posts for Scheduled Castes and 34 for Scheduled Tribes, only one Scheduled Caste candidate was appointed. The Committee were informed during evidence that the qualification required for the post was Chartered Accountant and suitable candidates were not available. However, Scheduled Caste/Scheduled Tribe candidates who had passed Cost and Works Accountant's Examination were also selected even though it was a lesser qualification. The Committee are informed that the pay scale of Junior Manager (Finance & Accounts) is Rs. 800--1400.

3.26 The Committee would like to point out that Chartered Accountancy is not a regular course in the Government institutions and this eligibility criteria is blocking the entry of Scheduled Caste/Scheduled Tribe candidates for the post of Junior Manager (Finance and Accounts). The Committee suggest that Scheduled Caste/Scheduled Tribe candidates having M.B.A. qualification should be considered for appointment to the post of Junior Manager (Finance and Accounts).

3.27 The Committee appreciate that their suggestion for giving one month's time to all candidates including Scheduled Castes/Scheduled Tribes both for appearing at the interview and for joining the assignment has been accepted by the Department of Steel and necessary instructions have been issued to the Chief Executives of all Steel Plants.

3.28 The Committee suggest that in the Annual Report of the Steel Authority of India Limited, figures of employment of Scheduled Castes and Scheduled Tribes in the Steel Plants should be included.

#### *B. Concessions/Relaxations*

3.29 The Committee have been informed in a note that Scheduled Caste/Scheduled Tribe candidates are given the following relaxations/concessions in RSP in the matter of direct recruitment of staff :

- (i) Reduced application fees equivalent to 1/4th of fees charged for general candidates.
- (ii) Scheduled Caste/Scheduled Tribe candidates are allowed relaxation in the maximum age limit (wherever such age limit is prescribed) to the extent of five years.
- (iii) As far as experience and qualifying marks in the interview/test are concerned, Scheduled Caste/Scheduled Tribe candidates are adjudged with relaxed standards.
- (iv) Scheduled Caste/Scheduled, Tribe candidates are interviewed separately or in separate block.
- (v) Travelling allowance is paid to all Scheduled Caste/Scheduled Tribe candidates for attending interview for executive posts and Technical posts. Travelling Allowance is also paid to all Scheduled Caste/Scheduled Tribe candidates coming from outstation for joining any post on appointment.

3.30 The following relaxations/concessions are given to Scheduled Caste/Tribe employees in RSP in the matter of their promotion :

- (i) Scheduled Caste/Scheduled Tribe candidates are interviewed separately or in separate block.
- (ii) 10% relaxation in qualifying marks in Trade Test/Skill Test/Written Test/Job Test is given in case of Scheduled Caste/Tribe candidates.
- (iii) Also 10% relaxation in qualifying marks is given to Scheduled Caste/Tribe employees when they are considered for promotion by interview.

3.31 In regard to the concessions/relaxations given to Scheduled Castes and Scheduled Tribes at the time of recruitment, the Secretary, Department of Steel has started during evidence as follows :

"A large number of concessions are being given. I might just mention some of the concessions. For instance, for the higher category Management Trainees, while for the general candidates the qualifying marks are 60%, for the SC & ST candidates it is 50%. In the written tests for the general candidates it is 45% while for the SC & ST candidates it is 40.5%. In the interview, the qualifying marks for the general candidates is 35% while for the Scheduled Castes and Scheduled Tribes candidates it is 31.5%. In a number of ways there are special concessions for Scheduled Caste and Scheduled Tribe candidates.

"As a result of the reviews that we had carried out for the public sector enterprises within the jurisdiction of the Department of Steel, certain further concessions, if I might call it, attractions have just been settled. I may just indicate what these are. I am talking of the Management Trainees scheme. Those Scheduled Caste and Scheduled Tribe candidates who do not qualify in the written test or interview, we will still take them on and give them pre-employment training. This is in order to encourage their intake. We give them stipends also. This is one measure which we have adopted. Advertisements will be coming out very shortly. Their stipend is also being increased. The special advertisement is being issued inviting applications for the special recruitment of SC and ST candidates for the management trainees. Similarly, we have also increased the scholarships for these people. Undergraduates are being given more liberal concessions. Our objective is to try and encourage these candidates. For those who do not qualify in the written test, we will arrange them a special training for a period of 12 months so that they are enabled to qualify in the examination."

3.32 Asked whether there were separate tests for the Scheduled Castes and Scheduled Tribe candidates, the Secretary, Department of Steel has stated as follows :—

"There is no difference in the conduct of the tests for these people. The tests are the same. But in the case of a person belonging to Scheduled Caste/Scheduled Tribe, there is a concession. If he gets 10 points lower than what the general candidate gets, he is considered to be qualified. For instance, if you take the management scheme for general candidates the qualifying examination marks are 60% for graduates and 55% for post-graduates. Now in the same examination, for the Scheduled Caste and Scheduled Tribe candidates, it is only 50% for graduates instead of 60% and 45% for the post-graduates instead of 55% fixed for the general candidates."

3-33 The Committee note that in direct recruitment a number of concessions/relaxations are given to Scheduled Caste/Scheduled Tribe candidates and also in written tests conducted for recruitment of Management Trainees (Technical). In the written test there is a relaxation of 10% marks for Scheduled Caste/Scheduled Tribe candidates. However, the Committee note that in the interview the qualifying marks for general candidates are 35% while for the Scheduled Castes and Scheduled Tribe candidates it is 31.5% i.e. there is a relaxation of 3.5% marks only. The Committee feel that this relaxation in interview marks for Scheduled Caste/Scheduled Tribe candidates has been kept low and this can bar the entry of Scheduled Caste/Scheduled Tribe candidates against the reserved seats. The Committee recommend that the Scheduled Caste/Scheduled Tribe candidates who secure 30% marks in interview should be selected if they are otherwise eligible on the basis of written test.

### C. Promotions

3-34 Asked about the procedure followed for promotion of staff in various categories of posts in Rourkela Steel Plant, the Department of Steel has stated in a note :-

"In RSP, promotion policy for non-executives has been framed by an agreement with the recognised union. The unions resisted reservation of posts for Scheduled Caste/Scheduled Tribes in promotion. However, RSP started implementing the provisions of Government Directives for reservation of vacancies for Scheduled Castes and Scheduled Tribes in promotion with effect from 1-1-1977 of its own.

3-35 The procedure followed for the promotion of staff in the non-executive cadre both Technical and Non-Technical, is as follows.

- (i) Separate seniority list for Scheduled Castes and Scheduled Tribes as well as combined seniority list are maintained as per the Government Directive.
- (ii) On receipt of requisition for filling up of vacancies in accordance with the promotion channel, reservation quota is worked out as per the prescribed 40 point roster. Action for filling up of the vacancies including those reserved for Scheduled Castes and Scheduled Tribes is taken thereafter.
- (iii) Scheduled Caste/Scheduled Tribe candidates are adjudged separately.
- (iv) In order to meet the reservation quota, Scheduled Caste/Scheduled Tribe candidates are adjudged with relaxed standards. As per the existing procedure, a candidate for promotion must secure minimum 60% qualifying marks in the interview and 50% marks in the aggregate for promotion. In case of Scheduled Caste and Scheduled Tribe candidates, the qualifying marks are 50% in the interview and 40% in the aggregate.
- (v) While vacancies reserved for Scheduled Castes and Scheduled Tribes are for the respective communities only, a Scheduled Caste candidate is also considered for appointment against a vacancy reserved for Scheduled Tribe or vice-versa only if it is found that the

eligible employees belonging to a particular community for which the vacancy is reserved are not available to fill up the reserved quota within a reasonable period of time.

- (vi) In case required number of Scheduled Caste/Scheduled Tribe candidates are not available/not found suitable even with relaxed standards, proposal for de-reservation is processed.
- (vii) The selection note/promotion proposal contains :

- Part I— . . . Recommendation in respect of Scheduled Caste candidates.
- Part II— . . . Recommendation in respect of Scheduled Tribe candidates.
- Part III— . . . Recommendation in respect of General candidates.

- (viii) Necessary entries in the 40 point roster register are made while issuing the promotion order.

3.36 Asked what was the normal zone of consideration for promotion in the case of Scheduled Caste/Scheduled Tribe employees in RSP, the Additional Chief Personnel Manager, Rourkela Steel Plant, stated during evidence that: "For one Scheduled Caste post we call 3 Scheduled Caste candidates."

3.37 In reply to another question, the witness clarified that if adequate number of Scheduled Caste/Scheduled Tribe candidates were not available to fill up the reserved vacancies within the normal zone of consideration, the zone of consideration is increased from three to five times.

3.38 In regard to the number of employees promoted during the years 1978 to 1982 in RSP and the number of Scheduled Castes/Tribes therein, the following details have been furnished by the Department of Steel :-

Category/Designation of posts	Total No. of employees promoted	No. of		Percentage		Shortfalls		Percentage	
		SCs	STs	SCs	STs	SCs	STs	SCs	STs
1	2	3	4	5	6	7	8	9	10
<b>1978</b>									
<b>Group A</b>									
From non-executive to executive	35	..	..	..	..	..	..	..	..
Group B	165	1	10	0.6	6.06				
Group C	2111	170	349	8.05	16.53				
<b>Total</b>	<b>2311</b>	<b>171</b>	<b>359</b>	<b>7.40</b>	<b>15.53</b>				



1	2	3	4	5	6	7	8	9	10
<b>1979</b>									
<i>Group A</i>									
From non-executive to executive	17	..	..	..	..				
<i>Group B</i>	163	2	12	1.22	7.36				
<i>Group C</i>	1499	103	273	6.87	17.54				
<b>Total:</b>	1679	105	275	6.25	16.38				
<b>1980</b>									
<i>Group A</i>									
From non-executive to executive	76	..	1	..	1.31				
<i>Group B</i>	75	3	6	4.00	8.00				
<i>Group C</i>	1343	147	280	10.95	20.85				
<b>Total:</b>	1494	150	287	10.04	19.21				
<b>1981</b>									
<i>Group A</i>									
From non-executive to executive	42	--	--	--	..				
<i>Group B</i>	86	6	8	6.98	9.30				
<i>Group C</i>	1506	181	299	12.01	19.85				
<b>Total:</b>	1634	187	307	11.44	18.79				
<b>1982</b>									
<i>Group A</i>									
From non-executive to executive	25	..	..	..	..				
<i>Group B</i>	270	19	17	7.03	6.29				
<i>Group C</i>	2963	218	615	7.36	20.75				
<b>Total:</b>	3258	327	632	7.27	19.40				

3.39 From the above statement, it may be observed that a total of 10,376 promotions have been effected during the last five years out of which 2710 vacancies have been filled up by the candidates from Scheduled Caste/Scheduled Tribe community. This works out to 26.11% as against their prescribed reservation percentage of 22.5% (15% for Scheduled Caste and 7½% for Scheduled Tribe). As such, there is no shortfall in promotion."

3.40 The Committee note that during the years 1978 to 1982, in Rourkela Steel Plant, 10376 persons were promoted in Group 'A', 'B' and 'C' out of which 860 were Scheduled Castes and 2710 were Scheduled Tribes. The combined percentage of Scheduled Caste/Scheduled Tribe who were promoted works out to 26.11 against the prescribed percentage of 22.5. However, if the data relating to each year is analysed separately it transpires that there are hardly any promotions of Scheduled Caste/Scheduled Tribe persons in Group 'A'. In Group 'B' also the percentage of Scheduled Castes ranges from 0.6 to 7.03 and for Scheduled Tribe the percentage ranges between 6.06 to 9.3. In Group 'C' the percentage of Scheduled castes promoted ranges from 6.87 to 12.01 and of Scheduled Tribe the percentage ranges from 16.53 to 26.85. Thus it will be seen that the maximum promotions are taking place in Group 'C' only, which is the lowest cadre in Rourkela Steel Plant.

The Committee would like to emphasise that there is urgent need to review the promotion policy with a view to increase the intake of Scheduled Castes and Scheduled Tribes in higher posts in Group 'A' and 'B'.

3.41 The Committee recommend that Rourkela Steel Plant should resort to special recruitment for Scheduled Castes and Scheduled Tribes with a view to improve their representation in Groups 'A' and 'B' posts and also by allowing promotions on relaxed standard.

3.42 The Committee also recommend that Rourkela Steel Plant should ensure that the orders on reservations in promotion issued from time to time by the Ministry of Home Affairs (Department of Personnel and Administrative Reforms and Bureau of Public Enterprises) are followed in letter and spirit so that the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled by them and the shortfalls in groups 'A' and 'B' are obliterated at the earliest.

#### *D. Recruitment Board/Departmental Promotion Committee*

3.43 Asked about the composition of Recruitment Board/Selection Committee for selection of candidates for appointment to various posts in RSP, the Committee have been informed in a written reply as under :—

“In RSP, for filling up of executives posts, the Selection Committee consists of the following :—

- (i) Representative of receiving department.
- (ii) Representative of allied department.
- (iii) Representative of Personnel Department;
- (iv) An executive belonging to Scheduled Caste/Scheduled Tribe.

In the case of non-executives, the Selection Committee is constituted as follows :

- (i) Representative of receiving department.
- (ii) Representative of allied Department.

- (iii) Representative of Personnel Department.
- (iv) An executive belonging to Scheduled Caste/Scheduled Tribe.
- (v) Representative of State Government.

An officer belonging to Scheduled Caste/Scheduled Tribe community is associated in all such Selection Boards/Committees."

3.44 When asked about the measures adopted to ensure fairness to Scheduled Caste/Scheduled Tribe candidates in the interview, the Managing Director of RSP stated during evidence :—

"In order to ensure fairness in our interview we have got a very senior person belonging to the Scheduled Caste, who has retired from our organisation, who is a member of the Interview Board."

3.45 In regard to the composition of the DPC, the Department of Steel has stated in a written reply as under :—

"The Departmental Promotion Committee is normally constituted with the following as members—

- (1) Representative of the Department where promotion is effected.
- (2) Representative of the allied Department.
- (3) Representative of the Personnel Department.
- (4) An executive belonging to Scheduled Caste/Scheduled Tribe community.

An executive belonging to Scheduled Caste/Scheduled Tribe community is associated as Member of the Selection Board/Committee in which candidates belonging to Scheduled Caste/Scheduled Tribe Community are considered for promotion."

#### *E. Rosters*

3.46 The Committee enquired about the details regarding maintenance of rosters for various categories of posts in RSP. The Department of Steel has stated in a written reply as under :—

##### *(i) Direct Recruitment made on All-India basis*

Reservations in respect of members of Scheduled Caste/Scheduled Tribe communities are being provided in recruitment made through All-India open competitive examination in the categories of Management Trainees (Technical), Management Trainees (Admn.) and Jr. Manager (F & A) every year in terms of the Presidential Directives on reservations for Scheduled Caste/Scheduled Tribe in recruitment. For this purpose, a 40-Point roster, as prescribed in the Directives, is being maintained centrally at the Corporate Office in respect of the recruitments which are being made centrally for all the Plants/units. This roster is being checked at regular intervals by the Liaison Officer for Scheduled Castes/Scheduled Tribes.

On rare occasions Rourkela Steel Plant recruits executives in few categories on All India basis otherwise than by open competition. Reservation orders in this respect has been implemented with effect from 1-7-1971. In such an event vacancies are advertised in All India Newspapers and candidates are selected by interview process.

To give effect to the reservation orders in this respect, 40-Point model Roster is maintained in which the roster point No. 4, 17 & 29 are reserved for Scheduled Tribe and roster point 1, 7, 13, 20, 25, 32 & 37 are reserved for Scheduled Castes, the percentage of reservation for Scheduled Castes and Scheduled Tribes being 16-2/3% and 7-1/2% respectively. At the end of the year abstract under various rosters indicating vacancies reserved for Scheduled Castes and Scheduled Tribes during the year, number of Scheduled Castes and Scheduled Tribes recruited against such reservation number of Scheduled Castes and Scheduled Tribes reservation carried forward number of vacancies lapsed and number of vacancies brought forward in respect of Scheduled Castes and Scheduled Tribes in the beginning of the subsequent year is shown. The roster register is inspected annually by the Liaison Officer.

(ii) *Roster for direct recruitment made on regional basis*

The reservation order in recruitment on local/regional basis has been implemented by Rourkela Steel Plant with effect from 1-7-71.

Recruitment to non-executive posts are made on regional basis from amongst the candidates sponsored by the Employment Exchange. In case the Employment Exchange fails to sponsor candidates fulfilling specifications, the vacancies are advertised in the leading newspapers of the State, on obtaining non-availability certificate.

To give effect to the reservation orders in this respect, a 100 point roster is followed in which the roster points—1, 6, 9, 13, 17, 21, 25, 29, 33, 37, 41, 45, 49, 53, 57, 61, 65, 69, 73, 77, 81, 85 and 90 are reserved for Scheduled Tribes and roster points—4, 11, 19, 23, 31, 35, 43, 51, 59, 63, 71, 75, 83, 87 and 95 are reserved for Scheduled Castes, the percentage of reservation for Scheduled Castes and Scheduled Tribes being 15% and 25% respectively. Roster for Scheduled Castes and Scheduled Tribes is maintained separately designation-wise.

On expiry of the year, entries under various rosters are summarised and abstract shown indicating the number of vacancies reserved for Scheduled Castes/Scheduled Tribes, number of Scheduled Caste and Scheduled Tribe candidates recruited against such reservation, number of reserved vacancies carried forward number of vacancies lapsed, number of vacancies brought forward in respect of Scheduled Castes and Scheduled Tribes in the beginning of the subsequent year.

As and when appointments are made to any category of posts, the entries of the same is signed by the Officer-in-charge of Recruitment and countersigned by the Officer-in-charge of Scheduled Caste/Scheduled Tribe Cell. The roster registers are inspected by the Officer in charge of SC/ST Cell a number of times during the year. The roster registers are annually inspected by the Liaison Officer. The recruitment of Scheduled Castes/Scheduled Tribes made on local/regional basis in non-executive category over the last 12 years is 44.83% and hence the overall performance is good which is due to consistent efforts made by the Rourkela Steel Plant.

(iii) *Rosters for Promotions made by Selection-cum-Fitness*

In Rourkela Steel Plant, reservation order in promotion for Scheduled Castes and Scheduled Tribe candidates have been implemented with

effect from 1-1-1977. Reservation for Scheduled Castes and Scheduled Tribes in promotion is made by Rourkela Steel Plant in case of promotion from non-executive to executive and in all cases of promotion in non-executive category. In Rourkela Steel Plant all executive posts are selection grade posts and all promotions within executive posts are made by selection method, as such reservation orders in promotion within executive posts is not applicable.

In Rourkela Steel Plant promotions from non-executive posts to executive posts, promotion to and within Group-B Posts, promotions to the scale of N-6 (i.e. Rs. 690-1152) and N-7 (i.e. Rs. 750-1303) (promotions) made on the basis of trade test/job test/skill test/Literacy Test and promotions made on the basis of Inter-departmental circulars are covered under promotions made by selection method.

For such promotions, 40 points model roster is followed in which the roster points—1, 8, 14, 22, 28 and 36 are reserved for Scheduled Castes and roster points—4, 17 and 31 are reserved for Scheduled Tribes. The percentage of reservation for Scheduled Castes and Scheduled Tribes being 15% and 7-1/2 % respectively.

Roster Registers are maintained departmentally. Rosters are maintained channel-wise and grade-wise.

Scheduled Caste/Scheduled Tribe candidates are considered for promotion both on the basis for reservation as well as on the basis of their positions in combined seniority list. For this purpose separate seniority lists are maintained for Scheduled Caste and Scheduled Tribe employees.

Promotions on the basis of seniority-cum-fitness are also made departmentally and rosters are maintained channelwise and gradewise. At the end of the year, entries under various rosters are closed and abstracts indicated.

As and when promotions are made in any department, the entries thereof made in the roster register are signed by the concerned executives of Personnel Department and countersigned by the Officer in Charge of 'SC/ST Cell'. The roster registers are inspected by the Officer in charge of SC/ST Cell frequently during the year. The roster registers regarding promotion, however, are inspected by the Liaison Officer annually. The overall performance in promotion of SC/ST candidates during the last five years from 1-1-1977 works out to 26.11% as against the prescribed Scheduled Caste/Scheduled Tribe quota of 22.5%."

3.47 Asked about the categories of posts for which rosters are maintained by RSP, the Committee has been informed in a note :

"In executive category under Group 'A', except for vacancies for which recruitment is done centrally at Corporate level, the Rosters are maintained pay-scale wise.

In non-executive category under Group 'B' and Group 'C' (excluding sweepers) and Group 'C' (sweepers only), the rosters are maintained designation wise and pay-scale wise."

3.48 The Committee note that for direct recruitment on all India basis in Group A, a 40 point roster is maintained centrally at the Corporate Office. This roster is checked by the Liaison Officer annually at the Headquarters.

The Committee further note that for recruitment on local/regional basis to non-executive posts in Rourkela Steel Plant, separate rosters are being maintained for different categories of posts.

For promotions from non-executive to executive posts and in all cases of promotions in non-executive categories, rosters are maintained departmentally, channel-wise and grade-wise. Whenever appointments/promotions are made to and category of posts, the entries in the roster register are signed by Officer-in-charge of recruitment/concerned executive of Personnel Department and countersigned by the Officer-in-charge of SC/ST Cell. The roster registers are inspected by the Officer-in-charge of SC/ST Cell frequently during the year. The roster registers, both for recruitment and promotion, however, are inspected by the Liaison Officer annually. In view of the fact that the total staff strength of Rourkela Steel Plant as on 1-7-1983 is 39,209, the Committee feel that the roster registers should be checked by the Liaison Officer at least twice a year so that these documents remain free from any discrepancies.

3.49 The Committee also recommend that rosters should be open documents and Scheduled Caste/Scheduled Tribe employees and their Associations should have access to them.

3.50 During the examination of the rosters the Committee had noted that a large number of posts in different grades have been clubbed together in Group 'C'. The Committee feel that this clubbing together of different grades hampers the promotional avenues of Scheduled Caste/Scheduled Tribe employees. The Committee, therefore recommend that Government orders relating to grouping of posts should be followed strictly and posts having different grades should not be clubbed together. The Committee desire that separate rosters should be maintained for each grade.

#### F. Dereservation

3.51 Asked about the procedure followed by RSP for dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes, the Department of Steel have informed the Committee in a written reply as under:

- (i) *In case of recruitment to executive category except for vacancies for which recruitment is made centrally at Corporate level.*

The vacancies reserved for Scheduled Castes and Scheduled Tribes are advertised in All-India Newspapers. Copies of such advertisement are also endorsed to the Recognised Association of Scheduled Caste/Scheduled Tribe. If sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available or do not qualify in the interview even with relaxed standards to fill up the quota, approval of the competent authority is obtained for dereservation and consequent carry forward, if so called for.

(ii) *In case of recruitment to non-executive category.*

The number of vacancies reserved for Scheduled Castes and Scheduled Tribes are clearly indicated in the requisition placed with the Employment Exchange. Copies of such requisitions are also sent to their recognised associations of Scheduled Caste/Scheduled Tribe of the State. If sufficient number of Scheduled Caste/Scheduled Tribe candidates are not available from the Employment Exchange to meet the reserved quota or if the candidates do not qualify in the interview/test even with relaxed standards, a non-availability certificate is obtained from the Employment Exchange. Thereafter the post is advertised in the leading Newspapers of the State. If Scheduled Caste/Scheduled Tribe candidates are not available even after the process of advertisement and subsequent selection, approval of the competent authority is obtained for dereservation and consequent carry forward, if so called for.

(iii) *In case of promotion.*

Promotions are effected channel-wise and grade-wise in different departments. In case of promotion from non-executive to executive posts if Scheduled Caste/Scheduled Tribe candidates are not available in the zone of consideration or if they do not qualify under relaxed standards, proposal for dereservation of the reserved vacancies is processed. In case of promotion within non-executive posts if sufficient number of eligible Scheduled Caste/Scheduled Tribe candidates are not available in the channel or if they do not qualify in the interview/test even with relaxed standards, to meet the reserved vacancies, approval from the competent authority is obtained to dereserve the reserved vacancies and consequent carry forward, if so called for."

3.52 In regard to the implementation of the carry forward rule, the Committee have been informed through a note as follows :—

"In the Rourkela Steel Plant, when vacancies arise, these are normally filled by promotion from amongst the existing employees as first priority. Accordingly, when the vacancies reserved for Scheduled Caste and Scheduled Tribe candidates respectively cannot be filled due to non-availability of candidates belonging to these communities, vacancies are filled by candidates belonging to either community on exchange basis and in such cases the posts reserved for the respective community are not carried forward."

3.53 The Committee enquired what efforts are made to find a Scheduled Caste/Tribe candidate before a reserved vacancy is dereserved, the Department of Steel have stated in a written reply :

"The reserved vacancies are advertised in the leading newspapers of the State and the copies are sent to recognised associations of Scheduled Caste/Scheduled Tribe. Intimations are also sent to Government agencies such as Project Administrator, Integrated Tribal Development Agencies, Panposh Director of Employment Exchanges, Orissa, Secretary, Harijan & Tribal Welfare Department, Government of Orissa, Bhubaneswar, for locating suitable Scheduled Caste/Scheduled Tribe candidates."

3.54 In this connection, the Committee were informed during evidence that vacancies reserved for Scheduled Castes and Scheduled Tribes are for the respective communities only, but a Scheduled Caste candidate is also

considered for appointment against a vacancy reserved for Scheduled Tribe or *vice-versa* only if it is found that eligible employees belonging to a particular community for which the vacancy is reserved are not available to fill up the reserved quota within a reasonable period of time.

3.55 Asked why provision was made for exchange of vacancies "within a reasonable period of time" and why Government's clear instructions in this regard were not being followed, the Managing Director, Rourkela Steel Plant stated during evidence :

"If is located in an area where we have been finding difficulty in getting Scheduled Caste candidates. So in order to see that it does not lapse, after repeating once or twice, we take a Scheduled Tribe candidate instead of a Scheduled Caste candidate."

In this connection, Chairman, SAIL, added :

"I am told by the Liaison Officer that instead of dereserving it for a general candidate, they are taking a Scheduled Tribe candidate, because in Orissa they are able to get more readily Scheduled Tribe people rather than Scheduled Caste people."

3.56 Asked whether such posts were carried forward, the Secretary, Department of Steel stated : "It is not being carried forward. I agree that it is to be carried forward. We will see that it is adhered to."

3.57 Asked about the reserved vacancies which were dereserved during each of the three years from 1980 to 1982, the Department of Steel have stated in a note as follows :—

"Details of dereservation made during the years 1980, 1981 and 1982 are indicated in Appendix II. The position in respect of dereservation in the categories of Management Trainees (Technical), Management Trainees (Administration) and Gr. Manager (Finance) for which recruitment is made by Corporate Office including for Rourkela Steel Plant has also been indicated in Appendix II.

The reasons for dereservation are as under :—

- (i) Non-availability of Scheduled Caste/Scheduled Tribe candidates of the requisite qualification with professional/statutory qualification and prescribed years of experience wherever required for skilled, highly skilled posts and for supervisory posts.
- (ii) Suitable Scheduled Caste/Scheduled Tribe candidates even with relaxed standards not available.
- (iii) In case appointments are to be made on compassionate grounds i.e. fatal accident arising out of and in the course of employment, medical unfitness, death while in service, and the vacant posts happens to be a reserved one, this post is dereserved with the approval of the Competent Authority and is carried forward. The very next available vacancy in the category/cadre of the post is given to Scheduled Caste/Scheduled Tribe, even though this may appear on an unreserved point in the roster (in lieu of the earlier reserved post having been given to a general community candidate on compassionate grounds). In this manner, the imperative of appointment for compassionate reasons is reconciled with reservation."



3.58 The Committee enquired about the number of reserved vacancies which lapsed during the last three years (1980-82) after having been carried forward for the prescribed period of three years, the Department of Steel have intimated in a written reply that the exact number of reserved vacancies which lapsed for each of the last three years (1980-82) after having been carried forward for the prescribed period were as under :

Group	1980		1981		1982	
	SC	ST	SC	ST	SC	ST
Group A .						..
Group B .	1	9				1
Group C (Excluding Sweepers).	21	16	..	..	29	2

3.59 The Committee note that in Rourkela Steel Plant a Scheduled Caste candidate is also considered for appointment against a vacancy reserved for Scheduled Tribe and *vice versa* if it is found that eligible candidate belonging to a particular community for which the vacancy is reserved is not available to fill up the reserved quota within a "reasonable period of time."

3.58 The Committee would like to point out that as per standing instructions the exchange is permissible only for the reservations which have been carried forward to third and subsequent year of recruitment. The Committee recommend that these instructions should be followed strictly and earnest efforts should continue to be made to locate candidates of the respective communities to fill vacancies reserved for them.

3.60 The Committee would also like to point out that in case of promotion by selection from Group C to Group B, within Group B and from Group B to lowest rung of Group A, carry forward of reservations is not permitted and vacancies can be exchanged between Scheduled Castes and Scheduled Tribes in the same recruitment year.

3.61 From the data given in Appendix II, the Committee are concerned to note that a large number of vacancies even in Group 'C' have been dereserved during the years 1980, 1981 and 1982.

The Committee would like Rourkela Steel Plant to desist from the practice of indiscriminate dereservation of posts reserved for Scheduled Castes and Scheduled Tribes. The Committee need hardly stress that earnest efforts should be made to appoint Scheduled Caste/Scheduled Tribe candidates for the posts reserved for them so that the necessity of dereservation of vacancies does not arise.

## CHAPTER IV

### STAFF STRENGTH AND SHORTFALLS

#### *A. Staff Strength and Shortfalls*

4.1 The following table indicates the staff strength in RSP on 1-1-1971 in various classes of posts :

Class	Total No. of employees	Number of		Percentage		Percentage SC&ST
		SC	ST	SC	ST	
Class I . . . . .	1,644	6	3	36	18	54
Class II . . . . .	112	2	2		1.8	1.8
Class III . . . . .	19,881	240	340	1.2	1.71	2.91
Class IV (excluding sweepers)	9,632	1,363	2,828	14.15	29.36	43.51
Class IV (Sweepers)	877	776	51	88.48	5.82	94.30
<b>Total</b>	<b>32,146</b>	<b>2,385</b>	<b>3,224</b>	<b>7.42</b>	<b>10.09</b>	

4.2 The Committee have been informed during the evidence about the staff strength as on 1-7-1983 as follows :

Group	Total No. of Employees	No. of		Percentage		Percentage of SC&ST
		SC	ST	SC	ST	
Group A . . . . .	2866	48	27	1.67	0.94	2.61
Group B . . . . .	2787	51	93	1.83	3.33	5.15
Group C (Excluding Sweepers)	32463	2500	7248	7.70	22.32	30.02
Group C . . . . .	1093	1061	32	97.07	2.92	100.00
<b>Total</b>	<b>39209</b>	<b>3660</b>	<b>7400</b>	<b>9.33</b>	<b>18.87</b>	

4.3 It has been stated that the reservation orders in recruitment have been implemented by the Rourkela Steel Plant from 1-7-1971. The total number of vacancies filled in each year from 1-1-1971 to 31-12-1982 and the

No./Percentage of vacancies filled up by Scheduled Caste/Scheduled Tribe candidates are indicated in Appendix III.

4.4 It is seen that a total of 11430 vacancies (including vacancies in Group A), have been filled up from 1-1-1971 to 31-12-1982 out of which 6875 vacancies have been filled by Scheduled Caste candidates and 3087 vacancies by Scheduled Tribe candidates; this works out to 16.40% and 27.01% respectively.

4.5 Out of the above total of 11430, 11032 vacancies have been filled in the non-executive categories, of which 4946 vacancies were filled up by Scheduled Caste/Scheduled Tribe candidates (1863 by Scheduled Castes and 3083 by Scheduled Tribes) which works out to be 44.83% as against their prescribed reservation percentage of 38% in Orissa.

4.6 As regards executive posts, the total number of vacancies filled from 1-1-1971 to 31-12-1982 is 398, of which 12 vacancies have been filled by Scheduled Castes i.e. 3% and 4 have been filled by Scheduled Tribes i.e. 1 per cent. For Scheduled Castes and Scheduled Tribes taken together, 4 per cent vacancies in executive grades have gone to them.

4.7 Asked about the reasons for shortfalls, in the employment of Scheduled Castes and Scheduled Tribes in Group 'A' posts as against their reserved quota and the remedial measures taken to wipe out the shortfalls the Committee have been informed during the evidence as follows :

"We have evolved certain schemes which will be appearing in the newspapers to have a special recruitment of Scheduled Castes and Scheduled Tribes, to bring up their percentage very quickly. We have also thought of certain other modifications of the schemes so that even though they do not qualify, (in written tests), we arrange special training programmes for them in order to increase the intake of the Members of the Scheduled Castes and Scheduled Tribes."

4.8 The Committee note the staff strength in RSP as on 1-1-1971 i.e. prior to the implementation of the reservation orders which came into force from 1-7-1971. The statement indicates that even without the reservation, there were 43.51% of Scheduled Castes and Scheduled Tribes in RSP in Class IV posts excluding sweepers.

The Committee further note the staff strength in the organisation as on 1-7-1983 which indicates that in Executive Cadre (Group A) the representation of Scheduled Castes & Scheduled Tribes is 2.61% in Group B it is 5.15, in Group C (excluding sweepers) it is 30.02% and in Group C (Sweepers) it is 100 per cent.

The Committee regret to point out that the representation of Scheduled Castes and Scheduled Tribes in Groups A and B is very poor and RSP should take special steps to improve the intake of Scheduled Caste/Scheduled Tribe candidates in Groups A and B. This could be done only by providing further relaxation in the eligibility criteria for Scheduled Caste/Scheduled Tribe employees in promotion.

4.9 The data given in Appendix III relating to recruitment made during the years 1971 to 1982 also shows that in Group A, out of 398 posts, only 16 have been filled by Scheduled Caste/Scheduled Tribe

candidates which works out to 4% only. In groups B and C taken together the total recruitment made was 11302 out of which 4946 vacancies were filled by Scheduled Castes and Scheduled Tribes which works out to 44.83% which is more than the prescribed reservation.

If the recruitment to Group B is reckoned separately it is revealed that during the period 1971 to 1982, against 78 posts filled in Group B, only 8 posts were filled by Scheduled Castes and Scheduled Tribes (Scheduled Caste—5 and Scheduled Tribe—3) taken together while their reserved quota was 35 (Scheduled Caste—12 and Scheduled Tribe—23) thus indicating a shortfall of 27 posts. The Committee therefore conclude that RSP is giving maximum representation to Scheduled Castes and Scheduled Tribes in Group C posts only.

The Committee therefore recommend that the Administration of RSP should strike a balance and devise ways and means to increase the intake of Scheduled Caste/Scheduled Tribe in Group B posts. Unless there is steady increase in the representation of Scheduled Castes/Scheduled Tribes in Group B, their chances for further promotion to executive posts in Group A would not be bright.

### B. Training

#### (i) Seminar

4.10 It has been stated that the total number of employees sent for various Seminars/Symposia/Conferences etc. and short-term training courses during the years 1980-82 and the number of Scheduled Castes/Scheduled Tribes among them are as under :—

Year	No. of Courses	Total number of participants	No. of SCs	No. of STs
1980	90	1216	67	198
1981	78	779	50	147
1982	60	707	30	86

4.11 The Committee recommend that while deputing officers for training courses or attending seminars, conferences etc., preference should be given to officers belonging to Scheduled Castes and Scheduled Tribes.

#### (ii) Training abroad

4.12 It has been stated in a written reply that in Rourkela Steel Plant, employees are sent for training abroad as per requirement from time to

time. The number of employees sent for such training during the last three years is given below :—

year	Total No. of employees sent for training abroad	Scheduled castes out of Col. 1	Scheduled Tribes out of Col. 2
1980	55		
1981	32		
1982	40		

4.13 Asked about the total number of employees sent for training abroad and Scheduled Caste/Scheduled Tribe employees therein, the Committee have been informed during evidence that out of 127 employees sent abroad by the Rourkela Steel Plant during the years 1980 to 1982, only one person belonged to Scheduled Tribe and none to Scheduled Caste. Asked about the reasons for sending only one Scheduled Caste/Tribe employees for such training during 3 years, the Secretary, Department of Steel stated during evidence :

“We do not generally see this point. We go on the basis of need and specialisation. Whenever there is training abroad, the Committee decides about who should be sent for training. Frankly speaking, we are not sending a large number of people abroad for training. We have 13 units in the country. Practically all the training is organised here in the country itself. It just happens that in the case of Rourkela where they are putting up a special plant, which is not available anywhere in India, very high class experts are sent abroad just for training for this particular plant.”

4.14 The Committee note that during the years 1980 to 1982, 127 employees of Rourkela Steel Plant were sent for training abroad out of which there was only one employee belonging to Scheduled Tribe. The Committee were informed during evidence that in Rourkela a special plant was being set up which was not available in India and as such high class experts were deputed abroad for training. The Committee are not happy with this explanation.

The Committee recommend that while selecting experts for sending them abroad for training the claims of Scheduled Caste/Scheduled Tribe experts who are in the line should be given due consideration at the time of selection.

### C. Apprenticeship Training

4.15 Under the Apprentices Act 1961, it is obligatory on all employers in the specified industries to engage apprentices as per prescribed ratio in the designated trades. At the end of the training, the apprentices are tradetested by the National Council for Training in Vocational Trades and those successful are awarded the National Apprenticeship Certificates.

4.16 The Apprentices Act, 1961, provides for reservation for Scheduled Castes/Scheduled Tribes while engaging apprentices. The percentage of reservation prescribed varies according to the population of Scheduled Castes and Scheduled Tribes in the State where the organisation is located.

4.17 Asked about the total number of apprentices selected for training in Rourkela Steel Plant and the number of Scheduled Caste/Scheduled Tribe among them, the Committee have been informed that the Rourkela Steel Plant takes in about 160 Apprentices under the Apprentices Act, 1961 every year for imparting training. The intake is based on the following norms :

- (i) Vacancies which could not be filled up due to want of suitable skilled candidates available internally.
- (ii) turnover vacancies expected, out of which a portion is filled up by injecting fresh qualified candidates from outside.
- (iii) New area of activity, including expansion of existing activities.
- (iv) Percentage of qualified skilled candidates available at present in the departments.

4.18 Total number of candidates selected by Rourkela Steel Plant for training during the last three years are indicated below :

Year	General	Schedu- led Castes	Schedu- led Tribes
1980	..	..	..
1981	128	15	50
1982	187	25	48

4.19 Number of Act Apprentices absorbed in Rourkela Steel Plant after their names were sponsored by the Employment Exchange are indicated below :—

Year	Total	Number of candidates absorbed		
		General	Schedu- led Castes	Schedu- led Tribes
1980	20	66	1	21
1981	123	61	49	31
1982	60	46	7	15

4.20 Absorption of Act Apprentices on their successful completion of Apprenticeship Training is dependent on their having qualified in the prescribed examination (s) and also obtaining a Certificate of Competency from the National Council for Vocational Training, which is a Statutory requirement. The training period for Apprentices in the designated trades lasts from 1—4 years.

4.21 Even though no Apprentices are shown as having been selected during the year 1980, a total of 83 Apprentices were absorbed during 1980. These Apprentices were recruited in earlier years and were absorbed during 1980 after the successful completion of their training and possession of Certificate of Competency from the National Council for Vocational Training.

4.22 The Committee note that in R.S.P. about 160 Apprentices are selected every year for training as prescribed in the Apprentices Act, 1961. After successful completion of training which lasts from 1-4 years, the trainees have to pass the examination and obtain a National Apprenticeship Certificate from National Council for Training in Vocational Trades. The Committee recommend that as far as possible sincere efforts should be made to absorb local Scheduled Caste/Scheduled Tribe trained youth who are found eligible to get employment.

## CHAPTER V

### MISCELLANEOUS

#### A. Housing Facilities

5.1 In regard to the total number of houses allotted to the employees in R.S.P. and the number of Scheduled Castes/Tribes therein, the Department of Steel have stated in a written note that the total number of houses allotted to the employees in Rourkela Township is 20,597 as on 31-12-1982. The break-up of types of houses allotted to the employees is given below :

Types of houses	No. of houses allotted
1. Cheap type . . . . .	3580
2. One Room Qts. . . . .	1978
3. One Bed Room (Lower Type) . . . . .	11420
4. One Bed Room (Higher Type) . . . . .	1712
5. Executive Flat . . . . .	576
6. Two Bed Room (Lower Type) . . . . .	787
7. Two Bed Room (Higher Type) . . . . .	876
8. Three Bed Room (Lower Type) . . . . .	268
9. Three Bed Room (Higher Type) . . . . . and Special Type Qrs.	
<b>Total</b>	<b>20,597</b>

5.2 It has been stated that no separate statistics are being maintained for Scheduled Caste/Scheduled Tribe employees.

5.3 The Committee enquired why the instructions of Ministry of Works and Housing for making reservations in housing are not being followed by RSP. The Department of Steel has stated in a note as under :

“The Government of India, Ministry of Works and Housing, had taken a decision in 1973 to provide 10% reservation for Scheduled Caste/Scheduled Tribe employees in Type-I and Type-II housing, and 5% reservation for Scheduled Caste/Scheduled Tribe in Type-III and Type-IV housing for Government officials. Subsequently, the reservation in Type-III and Type-IV was also increased to 10%.”



5.4 The Bureau of Public Enterprises, vide their letter dated 20-10-1974 had desired that public enterprises should consider whether it would be desirable to adopt similar reservations in housing in Company-built accommodation.

5.5 In the Steel Authority of India Limited steel plants, housing accommodation is provided to employees strictly on the basis of their seniority. This practice is being followed on the basis of agreements entered into with the Trade Unions in different steel plants/units.

5.6 The Committee note that under the existing agreements with the Trade Unions Rourkela Steel Plant is not giving any reservation in the allotment of houses to Scheduled Caste and Scheduled Tribe employees.

As there are standing instructions of the Ministry of Works and Housing that 10% quarters should be allotted to Scheduled Caste/Scheduled Tribe employees, the Committee feel that the agreements with the Trade Unions to the contrary are violating these instructions. As such the Committee recommend, that the policy for allotment of quarters should be reviewed by SAIL and they should issue necessary instructions for allotment of more quarters in favour of Scheduled Caste/Scheduled Tribe employees.

#### B. Welfare Schemes

5.7 It has been stated that with a view to bringing about all round socio-economic development of the villages in peripheral areas, predominantly populated by tribals, RSP have started certain developmental activities from the year 1975 under the guidance of a 'Coordination Committee on Village Development and Social Welfare around Rourkela', a Society registered under the Societies Registration Act, 1860. Managing Director, RSP is the Chairman of this Committee and Town Administrator holds the office of Secretary. Eminent citizens, officials of the plant and State Government, Office bearers of social organisations like Rotary Club, Lion's Club and others have joined as members.

5.8 The integrated peripheral village development programme is planned in two phases. In the first phase, emphasis is given to provide infrastructural facilities such as drinking water, school buildings, link roads, medical aid centres, Recreational Centres, etc. In the second phase, schemes have been drawn up to encourage economic development in the villages. This includes irrigation, dairy farming, poultry farming, agricultural development and cottage and village industries development etc.

5.9 There are in total 121 villages situated within a distance of 8 kms around the acquired area of Rourkela Steel Plant. Out of these 69 villages have been selected which are mostly situated within 5 kms. distance for peripheral developmental works. These villages are mostly inhabited by tribals who form about 90% of the total population which will be around 1,39,000. These villages have been divided into 10 zones and a central village in each zone has been chosen to provide all the facilities so that all the surrounding villages can derive the benefits.

5.10 The Committee are glad to note that Rourkela Steel Plant is implementing an integrated peripheral village development programme with a view to bring about the socio-economic development of the villages in peripheral areas which are predominantly populated by tribals.

In the first phase of development, emphasis is given to provide infrastructural facilities such as drinking water, school buildings, link roads, medical aid centres, recreational centres etc.

The Committee recommend that while providing school buildings in the villages attention should also be paid for giving financial assistance to poor tribals. RSP should devise a scheme, as a welfare measure, for giving scholarships to the children of poor Scheduled Castes and Scheduled Tribes living in peripheral villages so that more and more Scheduled Caste/Scheduled Tribe children are able to get education.

5.11 The Committee recommend that the Village Development Programme should be implemented in coordination with other Developmental Agencies to avoid duplication. The schemes undertaken by Rourkela Steel Plant should not be those which are already being implemented under the Tribal Sub-Plan.

A. C. DAS,  
Chairman,  
Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

NEW DELHI;  
April 3, 1984.

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Chaitra 14, 1906 (S)

## APPENDIX I

(Vide para 3.13 of report)

M. R. R. Nair  
DIRECTOR (PERSONNEL)

STEEL AUTHORITY OF  
INDIA LIMITED,  
ISPAT BHAWAN, LODI ROAD  
NEW DELHI-110003

My dear

D.O. No. PKR/IR/7974(144)  
November 14, 1983

The Parliamentary Committee on Welfare of Scheduled Castes and Scheduled Tribes, while recording evidence in respect of Rourkela Steel Plant was of the view that the interview letters issued to the candidates be sent by registered post.

2. It was also pointed out by the Committee that the Government have already accepted, in the year 1974, that at least one month's time be given to all candidates, including Scheduled Castes/Scheduled Tribes both for appearing at the interview as well as for joining the assignment.

3. It was also suggested by the Committee that 40 Copies of the advertisements for recruitment may be sent to the Parliamentary Committee on the Welfare for SC/ST.

4. All the three issues, as above, have duly been accepted by the Secretary (Steel) and Chairman for compliance.

5. I shall be grateful if you could issue suitable necessary instructions to all concerned for strict compliance regarding despatch of interview letters by registered post, giving one month's time to all the candidates, including SC/ST for appearing at the interview as well as join the post, and despatch of 40 copies of advertisements for recruitment to the Parliamentary Committee on the Welfare of SC/ST

With kind regards,

Yours sincerely,  
Sd/- M R R NAIR

Managing Directors,  
BSP, DSP, RSP, BSL, & IISCO.

Executive Directors,  
ASP, & SSP

General Managers, R & DC, CCSO, IISCO Stanton, Ch. Controller of Coal Supplies, Principal, MTI, Director (Commercial) SAIL AD(P) SAIL.

cc: Shri Tirolochan Singh Jt. Secy.  
Ministry of Steel & Mines,  
Udyog Bhavan, New Delhi.

With reference to his DO letter  
No. DR-I (12) / 83 (R) dated  
8-11-83

Sd/- M R R Nair

**APPENDIX II**

*(Vide para 3.57 of Report)*

**No. of POSTS DESERVED**

				SC	ST
1980					
Group A	SAIL	Management Trainees (Tech)/ (Admn), Jr. Mgr (F&A)	750-1335 800-1400	135	87
	RSP	Inspecting Officer	1100-1700	1	—
		Sr. Development Officer	1250-1750	2	—
			1400-1800		
Group B		Assistant Malter	650-1140	1	—
Group C		Chargemen (Mining)	530-894	2	2
		Overseer	-do-	8	6
		Sr. Electrician	-do-	6	5
		Sr. Operative	-do-	15	12
		Fuel Technician	490-777	6	7
		Planner-cum-Rate Setter	530-894	6	4
		Electronic Technician	-do-	13	11
		Instrument Technician	-do-	5	2
		Construction Asstt. (Elec)	-do-	6	5
		Laboratory Asstt.	455-658	14	9
		Mining Mate	430-605	4	6
		Radio Telephone Operator	-do-	4	3
1981					
Group A	SAIL	Management Trainees (Tech)/ (Admn.) Jr. Mgr. (F&A)	750-1335 800-1400	135	84
	RSP	Medical Officer	800-1400	—	1
Group B		Research Assistant	650-1140	—	1
		Sister Tutor	-do-	—	1

			SC	ST	
Group C	Asstt. Survey or (Mining)	530-894	1	1	
	Mining Mate	430-605	4	6	
	Blaster	-do-	3	3	
	Geological Asstt.	490-777	2	4	
	Operator Gr. 1	-do-	3	3	
	Junior Sampler	455-658	3	3	
	Fitter Mechanic	430-605	3	4	
	Canteen Supervisor	530-894	—	2	
	Attendant O. H. Plant	430-605	2	2	
	Dumper Operator	-do-	1	2	
1982					
Group A	SAIL	Management Trainees (Tech)/ (Admn.)/Jr. Manager (F&A)	750-1335/ 800-1400	105	80
	RSP	—	—	—	—
Group B		—	—	—	—
Group C	Laboratory Asstt.	455-658	9	15	
	Fule Asstt.	430-605	4	2	
	Junior Sampler	455-658	5	3	
	Mining Mate	430-605	4	2	
	Skilled Worker	-do-	10	16	
	Organiser	490-777	1	2	
	Instrument Mechanic	430-605	1	1	
	Crane Operator	-do-	1	2	
	Asstt. Operator	-do-	3	6	

(Vide para. 4.3 of Report)

**THE TOTAL NUMBER OF RECRUITMENT MADE AND NUMBER OF SCHEDULED CASTES AND SCHEDULED TRIBES RECRUITED (FROM 1971-1982)**

Year	Group of the post	Total recruit-ment made	No. of vacancies reserved for SCs	No. of SCs recruited	% of SCs	No. of vacancies reserved for STs	No. of STs recruited	No. of STs	Total SCs/STs	% of SCs/STs	Remarks
1	2	3	4	5	6	7	8	9	10	11	12
1971	Group—A	28	5	..	..	2	..	..	..	..	..
	Group—B	24	4	..	..	6	..	..	..	..	..
	Group—C	490	85	37	7.55	122	85	17.34	122	24.89	
	<b>Total :</b>	<b>542</b>	<b>94</b>	<b>37</b>	<b>6.84</b>	<b>130</b>	<b>85</b>	<b>15.68</b>	<b>122</b>	<b>22.50</b>	
1972	Group—A	28	5	..	..	2	..	..	..	..	..
	Group—B	16	3	1	6.25	4	..	..	1	6.25	..
	Group—C	680	199	139	20.40	155	176	25.88	315	46.32	..
	<b>Total :</b>	<b>724</b>	<b>207</b>	<b>140</b>	<b>19.34</b>	<b>161</b>	<b>176</b>	<b>24.30</b>	<b>316</b>	<b>43.64</b>	..

.. by RSP, 20 by HSL on All-India basis

	1	2	3	4	5	6	7	8	9	10	11	12
1973 . Group—A	176*	7	1	1	1	2.84	13	..	..	5	2.84	*12 by RSP. 164 by HSL on All-India basis
Group—B	7	1	1	1	1	14.28	2	1	14.28	2	28.57	
Group—C	1905	432	352	486	580	30.45	932	48.92				
<b>Total:</b>	<b>2088</b>	<b>459</b>	<b>358</b>	<b>441</b>	<b>581</b>	<b>27.83</b>	<b>939</b>	<b>44.97</b>				
1974 . Group—A	11	2	..	1	..	..	..	..	..	..	..	..
Group—B	9	1	2	22.22	3	2	22.22	4	44.44			
Group—C	609	123	98	148	141	23.15	239	39.24				
<b>Total:</b>	<b>629</b>	<b>126</b>	<b>100</b>	<b>152</b>	<b>143</b>	<b>22.74</b>	<b>243</b>	<b>38.63</b>				
1975 . Group—A	7*	1	1	14.28	1	..	..	..	..	1	14.28	*11 by RSP 6 by HSL on All-India basis
Group—B	..	..	..	..	..	..	..	..	..	..	..	..
Group—C	894	167	113	12.63	199	203	22.53	316	35.34			
<b>Total</b>	<b>901</b>	<b>168</b>	<b>114</b>	<b>12.65</b>	<b>200</b>	<b>203</b>	<b>22.53</b>	<b>317</b>	<b>35.18</b>			
1976 . Group—A	6*	1	1	16.66	1	..	..	..	..	1	16.66	*3 by RSP. 9 by SAIL on All-India basis.
Group—B	1	..	..	..	..	..	..	..	..	..	..	..
Group—C	872	160	118	13.53	197	172	19.72	290	33.25			
<b>Total:</b>	<b>879</b>	<b>161</b>	<b>119</b>	<b>13.53</b>	<b>199</b>	<b>172</b>	<b>19.72</b>	<b>291</b>	<b>33.10</b>			

1 2 3 4 5 6 7 8 9 10 11 12

1977 Group-A 19\* 3 1 5.26 2 2 10.51 3 15.78 \*9 by RSP. 10 by SAIL on All-India basis.

Group-B 5 1 1 20.00 1 .. .. 1 20.00

Group-C 1129 214 118 10.45 255 452 40.03 570 50.48

Total: 1153 218 120 10.40 258 454 39.38 574 49.78

1978 Group-A 30\* 3 1 3.33 .. .. 1 3.33 \*14 by RSP. 16 by SAIL on All-India basis.

Group-B 4 1 .. .. .. ..

Group-C 973 167 120 12.33 209 276 28.36 396 40.69

Total: 1007 171 121 12.01 209 276 27.41 397 39.42

1979 Group-A 29\* 4 1 3.44 3 1 3.44 2 6.89 \*25 by RSP. 4 by SAIL on All-India basis.

Group-B 3 .. .. .. 2 .. ..

Group-C 713 163 110 15.42 167 203 28.47 313 43.89

Total: 745 167 111 14.89 172 204 27.39 315 42.28



1 2 3 4 5 6 7 8 9 10 11 12

\*14 by RSP. 5 by SAIL on All-India basis.

1980	Group—A	19*	3	..	..	..	..	..	..	..	..	..
	Group—B	1	1	..	..	..	..	..	..	..	..	..
	Group—C	1149	251	241	20.97	244	325	30.64	593	51.61		
	<b>Total:</b>	1169	255	241	20.61	244	352	30.11	593	50.72		

\*13 by RSP. 12 by SAIL on All-India basis.

1981	Group—A	25*	1	1	4.00	2	1	4.00	2	8.00		
	Group—B	3	—	—	—	3	—	—	—	—		
	Group—C	819	149	216	26.37	190	248	30.28	454	56.65		
	<b>Total:</b>	847	150	217	25.61	195	249	29.40	466	55.01		

\*11 by RSP. 9 by SAIL on All-India basis.

1982	Group—A	20*	1	1	5.00	..	..	..	1	5.00		
	Group—B	5	..	..	..	1	..	..	..	..		
	Group—C	721	133	196	27.10	149	192	25.73	388	53.81		
	<b>Total:</b>	746	134	197	26.41	150	192	26.63	389	52.14		

Grand Total from 1971 to 1982

11430	2310	1875	16.40	2511	3087	27.01	4962	43.41
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NB: The roster in respect of recruitment made in Group—A by SAIL on All-India basis is maintained by SAIL Corporate Office.

**SUMMARY**

**RECRUITMENT MADE FROM THE YEAR 1971 TO 1982  
GROUP 'A' (EXECUTIVES)**

Total No. recruited	SC	%	ST	%	SC/ST Total	%
398	12	3.0	4	1.0	16	4.0
(149— By RSP						
249— By HSL/SAIL on All India basis)						

**GROUP 'B' & 'C' (NON-EXECUTIVES)**

Total No. recruited	SC	%	ST	%	SC/ST Total	%
11032	1863	16.83	3083	27.93	4946	44.83

**GROUP 'A' 'B' & 'C'**

Total No. recruited	SC	%	ST	%	SC/ST	%
11430	1875	16.40	3087	27.01	4962	43.41

## APPENDIX IV

(Vide para 4 of Introduction)

### SUMMARY OF CONCLUSIONS/RECOMMENDATIONS IN THE REPORT

Sl. No.	Reference to Para No. in the Report	Summary of Conclusions/Recommendations
1	2	3
1	1.19	<p>The Committee note that in the Department of Steel, there is a section consisting of one Section Officer and three Assistants for coordination and issue of Government directives in reservations for and employment of Scheduled Castes and Scheduled Tribes in 17 public Undertakings under the control of that Department.</p> <p>The Committee were informed during evidence that the data relating to employment of Scheduled Castes and Scheduled Tribes in these Public Undertakings is compiled in this particular Cell. The Committee feel that the present staff strength of the Cell is grossly inadequate to do justice to the work relating to implementation of reservation orders in 17 public Undertakings under the control of Department of Steel. The Committee recommend that the staff strength of the cell should be increased with a view to exercising proper control on all personnel matters relating to Scheduled Castes and Scheduled Tribes.</p>
2	1.10	<p>The Committee also note that one Deputy Secretary in the Department of Steel acts as Liaison Officer for keeping a watch over the interests of Scheduled Castes and Scheduled Tribes in service matters. In view of the fact that there are 17 public Undertakings under the control of Department of Steel which have to be monitored by the Liaison Officer, the Committee suggest, that the Liaison Officer should be exclusively for this work so that he can devote sufficient time to the personnel matters relating to Scheduled Castes and Scheduled Tribes.</p>
3	2.5	<p>The Committee find that none of the two employees who are on deputation in RSP belongs to Scheduled Caste/Tribe community. Similarly none of the two employees of RSP sent on deputation to other Departments, belongs to Scheduled Caste/Tribe community.</p>

The Committee need hardly stress that while selecting persons for posts to be filled by deputation, every endeavour should be made to ensure that a fair proportion of such posts are filled by persons belonging to Scheduled Caste/Tribe community. Similarly when the RSP sends its employees on deputations to other Departments, a fair proportion of Scheduled Caste/Tribes employees should also be sent on deputation as far as possible.

- 4 2.12 The Committee are of the view of that the existence of the Cell should be made known to the Scheduled Caste/Scheduled Tribes employees of the Rourkela Steel Plant by issuing a circular or in any other suitable way. The complaints of Scheduled Caste/Scheduled Tribe employees submitted in writing should be looked into by the Cell expeditiously and remedial measures should be adopted wherever necessary.

- 5 3.23 The Committee note that recruitment to the posts of Management Trainees is made by SAIL on all-India basis by open competition. The Management Trainees (Technical) are required to undergo training for one and a half years to get training as per the requirement of the Steel Plant. This one and a half years' training is compulsory for all selected candidates.

The Committee further note that Scheduled Caste/Scheduled Tribe candidates who do not qualify in the written examination and interview for selection as Management Trainees (Technical) are appointed on a stipend of Rs. 750/- per month under pre-employment training scheme for a period of 6 months.

The Committee are not happy about the pre-employment Training Scheme for Scheduled Caste and Scheduled Tribe candidates. The Committee recommend that in the initial recruitment itself, Scheduled Caste/Scheduled Tribe candidates should be selected for the post of Management Trainees (Technical) with relaxed standards. In case any deficiency is found in their performance the period of training in their case may be two years instead of 1½ years.

- 6 3.25 The suggestion made by the Committee that interview letters to candidates should be sent by registered post has been accepted by SAIL and they have issued suitable instructions to the Steel Plants in this regard. The Committee hope that these instructions would be strictly followed in future.

7 3.26 The Committee are concerned to note that for the post of Junior Manager (Finance and Accounts) during the period 1980 to 1982 against the reserved quota of 67, post for Scheduled Castes and 34 for Scheduled Tribes, only one Scheduled Caste candidate was appointed. The Committee were informed during evidence that the qualification required for the post was Chartered Accountant and suitable candidates were not available. However, Scheduled/Caste Scheduled Tribe candidates who had passed Cost and Works Accountant's Examination were also selected even though it was a lesser qualification. The Committee are informed that the pay scale of Junior Manager (Finance & Accounts) is Rs. 800-1400.

The Committee would like to point out that Chartered Accountancy is not a regular course in the Government institutions and this eligibility criteria is blocking the extra of Scheduled Caste/Scheduled Tribe candidates for the post of Junior Manager (Finance and Accounts). The Committee suggest that Scheduled Caste/Scheduled Tribe candidates having M.B.A. qualification should be considered for appointment to the post of Junior Manager (Finance and Accounts).

8 3.27 The Committee appreciate that their suggestion for giving one month's time to all candidates including Scheduled Castes/Scheduled Tribes both for appearing at the interview and for joining the assignment has been accepted by the Department of Steel and necessary instructions have been issued to the Chief Executives of all Steel Plants.

9 3.28 The Committee suggest that in the Annual Report of Steel Authority of India Limited, figures of employment of Scheduled Castes and Scheduled Tribes in the Steel Plants should be included.

10 3.33 The Committee note that in direct recruitment a number of concessions/relaxations are given to Scheduled Caste/Scheduled Tribe candidates and also in written tests conducted for recruitment of Management Trainees (Technical). In the written test there is a relaxation of 10% marks for Scheduled Caste/Scheduled Tribe candidates. However, the Committee note that in the interview the qualifying marks for general candidates are 35% while for the Scheduled Castes and Scheduled Tribe candidates it is 31.5%, i.e. there is a relaxation of 3.5% marks only. The Committee feel that this relaxation in interview marks for Scheduled Caste/Scheduled Tribe candidates has been kept low and this can bar the entry of Scheduled Caste/Scheduled Tribe candidates against the reserved seats. The Committee recommend that the Scheduled Caste/Scheduled Tribe candidates who secure 30% marks in interview should be selected if they are otherwise eligible on the basis of written test.

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- 11 3.40 The Committee note that during the years 1978 to 1982, in Rourkela Steel Plant, 10376 persons were promoted in Group 'A', 'B' and 'C' out of which 850 were Scheduled Castes and 2710 were Scheduled Tribes. The Combined percentage of Scheduled Caste/Scheduled Tribe who were promoted works out to 26.11 against the prescribed percentage of 22.5. However, if the data relating to each year is analysed separately it transpires that there are hardly any promotions of Scheduled Caste/Scheduled Tribe persons in Group 'A'. In Group 'B' also the percentage of Scheduled Castes ranges from 0.6 to 7.03 and for Scheduled Tribe the percentage ranges between 6.06 to 9.3. In Group 'C' the percentage of Scheduled Castes promoted ranges from 6.87 to 12.01 and of Scheduled Tribe the percentage ranges from 16.53 to 20.85. Thus it will be seen that the maximum promotions are taking place in Group 'C' only, which is the lowest cadre in Rourkela Steel Plant.

The Committee would like to emphasise that there is urgent need to review the promotion policy with a view to increase the intake of Scheduled Castes and Scheduled Tribes in higher posts in Group 'A' and 'B'.

- 12 3.41 The Committee recommend that Rourkela Steel Plant should resort to special recruitment for Scheduled Castes and Scheduled Tribes with a view to improve their representation in Group 'A' and 'B' posts and also by allowing promotion on relaxed standard.
- 13 3.42 The Committee also recommend that Rourkela Steel Plant should ensure that the orders on reservations in promotion issued from time to time by the Ministry of Home Affairs (Department of Personnel and Administrative Reforms and Bureau of Public Enterprises) are followed in letter and spirit so that the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled by them and the short falls in Groups 'A' and 'B' are obliterated at the earliest.
- 14 3.48 The Committee note that for direct recruitment on all India basis in Group 'A' a 40 point roster is maintained centrally at the Corporate Office. This roster is checked by the Liaison Officer annually at the Headquarters.

The Committee further note that for recruitment on local/regional basis to non-executive posts in Rourkela Steel Plant, separate rosters are being maintained for different categories of posts:

The Committee further note that for recruitment on local/regional basis to non-executive posts in Rourkela Steel Plant, separate rosters are being maintained for different categories of posts.

For promotions from non-executive to executive posts and in all cases of promotions in non executive category, rosters are maintained departmentally, channel-wise and gradewise. Whenever appointments/promotions are made to any category of posts, the entries in the roster register are signed by Officer-in-charge of recruitment/concerned executive of Personnel Department and countersigned by the Officer incharge of SC/ST Cell. The roster registers are inspected by the Officer-incharge of SC/ST Cell frequently during the year. The roster registers, both for recruitment and promotion, however, are inspected by the Liaison Officer annually. In view of the fact that the total staff strength of Rourkela Steel Plant as on 1.7.1983 is 39,209 the Committee feel that the roster registers should be checked by the Liaison Officer at least twice a year so that these documents remain free from any discrepancies.

- 15 3.49 The Committee also recommend that rosters should be open documents and Scheduled caste/Scheduled Tribe employees and their Associations should have access to them.
- 16 3.50 During the examination of the rosters the Committee had noted that a large number of posts in different grades have been clubbed together in Group 'C'. The Committee feel that this clubbing together of different grades hampers the promotional avenues of Scheduled Caste/Scheduled Tribe employees. The Committee, therefore, recommend that Government orders relating to grouping of posts should be followed strictly and posts having different grades should not be clubbed together. The Committee desire that separate rosters should be maintained for each grade."
- 17 3.59 The Committee note that in Rourkela Steel Plant a Scheduled Caste candidate is also considered for appointment against a vacancy reserved for Scheduled Tribe and *vice versa* if it is found that eligible candidate belonging to a particular community for which the vacancy is reserved is not available to fill up the reserved quota within a "reasonable period of time."

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| 18 | 3.60 | The Committee would like to point out that as per standing instructions the exchange is permissible only for the reservations which have been carried forward to third and subsequent year of recruitment. The Committee recommend that these instructions should be followed strictly and earnest efforts should continue to be made to locate candidates of the respective communities to fill vacancies reserved for them. |
| 19 | 3.61 | The Committee would also like to point out that in case of promotion by selection from Group C to Group B, within Group B and from Group B to lowest rung of Group A, carry forward of reservations is not permitted and vacancies can be exchanged between Scheduled Castes and Scheduled Tribes in the same recruitment year.   |
| 20 | 3.62 | From the data given in Appendix II, the Committee are concerned to note that a large number of vacancies even in Group 'C' have been dereserved during the years 1980, 1981 and 1982.   |

The Committee would like Rourkela Steel Plant to desist from the practice of indiscriminate dereservation of posts reserved for Scheduled Castes and Scheduled Tribes. The Committee need hardly stress that earnest efforts should be made to appoint Scheduled Caste/Scheduled Tribe candidates for the posts reserved for them so that the necessity of dereservation of vacancies does not arise.

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|----|-----|--|
| 21 | 4.8 | The Committee note the staff strength in RSP as on 1-1-1971 i.e. prior to the implementation of the reservation orders which came into force from 1.7.1971. The statement indicates that even without the reservation, there were 43.51% of Scheduled Castes and Scheduled Tribes in RSP in Class IV posts excluding sweepers. |
|----|-----|--|

The Committee further note the staff strength in the organisation as on 1-7-1983 which indicates that in Executive Cadre (Group A) the representation of Scheduled Castes & Scheduled Tribes is 2.61%, in Group B it is 5.15%, in Group C (excluding sweepers) it is 30.02% and in Group C (Sweepers) it is 100 per cent.

The Committee regret to point out that the representation of Scheduled Castes and Scheduled Tribes in Groups A and B is very poor and RSP should take special steps to improve the intake of Scheduled Caste/Scheduled Tribe candidates in Groups A and B. This could be done only by providing further relaxation in the eligibility criteria for Scheduled Caste/Scheduled Tribe employees in promotion.



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| 22 | 4.9  | <p>The data given in Appendix III relating to recruitment made during the years 1971 to 1982 also shows that in Group A, out of 398 posts, only 16 have been filled by Scheduled Caste/Scheduled Tribe candidates which works out to 4% only. In Groups B and C taken together the total recruitment made was 11032 out of which 4946 vacancies were filled by Scheduled Castes and Scheduled Tribes which works out to 44.83% which is more than the prescribed reservation.</p> <p>If the recruitment to Group B is reckoned separately it is revealed that during the period 1971 to 1982, against 78 posts filled in Group B, only 8 posts were filled by Scheduled Castes and Scheduled Tribes (Scheduled Caste—5 and Scheduled Tribes—3) taken together while their reserved quota was 35 (Scheduled Caste-12 and Scheduled Tribe-23) thus indicating a shortfall of 27 posts. The Committee therefore conclude that RSP is giving maximum representation to Scheduled Castes and Scheduled Tribes in Group C posts only.</p> <p>The Committee therefore recommend that the Administration of RSP should strike a balance and devise ways and means to increase the intake of Scheduled Caste/Scheduled Tribe in Group B posts. Unless there is steady increase in the representation of Scheduled Castes/Scheduled Tribes in Group B, their chances for further promotion to executive posts in Group A would not be bright.</p> |
| 23 | 4.11 | <p>The Committee recommend that, while deputing officers for training courses or attending seminars, conferences etc., preference should be given to officers belonging to Scheduled Castes and Scheduled Tribes.</p>   |
| 24 | 4.14 | <p>The Committee note that during the years 1980 to 1982, 127 employees of Rourkela Steel Plant were sent for training abroad out of which there was only one employee belonging to Scheduled Tribe. The Committee were informed during evidence that in Rourkela a special plant was being put up which was not available in India and as such high class experts were deputed abroad for training.</p>  |

The Committee are not happy with this explanation.

The Committee recommend that while selecting experts for sending them abroad for training the claims of Scheduled Caste/Scheduled Tribe experts who are in the line should be given due consideration at the time of selection.

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5 4.22

The Committee note that in R.S.P. about 160 Apprentices are selected every year for training as prescribed in the Apprentices Act, 1961. After successful completion of training which lasts from 1-4 years, the trainees have to pass the examination and obtain a National Apprenticeship Certificate from National Council for Training in Vocational Trades.

The Committee recommend that as far as possible sincere efforts should be made to absorb local Scheduled Caste/Scheduled Tribe trained youth who are found eligible to get employment.

26 5.6

The Committee note that under the existing agreements with the Trade Unions Rourkela Steel plant is not giving any reservation in the allotment of houses to Scheduled Caste and Scheduled Tribe employees.

As there are standing instructions of the Ministry of Works and Housing that 10% quarters should be allotted to Scheduled Caste/Scheduled Tribe employees, the Committee feel that the agreements with the Trade Unions to the contrary are violating these instructions. As such the Committee recommend, that the policy for allotment of quarters should be reviewed by SAIL and they should issue necessary instructions for allotment of more quarters in favour of Scheduled Caste/Scheduled Tribe employees.

27 5.10

The Committee are glad to note that Rourkela Steel Plant is implementing an integrated peripheral village development programme with a view to bring about the socio-economic development of the villages in peripheral areas which are predominantly populated by tribals.

In the first phase of development, emphasis is given to provide infrastructural facilities such as drinking water, school buildings, link roads, medical aid centres, recreational centres etc.

The Committee recommend that while providing school buildings in the villages attention should also be paid for giving financial assistance to poor tribals. RSP should devise a scheme, as a welfare measure, for giving scholarships to the children of poor Scheduled Castes and Scheduled Tribes living in peripheral villages so that more and more Scheduled Caste/Scheduled Tribe children are able to get education.

28 5.11

The Committee recommend that the village Development Programme should be implemented in coordination with other Developmental Agencies to avoid duplication. The schemes undertaken by Rourkela Steel Plant should not be those which are already being implemented under the Tribal Sub-Plan.