

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1988-89)**

(EIGHTH LOK SABHA)

FORTY-SECOND REPORT

**MINISTRY OF STEEL AND MINES
(DEPARTMENT OF STEEL)**

Action taken by Government on the Recommendations contained in the Thirty-seventh Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Eighth Lok Sabha) on the Ministry of Steel and Mines (Department of Steel)—Reservations for and employment of Scheduled Castes and Scheduled Tribes in Steel Authority of India Limited.

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**LOK SABHA SECRETARIAT
NEW DELHI**

November, 1988/Kartika, 1910 (Saka)

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CORRIGENDA.

to
 the 42nd Action Taken Report of the
 Committee on the Welfare of SCs/STs
 (1980-89) on the Min. of Steel & Mines
 (Deptt. of Steel) - Reservations for and
 employment of Scs/Sts in S.I.L.

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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1988-89)

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*Ceased to be member of the Committee on his resignation from Rajya Sabha w.e.f. 9th August 1988.

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 Forty-Second Report (Eighth Lok Sabha) on Action Taken by Government on the recommendations contained in the Thirty-Seventh Report (Eighth Lok Sabha) on the Ministry of Steel and Mines (Department of Steel)—Reservations for and employment of Scheduled Castes and Scheduled Tribes in Steel Authority of India Limited.

2. The Report was considered and adopted by the Committee on 11 November, 1968.

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

I. Report.

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

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

IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.

V. Recommendations/Observations on which final reply of Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Thirty-seventh Report of the Committee is given in Appendix. It would be observed therefrom that out of 47 recommendations made in the Report, 31 recommendations *i.e.* 65.96 per cent have been accepted by Government; the Committee do not desire to pursue 10 recommendations *i.e.* 21.28 per cent of their recommendations in view of Government's replies; 5 recommendations *i.e.* 10.64 per cent, in respect of which replies of Government have not been accepted by the Committee, require reiteration; and in respect of 1 recommendation *i.e.* 2.12 per cent, final reply of Government has not been received.

NEW DELHI;
November 17, 1968

26 Kartika 1910 (S)

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

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the 37th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Steel and Mines (Department of Steel)—Reservations for and employment of Scheduled Castes and Scheduled Tribes in Steel Authority of India Limited.

1.2 In paras 1.13 and 1.14 of their 37th Report, the Committee noted with regret that inspite of their numerous recommendations given in various reports, the Government had still not deemed it fit to issue directions to all the autonomous Public Sector Undertakings keeping in view the spirit of the Constitution that the members of the SCs/STs should get adequate representation in all walks of life, and one of the members of their Boards of Directors should be from amongst the Scheduled Castes/Scheduled Tribes to watch the interest of SC/ST employees. The Committee recommended that this recommendation of theirs be placed before the Government and the Bureau of Public Enterprises and their reaction communicated to them.

1.3 In their reply dated 16 September, 1988 the Ministry of Steel and Mines (Department of Steel) stated that the matter had been considered in consultation with the Bureau of Public Enterprises. The Bureau of Public Enterprises had informed that on the recommendations of Parliamentary Committee on the Welfare of SC/ST (6th Lok Sabha 38th Report), the matter was examined. Though the recommendation of the Committee was confined to Indian Oil Corporation, it was examined as a general issue by BPE. It was decided not to accept the recommendation of the Committee on the ground that the policy of Government was to select as Directors, persons with proven ability and good record in the field of Industry, Commerce, Administration, Finance, Trade Union activities etc. It had also been felt that it was not really necessary to afford representation to SC/ST by appointment of Directors so as to promote their interest; there were certain high powered bodies already in existence such as the Committee headed

by the Prime Minister, the Commissioner of SC/ST, the Department of Personnel, Parliamentary Committee on the welfare of SC/ST etc. which could promote and protect the interest of SC/ST more effectively. The matter had once again been examined and given a careful consideration in the Department of Steel. In the light of the fact that specific efforts by SAIL are afoot to see that adequate representation is given to SCs/STs as per laid down policy for recruitment and promotion and that the Department of Steel has also constituted a Cell in the Ministry which has been given the responsibility of monitoring the performance of PSUs in this context, there does not appear to be a need to induct a Member on the Board of SAIL purely on the grounds of need for protection and promotion of interests of SC/ST employees of SAIL.

1.4 The Committee do not find the reply of the Government convincing and will like to reiterate their earlier recommendation that keeping in view the spirit of the Constitution, the members of the SCs/STs should get adequate representation in all walks of life and one of the Members of the Board of Directors of Public Sector Undertakings should be from amongst the Scheduled Castes/Scheduled Tribes.

1.5 In para 5.17 of their 37th Report, the Committee noted that in the SAIL Units other than Bhilai Steel Plant, Durgapur Steel Plant and Rourkela Steel Plant there had been no intake of apprentices so far. During evidence the reasons adduced for this were that there was an expectation that a person taken as an apprentice would be absorbed after completion of the training and that taking of a large number of apprentices would lead to problems of industrial relations. The Committee were not convinced with those reasons. They felt that all Public Sector Undertakings have a duty to carry out the purposes of the Apprenticeship Act namely that the persons taken as apprentices are trained so that they are available in the total employment market. If no apprentices are taken, as has been the case in many units of SAIL. SCs/STs are also the sufferers because they too are denied the opportunity of getting the training. The Committee therefore recommended that all the SAIL plants should undertake imparting of training to apprentices under the Apprentices Act to fulfil their statutory obligation and SCs/STs should get their due share in that.

1.6 In their reply dated 16 September, 1988, the Ministry of Steel and Mines (Department of Steel) stated that the manpower requirements of SAIL were undergoing considerable change in the context of its modernisation plants, and its capacity to absorb apprentices

in permanent employment after training was extremely limited. On the other hand, not offering employment to trained apprentices have in the past led to avoidable industrial relations problems. Therefore SAIL are not in a position to take full quota of apprentices. A dialogue is going on with the Ministry of Labour to settle the issue and reach a workable solution. However, SAIL have been advised that whenever apprentices were offered training under the Apprentices Act, sufficient number of SC/ST candidates should be selected as per prescribed quota.

1.7 The Committee are not convinced with the argument of the Ministry that not offering employment to trained apprentices has in the past led to avoidable industrial relations problems and will like to reiterate their earlier recommendation that all the SAIL plants should undertake imparting of training to apprentices under the Apprentices Act to fulfil their statutory obligation and SCs/STs should get their due share in this.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 3, Para No. 1.23)

The Committee have been informed that "a Liaison Officer has been appointed in the Department of Steel since 1974 with the duties primarily concerned with ensuring the compliance of the instructions regarding the reservations in so far as Ministry is concerned" and was not entrusted with the duty to monitor "the performance of reservations in the Public Sector Undertakings under the Department." The Ministry have since appointed a Liaison Officer in September 1987 who will not only monitor the implementation of the reservation orders in the Department itself but has been made responsible to monitor the reservations in favour of Scheduled Castes and Scheduled Tribes in the Public Sector Units under the Department also. Further that Liaison Officer may not be looking after the work relating to the reservation policy exclusively at the moment. However, he will be relieved of his other duties when the volume of work increases in the Department with the monitoring of the reservation policy in the Public Sector Undertakings. The Committee have commented elsewhere in this report about various deficiencies in implementation of reservation orders in SAIL and had the Ministry been calling for the requisite reports and monitoring them properly, they would have certainly given timely directions and ensured proper implementation. The Committee, therefore, recommend that since the Liaison Officer in Ministry has been entrusted with the duty to over-see the implementation of the reservation orders in the Ministry of Steel as well as in the Public Undertakings under it he should be relieved of all other duties so that he may monitor the implementation orders effectively hereafter.

Reply of Government

One of the Directors in the Department has been designated as the Liaison Officer. He has been entrusted with the responsibility to over-see the monitoring of the implementation of orders regarding reservation policy. He has now been given the assistance of a

whole-time Under Secretary, and also one dealing hand. Whereas the Under Secretary incharge of this Cell would work full time on this task, at present the Liaison Officer will only be needed to supervise the Under Secretary's work on a part-time basis. Relieving the Liaison Officer of all his other duties may be considered in future, if it is felt that the present system is not entirely satisfactory.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 4, Para No. 1.27)

The Committee note that two meetings of the Liaison Officers of various units of SAIL were held in 1987 and one in 1988 where the common problems faced by the Liaison Officers in the implementation of the reservation policy were discussed and solution to those problems were found. The Committee recommend that a conference of the Liaison Officers should be held once in a year at least so that the impediments and problems faced in the implementation of the reservation orders in various units are discussed and solution found to tackle them|explained to all present so that various implications of reservations orders are clear to all.

The Committee recommend that a training programme for the Liaison Officers to make them conversant with their duties in the implementation of the reservation orders should also be initiated by the SAIL as assured by their representative during the evidence.

Reply of Government

SAIL have been periodically organising meeting of the Liaison Officers to discuss and review the implementation of the Presidential Directives on reservation for SC|ST. Two meetings of the Liaison Officers were held in 1987 and one has so far been held in 1988. Considering the usefulness of such meetings and the recommendation of the Parliamentary Committee in this regard, it has been decided to continue this practice and ensure that every year at least one such meeting of the Liaison Officers is held.

2. SAIL had organised a two day workshop on implementation of the Presidential Directives on reservation for SC|ST for the benefit of the Liaison Officers and others dealing with service matters relating to SC|ST. 12 Liaison Officers and 21 other executives dealing with the subject participated in the workshop. The workshop was held at SAIL's Management Training Institute at Ranchi on June 2-3, 1988. The faculty for the workshop was drawn from

the office of the Commissioner for SC/ST as well as the Lok Sabha Secretariat.

3. The workshop was found to be very useful and it enabled the participants to clearly understand not only the spirit behind the Presidential Directive but also the practical application of the directives in various situations.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 5, Para No. 1.31)

The Committee regret to find that in the absence of an SC|ST Cell, the Department of Steel has not been making any worthwhile evaluation of the implementation of the reservation policy in the Public Sector Units under it and the reports received from the SAIL in this regard have been virtually consigned to dust all along. A Cell which was created in 1972 was wound up in 1974 and the Committee had commented on the need for the Cell in their 1983-84 Report. Even after more than three years of the Committee's earlier recommendation that a separate cell for the purpose may be set up, the Internal Working Study Unit of the Department felt that only half an assistant was required for that purpose because the Cell was only looking into the complaints received by it and the number of letter received did not justify a full fledged cell. The Committee have no words to express their anguish over the indifference shown by the Department of Steel towards the welfare of the Scheduled Castes and Scheduled Tribes inspite of the Constitutional provisions for the purpose and need for the cell clearly pointed out in 1983-84. It was only after the Secretary, Department of Steel was asked by the Committee to go into depth over the implementation of the recommendation made in 1983-84, that the importance of the cell has been correctly appreciated by the Department. Now that the Department has decided to set up an SC|ST cell for monitoring and evaluation of the implementation of the directives and reservation orders in the public sector units under it the Committee recommend that such a cell with suitable staff strength should be set up immediately in the Department so that the SCs|STs get their due in the services and other welfare schemes. The Cell should evaluate not only the reports and returns to be received from public undertakings hereafter but also it should study and evaluate the reports received during the last three years on which similar action has not been taken.

. Reply of Government

The recommendation has been noted. The Cell has been directed to study and evaluate the reports received during the last three years from various public sector undertakings under the Department of Steel, to see that suitable action for implementation of the directives and reservation order is taken by the Public Sector Undertakings.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Comments of the Committee

"Staff strength of the Cell should be communicated to the Committee."

Recommendation (Sl. No. 6, Para No. 2.3)

The Committee note that the Department of Steel took 7 months in 1972, 3 months in 1973 and 2 months in 1974 to communicate the Presidential Orders regarding reservations for SCs/STs to the SAIL in the form of a directive for implementation. In the opinion of the Committee had the Department of Steel been prompt the time for communication of the Presidential Orders to SAIL could have been curtailed to a large extent. The Committee recommend that in future the Department of Steel should show more alacrity in communication of the Presidential Orders on reservations to the SAIL so that the implementation of these orders is not unduly delayed to the detriment to the interests of SCs/STs in reservations.

Reply of Government

We have taken note of the Committee's direction that, in future, the directives to the Public Sector Undertakings should be issued without loss of time. This shall be complied with.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 8, Para No. 3.10)

The Committee note that the appointing authorities in SAIL have not been informing the reasons for the rejection of SC/ST candidates to the Employment Exchanges as laid down in the guidelines brought out by the Bureau of Public Enterprises. The Committee feel that the intention behind this guideline is to facilitate the Employment Exchanges in sponsoring in subsequent recruitments the right type of candidates belonging to these communities. The Committee are not convinced by the argument advanced by the

representative of SAIL that communication of reasons of rejection reflects adversely on the chances of SC/ST candidates in getting employment subsequently. On the contrary the Committee feel the communication of the names of SC/ST rejected candidates with the common reasons for rejection will on the one hand obviate the chances of names of such candidates being struck off from rosters of employment exchanges and on the other enable the Employment Exchange to appreciate better the type of candidates needed by the undertaking and thereby sponsor right type of candidates in future. The Committee recommend that henceforth the appointing authorities should invariably convey to Employment Exchange precisely the common reasons for the rejection of SC/ST candidates as per Government Directions on the subject so as to enable them to sponsor in subsequent recruitments right type of candidates from these communities.

Reply of Government

We agree with the recommendation of the Parliamentary Committee. SAIL have already advised their plants/units that henceforth they should invariably convey to Employment Exchange briefly the common reasons for the rejection of SC/ST candidates so as to enable the Employment Exchanges to sponsor for subsequent recruitments right type of candidates from these communities. A copy of the instructions issued to various units of SAIL is at Annexure-I.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1986]

Recommendation (Sl. No. 9, Para 3.11)

The Committee have been informed that at present vacancies reserved for SC/ST candidates are not circulated to local SC/ST MPs and MLAs. The Committee recommend that copies of all future advertisements in respect of vacancies should also be circulated to local SC/ST MPs/MLAs of the region where recruitment is to be made which will help the undertaking in getting right type of candidates to fill the vacancies.

Reply of Government

Though there is no provision in the Presidential Directive requiring copies of all advertisements in respect of vacancies, to be circulated to local SC/ST MPs/MLAs of the region where recruitment is to be made, and though the advertisements issued by SAIL for

recruitment to positions appear in all the leading newspapers of the country/region, and copies of all advertisements are invariably sent to the Parliamentary Committee on Welfare of SC/ST as well as to the different SC/ST organisations recognised by the Govt. of India. It has been decided to advise SAIL to also send copies of advertisements to local SC/ST MLAs and MPs of the region.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 10, Para 3.12)

It appears to the Committee that the relaxations available to SC/ST candidates though mentioned in the press advertisements are not indicated in the requisitions to the employment exchanges. The Committee recommend that the relaxations/concessions provided for SCs/STs should invariably be indicated in the requisitions to Employment Exchanges also so that they are able to sponsor SC/ST candidates who are covered by those relaxations.

Reply of Government

The relaxations/concessions provided for SC/ST are generally indicated in the requisition to the Employment Exchange. However, fresh instructions have been issued to the plants/units to ensure that this is done without fail. A copy of the instructions issued by SAIL is at Annexure-I.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 11, Para No. 3.13)

The Committee have been informed that at present in case the local employment exchanges are not able to sponsor the requisite number of SC/ST employees, the SAIL authorities do not approach the adjoining/regional employment exchanges. The reason for this has been stated to be the instructions issued by the State Governments. The Committee are not convinced of the reason. The Committee feel that in cases the local Employment Exchange fails to sponsor the required number of SC/ST candidates, it should not be difficult for the SAIL authorities to bring this fact to the notice of the State Government and circulate their requirement to the adjoining/regional Employment Exchanges under intimation to the State Government. If necessary, this matter may be taken up with the State Governments concerned bringing to their notice difficulties

faced in filling up posts reserved for SC/ST and suitable guidelines laid down to safeguard the legitimate interest of SC/STs.

Reply of Government

Recommendation is accepted. SAIL are being advised to ensure that recruiting Plants/Units, in case of failure of local Employment Exchange to sponsor the required number of SC/ST candidates, to circulate the requisition to other adjoining/regional Employment Exchanges and the State Government too in order that required number of SC/ST candidates are actually sponsored.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 12, Para No. 3.21)

The Committee have been informed that invariably on SC/ST member is appointed on the Selection Committee for the recruitment of staff in category 'C' sponsored by the employment exchanges after the Screening Committee had short listed them. During the evidence, it has come to the knowledge of the Committee that retired officers have also been appointed on the Selection Committees which in the opinion of the Committee is contradictory to the Government Directives in this regard. The Committee recommend that only serving SC/ST officers of comparable status wherever available in the plants be appointed on the Selection Committees. In case such an SC/ST officer is not available in the Plant, then a serving SC/ST officer of comparable status may be co-opted from another Public Sector Undertakings.

Reply of Government

The recommendation has been noted for compliance. Suitable instructions have also been issued to the plants/units in this regard vide SAIL's letter at Annexure-I.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 13, Para No. 3.34)

The Committee note that the SC/ST candidates who fail to qualify for selection as Management Trainees (Technical) are given a pre-employment training for a period of 6 months and if they qualify in the test conducted after the training, they are recruited as Management Trainees (Technical). The Committee further note that during

this pre-employment training the SC/ST candidates are paid Rs. 750 per month as stipend. Keeping in view the phenomenal rise in prices, the Committee feel that the amount of stipend is too inadequate to attract SC/ST candidates to this training. They recommend that the amount of stipend should be suitably enhanced to attract more SC/ST candidates to the training.

Reply of Government

The amount of stipend has since been increased from 750 to 900 per month. This will come into force from 1988 batch of pre-employment Trainees.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 14, Para No. 3.35)

The Committee have been informed that SAIL take about 3 months to declare the result of the written test held, 30 days thereafter to call the candidates for interviews and 40 to 50 days to issue final offers of appointments to the selected candidates which nearly comes to about five and a half months. It appears to the Committee that meanwhile the SC/ST candidates who fail in the written test may be able to find employment somewhere else with the result that only 20 per cent of the SC/ST candidates offered pre-employment training join this training. The Committee recommend that the intervening period between the holding of written test and the final selection may be cut short as far as possible to improve the percentage of the SC/ST candidates opting for the training.

Reply of Government

Only after final selection for Management Trainees (Technical) has been completed, the pre-employment training offers can be issued. The actual number of SC/ST candidates to be offered pre-employment training is determined on the basis of number of SC/ST candidates appointed as Management Trainees (Technical) and shortfall, if any, in each category. However, with careful planning and constant monitoring, SAIL have been able to reduce the recruitment lead time to about 4 months from the date of written test to final issue of offers.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 15, Para No. 3.39)

The Committee note that the SAIL plants have not been following a uniform policy in regard to the payment of TA to SC/ST candidates for appearing in the written test as well as interview. The Committee recommend that TA should be paid to all SC/ST candidates both for written test and interview when held separately as assured by the representative of the SAIL during evidences.

Reply of Government

This has been noted for compliance and has been implemented. A copy of the instructions issued in this regard is given at Annexure-I.

[Ministry of Steel & Mines (Department. of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 16, Para No. 3.46)

The Committee note that the practice of advertising the vacancies on the All India Radio is not followed by some of the SAIL units. The Committee recommend that the practice of notifying the vacancies on the All India Radio should be followed by all the SAIL units uniformly as assured by the representative of the SAIL during evidence.

Reply of Government

Instructions have been issued to the plants/units to comply with this recommendation *vide* SAIL's letter at Annexure-I.

[Ministry of Steel & Mines (Department. of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

**Recommendation (Sl. No. 17 Para No. 3.47 &
Sl. No. 18, Para No. 3.48)**

The Committee have been informed that at present the vacancies in the SAIL units are not advertised on the TV. This has been ascribed to the time required for giving details like the number of posts reserved, the relaxations and concessions available to SCs/STs etc. In the opinion of the Committee it is not necessary to telecast such details and only attention can be drawn to the relevant advertisements in the newspapers as is done in the case of the broadcast over All India Radio.

The Committee have been assured that the question of the advertising of vacancies in SAIL plants on TV will be examined in the

context of Doordarshan starting a programme entitled "Rozgar Samachar". The Committee desire that the Department of Steel may ascertain from the Doordarshan authorities whether there is any move to introduce the telecast of "Rozgar Samachar" on the TV and if it is so then it should not be difficult for the SAIL units to telecast their vacancies on the TV. The Committee will await the outcome of the examination.

Reply of Government

Doordarshan has agreed to telecast of job vacancies for SC/ST in SAIL free of cost. SAIL has been asked to send the details of such vacancies to Doordarshan Kendras at Cuttack, Calcutta and New Delhi for necessary action.

[Ministry of Steel & Mines (Department of Steel)
OM No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 19, Para No. 3.52)

The Committee have been informed that at present the number of posts reserved for SCs/STs is not indicated in the case of recruitment made at the Corporate level of Management Trainees (Administration), Management Trainees (Technical) and Junior Manager (Finance). The Committee recommend that a rough estimate inclusive of the backlog of the posts reserved for SCs/STs may be indicated in the advertisements with the stipulation that the exact number of such posts is likely to vary subsequently to attract applications from more SCs/STs.

Reply of Government

This is being done. Copies of the advertisements issued recently for recruitment of Jr. Manager (F&A) exclusively for SC/ST candidates, and Management Trainees (Admn.) are enclosed (Annexure II)

[Ministry of Steel & Mines (Department of Steel)
OM No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 20, Para No. 3.62)

The Committee note that the number of reserved posts lapsed each year is too high in the SAIL Corporate Office and the units thereunder e.g. in the Management Trainees (Technical) cadre, out of 184 posts reserved for Scheduled Castes and 259 posts reserved for Scheduled Tribes during the year 1984, 112 posts reserved for SCs and 73 posts reserved for STs were allowed to lapse in the beginning of 1985. In spite of such a huge

lapsing of reserved posts, the matter has never been placed before the Board of Directors for guidance which in the opinion of the Committee is a serious lapse. The Committee recommend that in future the details of the posts likely to lapse should be placed annually before the Board to enable it to give proper directions in the matter.

Reply of Government

The recommendation is accepted. SAIL will be asked to place the details of the vacancies likely to lapse before the Board annually to enable the Board to give proper directions in the matter.

[Ministry of Steel & Mines (Department of Steel)
OM No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 21, Para No. 3.63)

The Committee regret that up till now while filling the reserved vacancies preference has not been given to fill the posts carried forward *vis-a-vis* the current vacancies. Had such a preference been given, a huge number of reserved posts, could have been saved from lapsing. The Committee recommend that while filling the posts, preference should always be given to fill first the carry-forward posts *vis-a-vis* posts reserved during the current year as assured by the representative of the SAIL during evidence. The Committee are happy to note that instructions to effect have already been issued to all units by the SAIL authorities.

Reply of Government

Instructions have already been issued by SAIL to the Plants/Units *vide* their letter at Annexure-I and this is being followed.

[Ministry of Steel & Mines (Department of Steel)
OM No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 24, Para No. 4.13)

The Committee note that with the modernisation of the technologies of the SAIL Plants the requirement of staff is likely to get reduced. They have been informed that the existing staff will have to be redeployed wherever necessary. The Committee recommend that in the future recruitments as a result of mass retirement of the employees recruited initially which means automatic retirement of more employees from general category, the SAIL authorities should recruit more SCs/STs to wipe out the backlog in the vacancies reserved for them.

Reply of Government

The recommendation is noted. It should be possible, with recruitments in the wake of larger retirements, for SAIL to wipe out to a considerable extent, the carried forward backlog in the reserved vacancies as per extant instructions.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 26, para No. 4.22)

The Committee note that a large number of selected SC/ST candidates do not join the services of SAIL e.g. out of 152 SC/ST candidates selected for the post of Management Trainees (Technical) in the year 1984, only 26 SC/ST candidates joined; and in the Management Trainees (Administration) cadre in 1985 out of 45 SC/ST candidates selected only 10 joined. This raises an apprehension whether there is an undue long delay in the selection process and the offering of jobs to candidates, the Committee recommend that the SAIL authorities should review the position to curtail this time. The Committee will await the outcome of the review.

Reply of Government

It may be worthwhile to mention here that SAIL allow about a month's time for flow of applications after the advertisement is released. A month's notice each is given to the candidates for (i) appearing in the written test, (ii) Group Discussions/interviews and (iii) joining duty, as per recommendations made by the Parliamentary Committee on Welfare of SC/ST. Thus it may be seen that for recruitment of this nature, there is built-in lead time of more than 6 months, after release of advertisement. However, as already stated, considerable reduction in recruitment lead time has been achieved which is at present around four months from the date of written test to issue of appointment offers. Efforts are still on to further curtail and minimise the duration of the selection process.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 28, para 4.26)

The Committee note that at present no uniform policy is followed by the units under the SAIL in giving time to SC/ST candidates for appearing in interview as well as for joining the assignment on selection. The Committee recommend that barring a critical situa-

tion where a recruitment has to be made urgently, all the SAIL units should uniformly give one month's notice for interview and one month's time for joining assignment on selection to SC/ST candidates as assured by the representative of the SAIL during the evidence.

Reply of Government

The recommendation is accepted. SAIL have already issued suitable instructions to the plants/units to comply with the same. A copy of the instruction issued is at Annexure-I.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 29, para 4.29)

The Committee note that in some of the SAIL units, SC/ST candidates are not interviewed on separate dates and in separate blocks other than on the day the general candidates are interviewed. The Committee recommend that the practice of interviewing SC/ST candidates separately on separate dates and in separate blocks should be followed by all the SAIL units uniformly as assured by the representative of the SAIL during the evidence.

Reply of Government

This is accepted. SAIL have reiterated the instructions to the plants/units (*vide* their letter at Annexure-I).

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 30, para 4.32)

The Committee note that the copies of the advertisements are not sent to the recognised SC/ST Associations by the Alloy Steel Plant and Bolani Coal Mines under the SAIL. The Committee recommend that like other units of the SAIL the advertisements should be circulated to all the recognised SC/ST Associations by the Alloy Steel Plant and Bolani Coal Mines as assured by the representative of SAIL during the evidence.

Reply of Government

Alloys Steels Plant and Bolani Ore Mines have been advised to follow this *vide* SAIL's letter at Annexure-I.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 31, para 4.45)

The Committee note that at present no SC/ST officer is included in the Selection Committees/Department Promotion Committees in the IISCO Ujjain Pipe Foundry Company. The representative of the SAIL did not elaborate on the reasons for this but straightaway conceded during evidence that in future this would be done. Obviously this has been a lapse and had the Committee not taken up the examination of SAIL, the present position would have continued. The Committee recommend that greater care should be taken of these points which are of vital importance for SC/ST candidates and an SC/ST officer should invariably be included in the Selection Committee/DPCs in all the units under SAIL as assured by the SAIL representative during the evidence.

Reply of Government

SAIL have reiterated the instructions to the plants/units to include invariably a SC/ST Officer in the Selection Committee/DPCs. A copy of the instructions issued to SAIL units is at Annexure-I.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 35, para 4.54)

The Committee have been informed that the SCs and STs among the sweepers have the same reservations for promotions as are available to SC/ST employees in other categories. As the sweepers are by and large from the SCs, the Committee recommend that while giving promotions to SCs in the sweepers category, the authorities should not adhere to the reserved quota alone but should also promote them against the post in the general category.

Reply of Government

The recommendation is accepted. Since the majority of the employees in the Sweeper category belong to Scheduled Castes, while they are considered for promotion in the Sweeper category or for change of line to other categories, limitation in terms of reserved quota is not applied.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 38, para 5.10)

The Committee note that the percentage of SC/ST employees given in-service training in some of the plants is too low especially

in the case of Scheduled Tribe employees as compared to other plants as also this percentage varies from year to year. The Committee recommend that while selecting employees for in-service training the endeavour of the SAIL authorities should be to include as large a number of SC/ST employees as possible so that at the time of filling the reserved vacancies through promotions, the requisite number of SC/ST employees is found suitable for such promotions.

Reply of Government

The recommendation is accepted and SAIL have communicated it to the plants/units for necessary action.

[Ministry of Steel & Mines (Department of Steel)
OM No. 6(20)/88-SAIL, dated 16.9.88]

Recommendation (Sl. No. 42, para 5.20)

The Committee note that the absorption of apprentices trained at the Steel Plants is too low. This has been attributed to the completion of the raining after a period of 3 to 3½ years after the intake of the apprentices and this too is stated to be subject to availability of posts. The Committee fail to reconcile this assertion of the representatives of SAIL with the other view point expressed by him that "we take apprentices if there is an expectation that they would be absorbed." The Committee are not against an estimation being made of the apprentices who would ultimately be absorbed. If unfilled vacancies of SCs/STs are there, taking of apprentices could be from SCs/STs only. The Committee recommend that the endeavour of the SAIL Authorities should be both to train as many apprentices as is possible and to absorb maximum apprentices out of those given training giving preference to SCs/STs apprentices in absorption of backlog of vacancies is available for them.

Reply of Government

The difficulties in taking apprentices for training under the Apprentices Act have already been enumerated in replies to the earlier items. It may however be mentioned that whenever vacancies are filled by absorption of passed out Act Apprentices, due consideration and preference will be given to the SC/ST among them.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 43, para 5.23)

The Committee regret to note that out of 520 employees sent abroad for training by the SAIL during the years 1984-85 to 1986-87, the number of SC/ST employees is 11 only which in the opinion of the Committee is almost negligible. The Committee are not very much convinced by the argument of the representative of the SAIL that "it is not the person who is decided first. It is the job on which training is required. The person comes second. A person gets selected on the basis of who holds the job." With the implementation of the reservation policy over a number of years it should not be difficult for SAIL authorities to locate SC/ST employees engaged on the jobs for which training is to be given. Since training is planned in advance keeping the interests of SC/STs safe, they can be selected and placed in appropriate position so that opportunity for training abroad is also distributed amongst them in fair numbers.

Reply of Government

SAIL is conscious of the need to improve the opportunity for foreign training to SC/ST employees. The plants/units have been advised to keep this aspect in view whenever employees are considered for foreign training.

[Ministry of Steel & Mines (Deptt. of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 44, para 5.29)

The Committee note that out of three persons taken on deputation in SAIL's Corporate Office who have since been absorbed, none belongs to SCs/STs. The Committee have been informed that out of sixty persons taken on deputation earlier in the Units under SAIL and who have since been absorbed, only two belong to SCs/STs. As regards the low percentage of SCs/STs among the deputationists, it has been contended by the representative of the SAIL during the evidence that if the number of SCs/STs in the list of officers forwarded by the sponsoring authority for deputation was too less or no SC/ST officer is sponsored for deputation then the SAIL has no choice in the matter and is helpless. The Committee are not convinced by the view point of the SAIL. On the contrary they feel that if at the time of circulating the posts to be filled by deputations the SAIL authorities impress on the sponsoring authorities that while sending names for deputation care should be taken by them to include some officers belonging to

SCs/STs, the problem can easily be tackled and helplessness of SAIL authorities overcome. The Committee recommend that this suggestion of theirs should be followed by SAIL in future which will automatically result in compliance of Government instruction that a sufficient number of officers among deputationist should belong to SCs/STs.

Reply of Government

The recommendation has been noted for compliance. Suitable instructions have been issued to the plants/units in this regard vide SAIL's letter at Annexure-I.

[Ministry of Steel & Mines (Deptt. of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 45, para 5.33)

The Committee note that the Durgapur Steel Plant, Rourkela Steel Plant, Bokaro Steel Plant, IISCO and Bolani Ore Mines are implementing Integrated peripheral Village Development Programmes to promote the socio-economic development of the villages in their peripheral areas. The Committee recommend that such programmes should be undertaken by the remaining units of the SAIL also.

Reply of Government

Peripheral Development Programmes are being regularly undertaken by all the steel plants of SAIL. In addition to the plants indicated earlier, the peripheral Development Programme is being undertaken by Bhilai Steel Plant, Alloy Steel Plant, Salem Steel Plant and R&D Centre also. Details of the expenditure in this regard during the last two years is given below:

| Plant/Unit | Amount spent in Peripheral Development (Rs. in lakhs) | |
|--------------|--|--------------|
| | 1986-87 | 1987-88 |
| BSP | 3.50 | 3.37 |
| BSL | 10.49 | 17.96 |
| RSP | 6.93 | 6.04 |
| DSP | — | 3.95 |
| ASP | 0.60 | 1.54 |
| SSP | 1.71 | 1.90 |
| R&DC | 1.57 | 1.27 |
| TOTAL | 24.80 | 36.03 |

[Ministry of Steel & Mines (Deptt. of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 47, para 5.35 1

The Committee have been informed that in the development of peripheral villages, facilities generated or provided to the weaker sections as a whole and are not confined to the SCs/STs only. The Committee recommend that while selecting villages to be covered by the programme, the SAIL authorities should give preference to such villages which are predominantly inhabited by the people belonging to SCs/STs.

Reply of Government

The recommendation is accepted. Suitable instructions have been issued to the plants/units in this regard *vide* SAIL's letter at Annexure-I.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

CHAPTER III

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

Recommendation (Sl. No. 7, para No. 2.10)

The Committee note that according to the present procedure the Department of Steel only draws the attention of the SAIL to the filling up of the reserved vacancies and has no power to issue any directive to it in the matter. The Committee find this as an inherent lacuna in the existing procedure and recommend that without diluting the scheme of delegation of powers to the SAIL and the plants and subsidiaries under it, the existing procedure should be directions to vest some powers in the Department of Steel to give directions to the SAIL in the limited sphere of implementation of the Presidential Orders providing for reservations for SCs/STs in services. The Committee will await the outcome of the review.

Reply of Government

The Department of Steel has the requisite powers to direct the public sector undertakings under its administrative control to ensure implementation of the Presidential directives. A system to review in greater detail the implementation reports, received from the PSUs is being set up in the Department. It is now proposed to issue necessary directions to SAIL (and other PSUs) as and when required so as to ensure full compliance of instructions contained in the Presidential directives.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 22, para No. 4.11)

The Committee regret to note that in SAIL the percentage of SC/ST employees in categories 'A' and 'B' as on 1 January, 1987 is dismally low as against the percentages reserved for them. During the evidence, the Committee were informed that entry to the lowest rung of category 'A' is on All India basis through written test and interview and the management of SAIL have made some attempt to recruit more SCs/STs than the percentage reserved for them.

However, in categories other than Management Trainees no worthwhile attempt appears to have been made to improve the percentage of SC and ST employees as out of 48 persons recruited in 1984, the number of SCs/STs was 12 and out of 21 persons recruited in 1985, the number of SCs/STs was 4 only. The Committee recommend the SAIL authorities should make concerted efforts to wipe out the shortfalls in the vacancies reserved for SCs/STs as the existing measures have not yielded the desired results.

Reply of Government

The bulk of the recruitment in Group 'A' is by way of recruitment of Management Trainees (Technical), Management Trainee (Admn.) and Junior Manager (Finance). This is done centrally by the Corporate Office. Concerted efforts are being made to improve the intake of SC/ST in the recruitment to these categories. The pre-employment Training Scheme for Management Trainees (Technical) is basically meant to improve the intake of SC/ST candidates only. In addition, special advertisements exclusively for SC/ST candidates are also being issued. A copy of the advertisement issued recently for Junior Manager (Finance) inviting applications from SC/ST candidates is enclosed for ready reference. (Annexure III) With sustained efforts in this direction, the representation of SC/ST in Group A is expected to improve over a period of time.

As regards Category B, it may be mentioned that posts at this level are generally filled by promotion. Recruitment is resorted to only when suitable candidates are not available for promotion from within. As such, direct recruitment in category B is very limited. The existing eligibility criteria for promotion from category C to category B has also been reviewed as suggested by the Parliamentary Committee. However, keeping in view the fact that Group B positions are highly skilled and supervisory in nature and contribute key posts, in the operation and maintenance of the steel plants, it is not considered feasible to provide any further relaxation to SC/ST candidates. Promotions from Group C to Group B are based on qualification, length of service, appraisal reports and performance in the interview, wherever prescribed. The concessions which are admissible to the SC/ST candidates as per the Government directive are being allowed while considering promotions from Group C to Group B.

It will be ensured that improvement by SAIL, which is already conscious of its responsibility, in the representation of SC/ST takes

place and that keeping this in view, in all recruitments efforts are made to take as many SC/ST candidates as possible.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 23, Para No. 4.12)

The Committee have been informed that the appointments in category 'B' are made through promotions from category 'C' only and to increase the availability of candidates for promotion from category 'C' the SAIL authorities have been recruiting SCs/STs in excess of their quota in the category. The Committee recommend that the existing eligibility criteria for promotion from category 'C' to 'B' may be reviewed to see whether these require further relaxation in the case of SCs/STs to enable them to get speedier promotions to category 'B'. The Committee will await the outcome of the review and the details of further steps taken in this regard.

Reply of Government

The bulk of the recruitment in Group 'A' is by way of recruitment of Management Trainees (Technical), Management Trainee (Admn.) and Junior Manager (Finance). This is done centrally by the Corporate Office. Concerted efforts are being made to improve the intake of SC/ST in the recruitment to these categories. The pre-employment Training Scheme for Management Trainees (Technical) is basically meant to improve the intake of SC/ST candidates only. In addition, special advertisements exclusively for SC/ST candidates are also being issued. A copy of the advertisement issued recently for Junior Manager (Finance) inviting applications from SC/ST candidates is enclosed for ready reference. With sustained efforts in this direction, the representation of SC/ST in Group A is expected to improve over a period of time.

As regards Category B, it may be mentioned that posts at this level are generally filled by promotion. Recruitment is resorted to only when suitable candidates are not available for promotion from within. As such direct recruitment in category B is very limited. The existing eligibility criteria for promotion from category C to category B has also been reviewed as suggested by the Parliamentary Committee. However, keeping in view the fact that Group B positions are highly skilled and supervisory in nature and contribute key posts, in the operation and maintenance of the steel plants,

it is not considered feasible to provide any further relaxation to SC/ST candidates. Promotions from Group C to Group B are based on qualification, length of service, appraisal reports and performance in the interview, wherever prescribed. The concessions which are admissible to the SC/ST candidates as per the Government directive are being allowed while considering promotions from Group C to Group B.

It will be ensured that improvement by SAIL, which is already conscious of its responsibility, in the representation of SC/ST takes place and keeping this in view, in all recruitments efforts are made to take as many SC/ST candidates as possible.

[Ministry of Steel and Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

.. Recommendation (Sl. No. 25, Para No. 4.21)

The Committee regret to note that no SCs/STs candidates selected for the post of Junior Manager (Finance) joined the SAIL during the year 1984 to 1986. The Committee recommend that it may be examined whether any additional concession can be given in the case of SCs/STs for this category of post in SAIL. The Committee will await the outcome of action taken in this regard.

Reply of Government

Committee's recommendation has been considered very carefully. It may be mentioned that for the post of Jr. Manager (F&A), all those who have passed CA/ICWA examinations are eligible to apply with no specified minimum percentage of marks. Hence there is no scope for giving any further concession/relaxation in this case to the SC/ST candidates.

As far as the age is concerned, SC/ST candidates are being given relaxation by five years in the upper age limit. Moreover, SC/ST candidates are also being evaluated under relaxed standards.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL dated 16-9-1988]

Recommendation (Sl. No. 27, para No. 4.23)

The Committee note that at present the number of selected candidates exceeds too much the numbers of Posts to be filled e.g. in the year 1984 in the category of Management Trainees (Technical) against 504 vacancies the number of selected candidates was 845. This has to be looked into with all its implications keeping in

view the carry forward vacancies. The Committee recommend that a suitable mechanism should be devised to assess the number of vacancies likely to be filled in a year in a more realistic manner and the vacancies out of them reserved for SC/ST candidates to attract more applications from the candidates belonging to these communities which will in itself go a long way to wipe out the backlog in the vacancies reserved for SCs/STs.

Reply of Government

It may be mentioned that with the increasing job opportunities in the employment market, quite a few of the candidates are being selected by more than one organisation. Therefore, with a view to off-setting the imbalances that may occur in meeting SAIL's requirements due to non-joining/dropping out of selected candidates, the number of appointment offers issued is generally more than the vacancies advertised by SAIL. However a mechanism exists for assessing the number of vacancies which arise every year.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 32, para No. 4.43)

The Committee note that some feeble attempts have been made by the SAIL Corporate Office and some of the Units thereunder to clear the backlog of vacancies reserved for SCs/STs through special recruitments. However, some of the other plants have not bothered to hold such special recruitments at all. In the opinion of the Committee in the absence of special recruitments the backlog in vacancies reserved for SC/ST can never be wiped out. They recommend that the SAIL authorities and the plants thereunder should make special recruitments for SCs/STs a regular feature so that justice is done to them and there is no backlog in the reserved vacancies.

Reply of Government

The plants/units have been advised by SAIL to undertake special recruitment of SC/ST within the planned Human Resource Budget for the year 1988-89 to improve representation of SC/ST. However, in view of the surplus manpower existing in some of the steel plants and the need for optimising manpower in the context of modernisation/expansion, the scope for recruitment in the coming years is limited.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 33, para No. 4.52)

The Committee regret to note that there is a very low percentage of the SCs/STs in posts filled by promotions as against the quota reserved for them. The position is more acute in the case of STs as compared to SCs. During the evidence, the Committee enquired of the representative of the SAIL whether there was any need to further relax the eligibility criteria for SCs/STs in promotions. The witness submitted that "if we consider further relaxation, then others would say that you limit to that quota only." The Committee do not intend that the percentage of reservation for SCs/STs in promotions should be enhanced. Their only intention is that eligibility criteria for promotion for SCs/STs be further examined for relaxation so that the reserved percentages of SCs/STs in promotions are achieved. The Committee will await the outcome of the review.

Reply of Government

SAIL have reconsidered the matter and feel that SC/ST candidates are allowed the concessions and relaxations which are admissible to them under the presidential directives. Keeping in view the requirements of efficiency and productivity in the organisation, it is not considered feasible to provide any further relaxation in this regard. Any relaxation beyond the provisions of the Presidential Directive will create resentment among the trade unions and may lead to industrial relations problem.

[Ministry of Steel & Mines (Deptt. of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. para No. 4.53)

The Committee note that the SAIL authorities have not gone beyond the normal zone of consideration which according to the Government instructions "should generally be 5 times the number of vacancies for which the select list is drawn." In the opinion of the Committee this however is not a mandatory provision and sticking to the zone of consideration has resulted in a large number of vacancies reserved for SCs/STs through promotions remaining unfilled as disclosed by the representative of the SAIL during evidence. The Committee recommend that if the circumstances so warrant the SAIL authorities should always go beyond the normal zone of consideration to fill the vacancies reserved for SCs/STs through promotion lest such vacancies remain unfilled.

Reply of Government

Promotion Policy and rules for non-executives in the plants/units have been settled in consultation with the trade unions. Changes in the policy/rules are implemented in consultation with the trade unions. Going beyond the normal zone of consideration, will create resentment among the employees and the trade unions and may lead to industrial relations problems as such the proposed concession is beyond what is envisaged in the Presidential directives. It may be further mentioned that at the lower non-executive levels, promotions are generally based on seniority subject-to-fitness. In such cases, as per the presidential directives, there is no zone of consideration and all eligible SC/ST candidates are considered.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 36, para No. 4.55)

The Committee have been informed that sweepers are promoted as Khalasis and then given technical training in some trade to make them eligible for further promotions. The Committee recommend that instead of giving training to sweepers after promotion as 'Khalasis' to make them skilled workers, such training should be imparted to them during the period they are working as sweepers to improve all round their chances of promotions.

Reply of Government

Employees working as Sweepers are converted as Khalasis subject to their willingness for change of line and availability of vacancies. On appointment as Khalasi their line of promotion is for the post of Helper and subsequently to other skilled position in the Department. It will not be practicable to impart training to the employees while they are working as Sweeper as the number of employees to be given training in different trades needs to be related to the number of vacancies likely to arise in the skilled category. Moreover, a Sweeper even after acquiring such training will not be suitable for direct appointment as a skilled worker as he will not be having adequate working experience in the Department concerned. The present practice of shifting the Sweepers as Khalasis gives them adequate experience of working in the department and the technical training in different trades imparted at this stage will enable them to grow to skilled positions in due course

when vacancies arise. The existing system is working satisfactorily and is adequately taking care of the interest of SC/ST.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Recommendation (Sl. No. 46, para 5.34)

The Committee note that at present stress is laid in the Integrated Peripheral Village Development Programme on the provision of amenities like supply of drinking water, link roads, medical centres, recreational centres etc. The Committee recommend primary education and medical care should also be given their due under the programme. They recommend that under the programme, the SAIL units should take up running of primary schools and providing of mobile dispensaries to take care of the educational needs of the SC/ST children and to take the medicare facilities to the house steps of people living in those villages.

Reply of Government

Primary education and medical care have been given due consideration under peripheral development programme. Construction/repair of school buildings, electrification of school building, running of Adult Education Centres, immunisation of children, organisation of eye camps, treatment through mobile dispensary in a few villages, promotion of family planning etc. are some of the programmes undertaken by the plants for the benefit of villagers including SCs/STs.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

CHAPTER IV

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

Recommendation (Sl. No. 1, Para 1.13)

The Committee regret that in spite of their numerous recommendations given in various reports, the Government have still not deemed it fit to issue directions to all the autonomous Public Sector Undertakings keeping in view the spirit of Constitution that the members of the SCs/STs should get adequate representation in all walks of life, and one of the members of their Boards of Directors should be from amongst the Scheduled Castes/Scheduled Tribes to watch the interests of SC/ST employees. The Committee recommend that this recommendation of theirs may be placed before the Government and the Bureau of Public Enterprises and their reaction communicated to them.

Reply of Government

The matter has been considered in consultation with the B.P.E. BPE have informed that on the recommendations of Parliamentary Committee on SC/ST (6th Lok Sabha, 38th Report), the matter was examined. Though the recommendation of the Committee was confined to Indian Oil Corporation, it was examined as a general issue by BPE. It was decided, not to accept the recommendations of the Committee on the grounds that the policy of the Government was to select as Directors, persons with proven ability and good record in the field of Industry, Commerce, Administration, Finance, Trade Union activities etc. It has also been felt that it is not really necessary to afford representation to SC/ST by appointment of Directors so as to promote their interest; there were certain high powered bodies already in existence such as the Committee headed by the Prime Minister, the Commissioner of SC & ST, the Department of Personnel, Parliamentary Committee on SC/ST etc. which can promote and protect the interest of SC/ST more effectively.

The matter has once again been examined and given a careful consideration in the Department of Steel. In the light of the fact that specifically efforts by SAIL are afoot to see that adequate representation is given to SCs/STs as per laid down policy for recruitment and promotion and that the Department of Steel has also constituted a Cell in the Ministry which has been given the responsibility of monitoring the performance of PSUs in this context, there does not appear to be a need to induct a Member on the Board of Directors of SAIL purely on the grounds of need for protection and promotion of interests of SC/ST employees of SAIL.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 16(20)/88-SAIL, dated 16-9-1988]

Comments of the Committee

Please see Chapter I, para 1.4.

Recommendation (Sl. No. 2, Para 1.14)

During the evidence the Secretary, Department of Steel has assured the Committee that the Department will consider the suggestion of the Committee for appointment of at least one SC/ST on their Board of Directors. They recommend that pending final decision by the Union Government in this regard, the Department of Steel should take suitable steps to appoint at least one person belonging to Scheduled Castes/Scheduled Tribes on the Board of Directors of the SAIL. In case the rules of the SAIL do not permit the appointments of Directors from outside the organisation, they recommend that these should be so amended as to empower the Department of Steel to appoint at least one SC/ST Director from outside the organisation, on the Board so that the interests of SCs/STs are properly protected as envisaged in the Constitution.

Reply of Government

The matter has been considered in consultation with the B.P.E. EPE have informed that on the recommendations of Parliamentary Committee on SC/ST (6th Lok Sabha, 38th Report), the matter was examined. Though the recommendation of the Committee was confined to Indian Oil Corporation, it was examined as a general issue by BPE. It was decided, not to accept the recommendations of the Committee on the grounds that the policy of the Government was to select as Directors, persons with proven ability and good record in the field of Industry, Commerce, Administration, Finance, Trade Union activities etc. It has also been felt that it is not really

necessary to afford representations to SC/ST by appointment of Directors so as to promote their interest; there were certain high powered bodies already in existence such as the Committee headed by the Prime Minister, the Commissioner of SC & ST, the Department of Personnel, Parliamentary Committee on SC/ST etc. which can promote and protect the interest of SC/ST more effectively.

The matter has once again been examined and given a careful consideration in the Department of Steel. In the light of the fact that specifically efforts by SAIL are afoot to see that adequate representation is given to SCs/STs as per laid down policy for recruitment and promotion and that the Department of Steel has also constituted a Cell in the Ministry which has been given the responsibility of monitoring the performance of PSUs in this context, there does not appear to be a need to induct a Member on the Board of Directors of SAIL purely on the grounds of need for protection and promotion of interest of SC/ST employees of SAIL.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 16(20)/88-SAIL, dated 16-9-1988]

Comments of the Committee

Please see Chapter I para 1.4.

Recommendation (Sl. No. 39, para 5.17)

The Committee note that in the SAIL Units other than Bhilai Steel Plant, Durgapur Steel Plant and Rourkela Steel Plant there has been no intake of apprentices so far. During the evidence the reasons adduced for this are that there is an expectation that a person taken as an apprentice will be absorbed after completion of the training and that taking of a large number of apprentices leads to problems of industrial relations. The Committee are not convinced by these reasons. All Public Sector Undertakings have a duty to carry out the purposes of the Apprenticeship Act namely that the persons taken as apprentices are trained so that they are available in the total employment market. If no apprentices are taken, as has been the case in many unit of SAIL. SCs/STs are also the sufferers because they too are denied the opportunity of getting the training. The Committee therefore recommend that all the SAIL plants should undertake imparting of training to apprentices under the Apprentices Act to fulfil their statutory obligation and SCs/STs should get their due share in this.

Reply of Government

In view of the fact that the manpower requirements of SAIL are undergoing considerable change in the context of its modernisation plans, its capacity to absorb apprentices in permanent employment after training is extremely limited. On the other hand, not offering employment to trained apprentices have in the past led to avoidable industrial relations problems. Therefore SAIL are not in a position to take full quota of apprentices. A dialogue is going on with the Ministry of Labour to settle the issue and reach a workable solution.

However, SAIL have been advised that whenever apprentices are offered training under the Apprentices Act, sufficient number of SC/ST candidates will be selected as per prescribed quota.

[Ministry of Steel & Mines (Department of Steel'
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Comments of the Committee

Please see Chapter 1 para 1.7.

Recommendation (Sl. No. 40, para 5.18)

While taking apprentices the Committee feel that the Plant Authorities should not be deterred by the imaginary major industrial problems and production losses due to their non-absorption. The Committee have been informed that these problems are being discussed by the SAIL authorities with the Labour Ministry and in the Apprentices Advisory Council. The Committee will like to be apprised of the outcome of these discussions.

Reply of Government

In view of the fact that the manpower requirements of the SAIL are undergoing considerable change in the context of its modernisation plans, its capacity to absorb apprentices in permanent employment after training is extremely limited. On the other hand, not offering employment to trained apprentices have in the past led to avoidable industrial relations problems. Therefore SAIL are not in a position to take full quota of apprentices. A dialogue is going on with the Ministry of Labour to settle the issue and reach a workable solution.

However, SAIL have been advised that whenever apprentices are offered training under the Apprentices Act, sufficient number of SC/ST candidates will be selected as per prescribed quota.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL dated 16-9-1988]

Comments of the Committee

Please see Chapter 1 para 1.7.

Recommendation (Sl. No. 41, para 5.19)

The Committee find that the number of SCs/STs selected for training as apprentices in the Bhilai Steel Plant, Durgapur Steel Plant and Rourkela Steel Plant is not very satisfactory. They recommend that steps should be taken by the SAIL authorities to improve the representation of SCs/STs among the apprentices selected for training.

Reply of Government

In view of the fact that the manpower requirements of SAIL are undergoing considerable change in the context of its modernisation plans, its capacity to absorb a apprentices in permanent employment after training is extremely limited. On the other hand, not offering employment to trained apprentices have in the past led to avoidable industrial relations problems. Therefore SAIL are not in a position to take full quota of apprentices. A dialogue is going on with the Ministry of Labour to settle the issue and reach a workable solution.

However, SAIL have been advised that whenever apprentices are offered training under the Apprentices Act, sufficient number of SC/ST candidates will be selected as per prescribed quota.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Comments of the Committee

Please see Chapter 1 para 1.7.

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLY OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 37, para No. 5.5)

The Committee note that the SAIL authorities have not provided for any reservation for SC/ST employees in the allotment of residential accommodation. However, they have been informed during the evidence that in the Bokaro Steel Plant the percentage of allotment of Company quarters to Scheduled Castes is 11.05 per cent and to Scheduled Tribes it is 5.59 per cent in the higher category and in the lower category it is 13.25 per cent and 6.78 per cent respectively. The Committee feel that such a position may not be prevailing in other plants. The Committee desire that the position prevailing in all the plants should be carefully examined and so long as the actual allotment to SCs/STs is 10 per cent or more there may not be any immediate need to lay down any reservation. However, if actual allotment to SCs/STs is less than 10 per cent then the plea of representative of SAIL that provision of reservation in matter of allotment of residential accommodation would result in social tensions would not be convincing. The Committee recommend that the matter may be reviewed by the SAIL Board of Directors in the light of these observations. The Committee will await the outcome of the review and decision taken by the Board in this regard.

Reply of Government

The recommendation has been noted and accordingly, SAIL have been advised to place the matter before the Board of Directors for consideration in the light of the observations made by the Committee.

[Ministry of Steel & Mines (Department of Steel)
O.M. No. 6(20)/88-SAIL, dated 16-9-1988]

Comments of the Committee

The Committee would like to be apprised of the outcome of the review and decision taken by the SAIL Board of Directors in the matter.

ANNEXURE I

DO NO. PER/IR/7974

AUGUST 23, 1988

Dear Shri

As you are aware, the Parliamentary Committee on the Welfare of SC/ST have submitted their report to the Parliament on reservation for and employment of SC/STs in SAIL. The recommendations of the Committee have been examined by us in the light of the comments furnished by the plants/units and a reply is being sent to the Parliamentary Committee on SC/ST. The following recommendations of the Committee have been accepted by us for implementation. You may kindly ensure implementation of the recommendations and give a compliance report:—

| Sl. No. | Para No. | Recommendation accepted |
|---------|----------|--|
| 1 | 2 | 3 |
| 1. | 3.10 | All plants/units should invariably convey to Employment Exchange precisely the common reasons for the rejection of SC/ST candidates so as to enable the Employment Exchange to sponsor for subsequent recruitments right type of candidates from these communities. |
| 2 | 3.12 | Ensure that the relaxations/concessions provide for SC/STs are invariably indicated in the requisitions to Employment Exchanges so that they are able to sponsor SC/ST candidates who are covered by those relaxations. Details of relaxations have already been sent to you vide letter of even number dated 23-3-1988. |
| 3 | 3.21 | Only serving SC/ST officers of comparable status wherever available in the plants should be appointed on the Selection Committee. In case such an SC/ST officer is not available in the plant then a serving SC/ST officer of comparable status may be co-opted from another steel plant/public sector undertaking. |

| 1 | 2 | 3 |
|----|----------|---|
| 4 | 3.34 | The amount of stipend for pre-employment trainees has been increased from Rs. 750/- p.m. to Rs. 900/- p.m. This will come into force from 1988 Batch of Pre-employment Trainees. |
| 5 | 3.39 | TA may be paid to all SC/ST candidates both for written test and interview when held separately as already communicated <i>vide</i> our letter of even number dated 23-3-1988. |
| 6 | 3.46 | Plants/Units may ensure that in future vacancies are notified on All India Radio. |
| 7 | 3.63 | While filling posts, preference should always be given to fulfil first the carry-forward reservation as against reservations during the current year. |
| 8 | 4.26 | Barring a critical situation where a recruitment has to be made urgently, all the SAIL Units should uniformly give one month's notice for interview and one month's time for joining assignment on selection of SC/ST candidates. |
| 9 | | Please ensure that:— |
| | 4.29 (a) | SC/ST candidates are interviewed on separate dates and in separate blocks other than on the day of 'general candidates'. |
| | 4.32 (b) | Copies of the advertisements are sent to the recognised SC/ST associations. |
| | 4.35 (c) | An SC/ST officer is invariably included in the Selection Committee/Departmental Promotion Committees. |
| | | It was pointed out that in some of the plants/units, the above directives are not being followed. |
| 10 | 5.29 | At the time of circulating the posts to be filled by deputation, SAIL plants must impress on the sponsoring authorities that while sending names for deputation, care should be taken by them to include some officers belonging to SC/STs. |

| 1 | 2 | 3 |
|----|------|--|
| 11 | 5.35 | While selecting villages to be covered under the Peripheral Development Programme, preference should be given to such villages which are pre-dominantly inhabited by the people belonging to SC/STs. |

In this connection, you may also refer to our letter of even number dated the 23rd March, 1988, requesting for strick compliance of the points arising out of the oral evidence given to the Parliamentary Committee on SC/ST.

With regards,

Yours sincerely,

Sd/-

(P. N. SINGH)

Heads of Personnel, -
All Plants/Units

ANNEXURE II

STEEL AUTHORITY OF INDIA LIMITED

(A Government of India Enterprise)

CAREER OPPORTUNITIES IN FINANCE DISCIPLINE EXCLUSIVELY FOR SC/ST CANDIDATES

Steel Authority of India Limited (SAIL) is the largest industrial enterprise in the country managing five integrated Steel Plants at Bhilai, Bokaro, Rourkela, Durgapur, Burnpur and two Alloy Steels Plants at Durgapur and Salem. Besides, SAIL has a network of marketing outlets under the Central Marketing Organisation (CMO) and the Research and Development Centre for Iron and Steel (RDCIS) at Ranchi. The Company accounts for an investment of over Rs. 7,000 crores, a turnover of nearly Rs. 5,000 crores and employs around 2,42,000 employees.

SAIL invites applications from highly motivated and innovative young candidates to join its management team as Jr. Manager (Finance & Accounts) in the Plants/Units.

NO. OF POSTS: 30 (19 for SC and 11 for ST). In case adequate number of ST candidates are not available, SC candidates may be appointed against reservation quota for ST candidates and vice versa.

QUALIFICATIONS:

The candidates should be Graduates and should have passed the final year examination of the Institute of Chartered Accountants of India/Institute of Costs and Works Accountants of India or Post-graduate Programme in Management with specialisation in Finance of the Indian Institutes of Management (Ahmedabad, Bangalore, Calcutta and Lucknow). Those who are expecting their final year results by July/August 1988 may also apply. Candidates possessing additional qualifications such as MBA with Finance specialisation or Management Accountancy will be given preference. Eligible Accountants with Engineering qualification will be given higher start.

AGE: Not to exceed 35 years as on June 1, 1988.

APPLICATION FEE: Fully exempted.

INTERVIEW: Eligible candidates will be required to appear for interview with the SAIL Selection Board.

TA: Travel expenses reimbursement will be limited to first class single return rail fare by the shortest route for actual journey performed for appearing in the interview.

PAY SCALE & EMOLUMENTS

SAIL offers an attractive compensation package. As Jr. Managers, they will be offered a basic salary of Rs. 1150/- per month in the grade of Rs. 1150-60-1870. Present rate of D.A. is about Rs. 950/-. Executive pay scales are under revision Pending revision, adhoc relief @ Rs. 240/- p.m. for this basic pay will be paid. Thus total emoluments will be around Rs. 2350/- p.m.

ALLOWANCES & PERKS

Besides pay and allowances, other benefits will include subsidised housing or House Rent Allowance, free medical aid, educational facilities for children, leave travel concession, reimbursement of local travelling expenses to the extent of Rs. 125/- per month if maintaining a scooter or motor cycle. Provident Fund, Gratuity, Life Cover Schemes etc., as per Rules of the Company.

HOW TO APPLY

Typed application should be submitted on a plain paper giving the following particulars in seriatim. *The order given below must be adhered to. Incomplete applications are liable to be rejected.*

The post applied for must also be mentioned on the envelope containing the application.

- (1) Post applied for
- (2) Name in full (in capital letters)
- (3) Date of Birth (as given in the Matriculation/Hr. Sec. Certificate),
- (4) Father's name,
- (5) Mailing Address in capital letters,
- (6) Whether belongs to SC or ST,
- (7) Details of academic and professional qualifications (Graduation and above),
- (8) Experience including training undergone, if any.
- (9) Extra-curricular activities.
- (10) Signature.

GENERAL INSTRUCTIONS:

1. Applications complete in all respects should reach the Dy. Director (Recruitment), Steel Authority of India Limited, Ispat Bhawan, Lodi Road, New Delhi-110003 latest by 9th July, 1988.
2. Candidates working in Government Departments/Public Sector undertakings/Steel Plants in India and Autonomous bodies should apply through proper channel, or produce "No Objection Certificate" at the time of interview.
3. Canvassing of any sort will be a disqualification.

STEEL AUTHORITY OF INDIA LIMITED

(A Government of India Enterprise)

requires around

75 MANAGEMENT TRAINEES (ADMINISTRATOR)

SAIL is the largest industrial enterprise managing five integrated Steel Plants at Bhilai, Bokaro, Rourkela, Durgapur, Burnpur, two Alloy Steels Plants at Durgapur and Salem; a Central Marketing Organisation with a wide network of marketing outlets and a Research & Development Centre for Iron & Steel at Ranchi. The Company accounts for an investment of over Rs. 7,000 crores and a turnover of nearly Rs. 5,000 crores.

We need young and energetic people to man frontline executive positions in key performance areas of Management such as Personnel, Materials, Marketing, Law, Administration, Public Relations etc.

ELIGIBILITY

Qualifications: Graduate or Post graduate in Engineering/Arts/Science/Commerce/Business Management/Administration/Law or equivalent with minimum 60% marks (50% for SC/ST candidates) from recognised Universities/Institutes.

Age: Born not earlier than July 1, 1963 and not later than June 30, 1968. (Upper age limit of 25 years relaxable by 5 years for SC/ST candidates).

Health: Should be of sound health. Medical standards stipulate minimum requirements of weight 40 kgs. height 145 cms. (suitable relaxations will be given to female candidates); Myopia and Hypermetropia, if any, not to exceed—3.00 and +6.00 in each eye.

SELECTION

Written Examination: Eligible candidates will be required to appear for a written examination on 11th September, 1968 at any one of the Centres mentioned in Code List I. SC/ST candidates will be paid 2nd class single return rail fare by the shortest route for appearing in the written examination.

Group Discussion/Interview: Candidates who qualify in written test will be required to appear for Group Discussion/Interview. They will be paid first class return train fare by the shortest route.

SC/ST candidates will be given relaxation by 10% of the prescribed qualifying level for Written Test, Group Discussion/Interview.

TRAINING: Selected candidates will be on training for one year.

EMOLUMENTS: SAIL offers an attractive compensation package. Trainees will be offered a basic pay of Rs. 1110/- p.m. in the grade of Rs. 1000-55-1715. With present DA (Rs. 950/-) and adhoc relief (Rs. 240/-) they will get about Rs. 2300/- p.m. as total emoluments. On successful completion of training, they will be placed in the next grade of Rs. 1150-60-1870 with a basic pay of Rs. 1270/- p.m. and can expect total emoluments of around 2600/- p.m. The scales and emoluments are likely to be revised. In addition, they will be entitled to other facilities, as per rules of the Company.

RESERVATION FOR SC/ST CANDIDATES: Out of the estimated number of 75 posts proposed to be filled. 11 posts and 6 posts are reserved for SC and ST candidates respectively. The number may vary. In addition, there is a backlog of 10 posts and 12 posts for SC and ST candidates respectively.

HOW TO APPLY: Applications should contain:

- (a) Personal details as per format given below.
- (b) A non-refundable Account Payee demand draft for Rs. 40/- drawn on State Bank of India, Integrated Office Complex, Lodi Road, New Delhi-110003 (Code No. 6564) and payable to STEEL AUTHORITY OF INDIA LIMITED, NEW DELHI. SC/ST candidates are exempted from payment of application fee.
- (c) Candidates presently employed with Public Sector Undertakings, Autonomous Bodies and Government Departments must apply through proper channel or produce "No Objection Certificate" at the time of interview.
- (d) Applications complete in all respects and in prescribed format should reach the Dy. Director (Recruitment), Steel Authority of India Limited, Ispat Bhawan, Lodi Road, New Delhi-110003 latest by 30th July, 1988.

NOTE: Superscribe on the envelope "APPLICATION FOR M.T. (ADMN.) 1988".

| CODE LIST I | | | | CODE LIST II | CODE LIST III | | |
|-------------|------|-----------|------|-----------------|---------------|----------------|------|
| Centre | Code | Centre | Code | Category | Code | Field of Study | Code |
| Allahabad | A | Delhi | K | General | 1 | Arts | 21 |
| Bangalore | B | Durgapur | L | SC | 2 | Science | 22 |
| Baroda | C | Hyderabad | M | ST | 3 | Commerce | 23 |
| Bhalia | D | Kanpur | N | Departmental | | Law | 24 |
| Bhopal | E | Madras | O | Genl. | 4* | Business | |
| Bhubaneswar | F | Patna | P | Departmental SC | 5* | Management/ | |
| Bokaro | G | Ranchi | Q | | | Administration | 25 |
| Bombay | H | Rourkela | R | Departmental ST | 6* | Engineering | 26 |
| Calcutta | I | Salem | S | | | Others | 27 |
| Chandigarh | J | | | *SAIL Employees | | | |

Application Form for the post of Management Trainees (Admn.)-1988 (Use Capital letters

1. Centre for Written Test
(Refer Code List-I)
2. Name (Surname first)
3. Sex (M/F)
4. Father's Name
5. Mailing address
- PIN CODE
6. Nearest Railway Station

D D M M Y Y

D D M M Y Y

7. Date of Birth

(e.g write 1st September, 1966 as) 0 1 0 9 6 6

8. Category you belong to .. Departmental candidates to give.....
(Refer Code List-II) their Plant/Unit and Personal No.....9. Educational Field of study Percentage (%) Year of Passing University
Qualifications (Refer Code List III) of marks obtained

(i) Graduation 19.....

(ii) Post graduation 19.....

'In case of CGPA/OGPA indicate equivalent percentage of marks.

10. Demand Draft No..... Dated..... Amount..... Bank.....

11. Date :.....

Signature.....

ANNEXURE III

STEEL AUTHORITY OF INDIA LIMITED

(A Government of India Enterprise)

CAREER OPPORTUNITIES IN FINANCE DISCIPLINE EXCLUSIVELY FOR SC/ST CANDIDATES

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QUALIFICATIONS:

The candidates should be Graduates and should have passed the final year examination of the Institute of Chartered Accountants of India/Institute of Costs and Works Accountants of India or Post-graduate Programme in Management with specialisation in Finance of the Indian Institutes of Management (Ahmedabad, Bangalore, Calcutta and Lucknow). Those who are expecting their final year results by July/August 1988 may also apply. Candidates possessing additional qualifications such as MBA with Finance specialisation or Management Accountancy will be given preference. Eligible Accountants with Engineering qualification will be given higher start.

AGE: Not to exceed 35 years as on 1, 1988.

APPLICATION FEE: Fully exempted.

INTERVIEW: Eligible candidates will be required to appear for interview with the SAIL Selection Board.

TA: Travel expenses reimbursement will be limited to first class single return rail fare by the shortest route for actual journey performed for appearing in the interview.

PAY SCALE & EMOLUMENTS

SAIL offers an attractive compensation package. As Jr. Managers, they will be offered a basic salary of Rs. 1150/- per month in the grade of Rs. 1150-60-1870. Present rate of D.A. is about Rs. 950/-. Executive pay scales are under revision. Pending revision, adhoc relief @ Rs. 240/- p.m. for this basic pay will be paid. Thus total emoluments will be around Rs. 2350/- p.m.

ALLOWANCES & PERKS

Besides pay and allowances, other benefits will include subsidised housing or House Rent Allowance, free medical aid, educational facilities for children, leave travel concession, reimbursement of local travelling expenses to the extent of Rs. 125/- per month if maintaining a scooter or motor cycle. Provident Fund, Gratuity, Life Cover Schemes etc., as per Rules of the Company.

HOW TO APPLY:

Typed application should be submitted on a plain paper giving the following particulars in seriatim. *The order given below must be adhered to. Incomplete applications are liable to be rejected.*

The post applied for must also be mentioned on the envelope containing the application.

- (1) Post applied for. (2) Name in full (in capital letters). (3) Date of Birth (as given in the Matriculation/Hr. Sec. Certificate).
- (4) Father's name, (5) Mailing Address in capital letters, (6) Whether belongs to SC or ST, (7) Details of academic and professional qualifications (Graduation and above). (8) Experience including training undergone, if any, (9) Extra-curricular activities. (10) Signature.

GENERAL INSTRUCTIONS:

1. Application complete in all respects should reach the Dy. Director (Recruitment), Steel Authority of India Limited, Ispat Bhawan, Lodi Road, New Delhi-110003 latest by 9th July, 1988.
2. Candidates working in Government Departments/Public Sector undertakings/Steel Plants in India and Autonomous bodies should apply through proper channel, or produce "No Objection Certificate" at the time of interview.
3. Canvassing of any sort will be a disqualification.

APPENDIX

(Vide Para 4 of the Introduction)

Analysis of the Action Taken by Government of the Recommendations contained in the Thirty-Seventh Report of the Committee.

| | |
|---|-------|
| 1. Total number of Recommendations | 47 |
| 2. Recommendations/Observations which have been accepted by the Government (<i>vide</i> recommendations at Sl. Nos. 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 24, 26, 28, 29, 30, 31, 35, 38, 42, 43, 44, 45 and 47) | |
| Number | 31 |
| Percentage of Total | 65.96 |
| 3. Recommendations/Observations which the Committee do not desire to pursue in view of the Governments replies (<i>vide</i> recommendations at Sl. Nos. 7, 22, 23, 25, 27, 32, 33, 34, 36 and 46) | |
| Number | 10 |
| Percentage of Total | 21.28 |
| 4. Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and require reiteration (<i>vide</i> recommendations at Sl. Nos. 1, 2, 39, 40 and 41) | |
| Number | 5 |
| Percentage of Total | 10.4 |
| 5. Recommendations/Observations on which final reply of Government have not been received (<i>vide</i> recommendations at Sl. No. 37) | |
| Number | 1 |
| Percentage of Total | 2.12 |