

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1990-91)

(NINTH LOK SABHA)

FIRST REPORT

MINISTRY OF TOURISM

Action Taken by Government on the recommendations contained in the Forty-sixth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Eighth Lok Sabha) on the Ministry of Tourism—Reservations for and employment of Scheduled Castes and Scheduled Tribes in India Tourism Development Corporation.



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

**LOK SABHA SECRETARIAT
NEW DELHI**

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COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES

(1990-91)

Shri Anadi Charan Das—*Chairman*

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(iv)

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1. Shri R. L. L. Dubey—*Joint Secretary*
2. Shri O. P. Chopra—*Deputy Secretary*
3. Shri R. K. Chatterjee—*Under Secretary.*

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 First Report (Ninth Lok Sabha) on Action Taken by Government on the recommendations contained in the Forty-Sixth Report (Eighth Lok Sabha) on the Ministry of Tourism—Reservations for and employment of Scheduled Castes and Scheduled Tribes in India Tourism Development Corporation.

2. The Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1989-90) considered the action taken replies and approved the Draft Memorandum. The Committee place on record their appreciation of the commendable work done by the previous Committee in considering the action taken replies of the Ministry of Tourism and approving the draft memorandum.

3. The Report was considered and adopted by the Committee on 18 July, 1990.

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

V. Recommendation/Observation in respect of which final reply of Government has not been received.

5. An analysis of the Action Taken by Government on the recommendations contained in the 46th Report of the Committee is

given in Appendix. It would be observed therefrom that out of 39 recommendations made in the Report 30 recommendations, i.e. 76.92 per cent have been accepted by the Government; the Committee do not desire to pursue 7 recommendations, i.e. 17.90 per cent of their recommendations in view of Government's replies; one recommendation i.e. 2.56 per cent in respect of which reply of Government has not been accepted by the Committee, requires reiteration and for 1 recommendation, i.e. 2.56 per cent, final reply of the Government has not been received.

NEW DELHI;

17 August, 1990.

26 Sravana, 1912 (S).

ANADI CHARAN DAS

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/observations contained in the Forty-sixth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Eighth Lok Sabha) on the Ministry of Tourism—Reservations for and employment of Scheduled Castes and Scheduled Tribes in India Tourism Development Corporation.

1.2 In para 1.20 of their Forty-sixth Report the Committee recommended that "while sending the proposals for appointment of non-official Directors on the Board of Directors of ITDC, the Ministry of Tourism should sponsor the name of at least one person belonging to SCs/STs for such appointment as assured by the Secretary Tourism during evidence."

1.3 In their reply dated 9 August, 1989, the Ministry of Tourism stated that this is being kept in mind while recommending reconstitution of the Board of Directors of ITDC.

1.4 Committee reiterate that while sending the proposals for appointment of non-official Directors on the Board of Directors of ITDC, the Ministry of Tourism should sponsor the name of atleast one person belonging to SCs/STs.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation Sl. No. 2 (Para No. 1.25)

The Committee note that at present the staff strength of the set up in the Ministry of Tourism is too meagre to properly monitor the implementation of the reservation orders in the ITDC. They have been informed that the Staff Inspection Unit of the Ministry of Finance has been asked to conduct a study in regard to the requirement of the additional staff in the Ministry of Tourism to effectively monitor the reservation orders in the ITDC. The Committee recommend that pending the outcome of the study of the Staff Inspection Unit, the Ministry of Tourism may augment the staff strength in the Ministry through internal adjustment as assured by the Tourism Secretary during the evidence.

Reply of the Government

A cell has been set-up in the Department of Tourism to monitor the reservation orders.

[Department of Tourism No. 1|5|89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 3 (Para No. 1.31)

The Committee note that the Annual Returns received by the Ministry of Tourism from the ITDC regarding implementation of reservation orders are not properly scrutinised by them as deposed by the Secretary Tourism. The Committee recommend that suitable mechanism should be devised by the Ministry to thoroughly check the Annual Returns received by them from the Corporation and wherever necessary proper guidelines and directions be issued to the latter to implement the reservation orders in the right spirit as also to ensure that the desired benefits go to the SCs/STs in the matter of recruitments and promotions etc.

The Committee regret that no meeting was held at the level of the Secretary Tourism to monitor the progress of implementation of the Government Directive on reservation for SCs/STs prior to

1 July, 1988 i.e. prior to the receipt of the communication regarding selection of ITDC for examination by the Committee. The Committee will like to emphasise that it is primarily the duty of the Secretary Tourism and his Ministry to ensure proper implementation of the reservation orders made in favour of SCs and STs. Keeping this in view, the Committee recommend that the Ministry of Tourism should make it a regular feature to monitor the implementation of the reservation orders in all Public Undertakings under the jurisdiction of the Ministry at least once a year if not twice.

Reply of the Government

The SC/ST Cell created in the Department of Tourism will do the needful.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 4 (Para No. 1.35)

The Committee cannot but express their dismay that the Liaison Officer of the Ministry of Tourism has not been visiting the Headquarters of the ITDC and the Units thereof to ensure the proper maintenance of the rosters and the implementation of the reservation orders. The Committee recommend that the Liaison Officer should visit the headquarters of the ITDC and its units at least once a year to ensure proper maintenance of rosters and implementation of reservation orders as assured by the representative of the Ministry during the evidence.

Reply of the Government

The Liaison Officer of Department of Tourism will visit ITDC headquarter and some units for inspection during the current year.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 5 (Para No. 2.4)

The Committee regret to note that the reservation orders received in the Ministry of Tourism on 18 September, 1969 were communicated to the ITDC on 8 November, 1971 i.e. after a lapse of more than two years resulting in denial of a large number of posts to persons belonging to SCs/STs through reservations. Had the Ministry been vigilant, this loss of posts to SCs/STs could have been avoided. The Committee recommend that in future the orders relating to the reservations in services for the SCs/STs should be issued to the ITDC

as directive without waiting for admendment of the Articles of Association of the Corporation because such orders get precedence over all the provisions contained in the Articles of Association of the Corporation.

Reply of the Government

The recommendation has been noted for guidance.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 6 (Para No. 2.15)

The Committee note that the Deputy General Manager of the ITDC is functioning as Liaison Officer at the Corporate level. However, he is primarily looking after the recruitment of the corporate executives and non-executives and the Liaison work relating to the monitoring of the implementation of the reservation policy and other welfare measures available to SCs and STs is done by an officer working under him. The Committee have also been informed during evidence that the Liaison Officer has not been visiting the units to ensure the proper implementation of the reservation policy as also the proper maintenance of rosters devised for filling up of reserved vacancies.

The Committee recommend that the Liaison Officer at the Corporate level should make it a regular feature to inspect the units annually to ensure proper implementation of the reservation orders so that the aberrations creeping into the implementation of the reservation policy are nipped in the bud.

Reply of the Government

As per the recommendations of the Parliamentary Committee the Liaison Officer has visited the following 18 units of the Corporation till date and inspected the rosters maintained for reservation in services of SC/ST.

1. Samrat Hotel, New Delhi
2. Qutab Hotel, New Delhi
3. Ranjit Hotel, New Delhi
4. Janpath Hotel, New Delhi
5. Marichha Hotel, New Delhi
6. Ashok Yatri Niwas, New Delhi

7. Lodhi Hotel, New Delhi
8. Ashok Airport Restt., New Delhi
9. Ashok Travels & Tours—Hqrs.
10. Regional Office (North), New Delhi
11. Laxmi Vilas Palace Hotel, Udaipur
12. Hotel Jaipur Ashok, Jaipur
13. Forest Lodge, Bharatpur
14. Kosi Restt., Kosi
15. Hotel Agra Ashok, Agra
16. Taj Restt., Agra
17. Hotel Khajuraho Ashok, Khajuraho
18. ITDC Hqrs.

The inspection of the remaining units shall be carried out by the end of this year. During inspection, a few defects were noticed like entries in rosters were not made properly; rosters were not signed by the Appointing Authority; carryforward and brought forward positions were not clarified, interchange of vacancies were not indicated, in some cases even groupings were not made properly; sweepers posts were found clubbed with other posts. The Units concerned have been advised to rectify these defects and to ensure proper implementation of reservation orders and other welfare measures. This process of inspection will continue in future regularly.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt. 9-8-89]

Recommendation Sl. No. 7 (Para No. 2.16)

The Committee note that at present no training is imparted to the Liaison Officers of the ITDC. The Committee recommend that the Corporation should arrange regular training for the Liaison Officers through the courses conducted by the Department of Personnel and Training as assured by the representative of the Ministry during the evidence.

Reply of the Government

~~The Liaison Officers/Personnel Executives who are directly concerned with the implementation of the Govt. Directives have been nominated in recent past for various training programmes on re-~~

reservation of SC/ST conducted by Deptt. of Personnel & Training.
The details are as under:—

- | | |
|--|--|
| 1. Sh. S.P. Ram,
Corporate Liaison Officer | 2 days programme conducted by IIIrd World Development Centres in the month of Oct., 1988 on Implementation of Reservation Directives for SC/ST in Public Enterprise. |
| | 2 days programme conducted by Bureau of Public Enterprise in April 1989 on Reservation Policy for SC/ST in Public Enterprise. |
| 2. Sh. R.K. Arora,
Manager (Personnel) | 3 days programme conducted by Engineers India Ltd., on Reservation Policy for SC/ST in Public Enterprise in the month of December, 1988. |
| 3. Sh. R.K. Bhatia,
Asstt. Manager (Personnel) | |
| 4. Sh. G.D. Sachdeva,
Asstt. Manager (Personnel) | |
| 5. Miss Triveni Mehta,
Asstt. Manager (Personnel) | |
| 6. Sh. A.K. Ganesan,
Asstt. Manager (Personnel)
Regional Office (West) Bombay. | 2 days programme conducted by Bureau of Public Enterprise on Reservation Policy in April 1989. |
| 7. Sh. P.H. Singh
Asstt. Manager (Personnel)
Hotel Agra Ashok | 2 days programme conducted by IIIrd World Development Centre in the month of Oct. 1988 on Implementation of Reservation Directives for SC/ST in Public Enterprises. |

A comprehensive training programme for Liaison Officer/Personnel Executives on reservation policy is being worked out in consultation with Deptt. of Personnel & Training and the Office of the Commissioner for SC/ST during the month of August/September, 1989. Training programmes shall also be conducted at regular intervals in future.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt., 9-8-89]

Recommendation Sl. No. 8 (Para No. 2.20)

The Committee regret to note that no conference of the Liaison Officers of the ITDC was held till the dates for taking the evidence of the officials of the Corporation were fixed by the Committee. However, they have been assured by the representative of the Corporation that annual Conferences of the Liaison Officers of the ITDC will be held regularly on annual basis to find solutions to the problems faced by them in implementing the reservation policy on

the basis of the experience gained by each one of them. The Committee hope that the Corporation will keep up their promise and such conferences will be held annually.

Reply of the Government

The Annual Conference of Liaison Officers of ITDC shall be held regularly on annual basis. The Conference of Liaison Officers for the year 1989 has been held on 30th June, 1989 at New Delhi where following points were discussed:

1. Regarding constitution of SC/ST Cell in all the Units/Recruitment Centres in order to implement the Govt. Directives on reservation for SC/ST and also to redress the grievances received from employees belonging to SC/ST communities.
2. Action regarding special recruitment drive to fill up backlog of SC/ST.
3. To maintain rosters on local and regional basis.
4. Regarding notification of vacancies reserved for SC/ST to the areas which are pre-dominantly inhabited by these communities like North-Eastern States, Rajasthan, Madhya Pradesh, Bihar and Orissa.
5. Regarding latest Govt. Directives issued in respect of SC/ST banning the dereservation etc.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt., 9-8-89]

Recommendation S. Nos. 9 & 10 (Para Nos. 2.26 & 2.27)

The Committee note that an SC/ST Cell has been set up at the Corporate level of the ITDC to monitor the implementation of reservation order at the Corporate level as well as in the units. The existing staff strength of the Cell is—one Deputy General Manager (Recruitment), one Asstt. Manager (Personnel), one Assistant, one Clerk and one Stenographer which in the opinion of the Committee is meagre to effectively monitor the reservation policy. The Committee recommend that the staff strength of the Cell may be reviewed by the Corporation and suitably augmented as assured by the representative of the Ministry during evidence.

The Committee regret to note that no SC/ST Cell has been set up at the unit levels in the ITDC. However, during the evidence

the representative of the Ministry of Tourism assured the Committee that SC/ST Cells will be set up at the regional levels. The Committee expect that these Cells will be set up by the ITDC without any further loss of time. The Committee will like to be apprised of the action taken by the ITDC in this direction.

Reply of the Government

The staff strength of the SC/ST Cell has been reviewed and augmented by adding one more Asstt. in the Cell to assist and co-ordinate the activities regarding implementation of Govt. directives on reservation for SC/ST.

SC/ST Cells have also been set up in medium size and bigger Units with staff strength of 300 or more. In small Units, a senior officer has been nominated as Liaison Officer and the Personnel Executive as Coordinating Officer to ensure implementation of reservation orders.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 12 (Para No. 3.9)

From the statistics furnished to the Committee in regard to the filling up of the reserved posts in Groups 'C' and 'D' posts during the years 1985, 1986 and 1987 the Committee find that the representation of the STs in these recruitments has been too meagre as against the posts reserved for them. The Committee recommended that the ITDC should examine the question of providing further relaxations to the candidates belonging to STs so that the posts reserved for them are filled up and no backlog accumulates in the posts reserved for this category.

Reply of the Government

The recommendation of the Committee has been noted and in view to reduce the backlog of ST, the following relaxations have been considered:—

Age: Over and above the relaxation of 5 years in the upper age limit as per Govt. Directives, relaxation would be given to deserving/meritorious ST candidates i.e. age would be no bar in case they are found otherwise eligible/suitable for the post in question.

Qualification: Division/percentage of marks prescribed for each post will not be insisted upon/made essential in stipulated qualifications in case of STs.

Experience: Length of experience will be relaxed by 1/4 of the total experience prescribed for each post earmarked under direct recruitment quota as well as post to be filled up through departmental promotion/selection.

In respect of posts such as Stenographer/Clerk-Typist, further relaxations as indicated below have been considered in case of ST candidates:

Stenographer:

Shorthand	80 W.P.M. instead of 100 w.p.m.
Typing	35 w.p.m. instead of 40 w.p.m.

Clerk- Typist/Accounts Clerk:

Typing	30 w.p.m. instead of 35 w.p.m.
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These guidelines have been circulated to various Recruitment Centres with Directives to fill up the posts at the relaxed standard as indicated above, from amongst the ST candidates.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. Nos. 13 & 14 (Para Nos. 3.13 & 3.14)

The Committee note that at present ITDC Authorities do not communicate to the Employment Exchanges the reasons for rejection of SC/ST candidates sponsored by them to facilitate the sponsoring of right type of candidates in subsequent recruitments. The Committee recommend that the reasons for rejection of SC/ST candidates should invariably be communicated to the Employment Exchanges as assured by the representative of the Ministry of Tourism during the evidence. This will help the Employment Exchanges to sponsor right type of SC/ST candidates to meet the requirement of ITDC.

The Committee have been informed that in case local Employment Exchange is not able to sponsor the requisite number of SC/ST candidates, then these posts are circulated by the Local Exchange to other Employment Exchanges under intimation to the ITDC. However, ITDC on their own do not circulate the posts to the Regional or other Employment Exchanges located in areas where the density of SC/ST population is more and the possibility of getting

the requisite number of candidates belonging to these communities are brighter. The Committee recommend that under such circumstances ITDC on their own should also notify the posts to other adjoining Employment Exchanges so that there is no dearth of SC/ST candidates to fill the posts reserved for them.

Reply of the Government

(a) As assured, the Employment Exchanges are now being informed about the reasons for rejection of the candidates belonging to reserved category. At the same time Employment Exchanges are also apprised of the exact requirements while sending requisitions so that suitable and right type of candidates could be sponsored.

(b) The recommendations of the Committee for circulating the reserved posts to regional and other employment exchanges including the exchanges adjoining to the areas where there is no dearth of SC/ST candidates have been noted for compliance and necessary directives issued to all Recruitment Centres.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. Nos. 15 & 16 (Para Nos. 3.21 & 22) ..

The Committee note that a special drive has been undertaken by the ITDC to fill up the backlog in the vacancies reserved for SCs/STs by issuing special advertisements exclusively for SC/ST candidates. Such advertisements have been issued in newspapers having circulation in North-Eastern States, Bihar, Rajasthan and Madhya Pradesh where there is concentration of ST candidates. The Committee recommend that such advertisements should also be issued in papers having circulation in other States where there is concentration of ST population like Orissa. The Committee further recommend that in addition to the State level newspapers, the advertisements may be issued in local newspapers having circulation in tribal belts in the States by decentralising the recruitment procedures as assured by the representative of the Ministry of Tourism during the evidence.

The Committee also recommend that in addition to the issuing of advertisements and notifying to Employment Exchanges the vacancies reserved for SCs and STs, the help of the Collectors of the District predominantly inhabited by SCs/STs should also be taken by the ITDC authorities to clear the backlog of reserved vacancies as assured by the representative of the Ministry of Tourism during the evidence.

Reply of the Government

(a) As per recommendations of the Committee, notification of reserved posts to be filled up on all-India basis are now sent to all such newspapers in various States where there is concentration of ST population including Orissa.

(b) As regards other posts at the level of C & D categories, recruitment procedure has already been notified to the Recruitment Centres to take similar action including notification of vacancies to the local Employment Exchanges/Regional Employment Exchanges and advertisement of vacancies in the newspapers where there is concentration of ST population in their respective areas.

(c) Besides above measures, all Recruitment Centres have also been advised to send a copy of requisition in respect of reserved posts to the District Collector for sponsoring a list of suitable candidates against the reserved posts. In addition, these Recruitment Centres have also been advised to take help of Doordarshan and All India Radio for filling up reserved vacancies.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt. 9-8-89]

Recommendation Sl. No. 17 (Para No. 3.25)

The Committee recommend that the reserved vacancies should invariably be announced through the AIR broadcasts as also through the Rozgar Samachar telecast by the Doordarshan, on regional basis as assured by the representative of the Ministry of Tourism during evidence.

Reply of the Government

All Recruitment Centres of ITDC have been advised to approach All India Radio and Doordarshan for broadcasting the reserved vacancies besides sending notifications of the same to the Rozgar Samachar and a few posts have already been broadcast on Doordarshan in the recent past.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt. 9-8-89]

Recommendation Sl. Nos. 18 & 19 (Para Nos. 3.31 & 3.32)

The Committee note that at present interview letters are sent under the postal certificate and not through registered A.D. post

as is done in the case of appointment letters. The Committee recommend that the interview letters should also be issued through registered A.D. as assured by the representative of the Ministry during evidence.

The Committee also recommend that a minimum period of 30 days should be given to SC/ST candidates for interview/written test and for joining after their selection.

Reply of the Government

All Recruitment Centres have been advised to ensure that interview letters are sent to the candidates belonging to reserved categories giving them 30 days clear time through Registered AD and these instructions are being complied with now. Similar procedure shall be followed in the case of written test and joining time after selection.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt. 9-8-89]

Recommendation Sl. No. 20 (Para No. 3.25)

The Committee regret that prior to the selection of the India Tourism Development Corporation for examination by the Committee, the SC/ST candidates were interviewed alongwith the general candidates in contravention of the Government directives that such candidates should be interviewed in different block and on different dates vis-a-vis the general candidates. However, they have been informed that the instructions have been issued by the ITDC to all its units on 11 July, 1988 to this effect. The Committee hope that the Government instructions will be followed by the ITDC authorities in letter and spirit in future so that the SC/ST candidates are evaluated on relaxed standards.

Reply of the Government

As per instructions already issued on the subject, all Recruitment Centres of ITDC have started interviewing SC/ST candidates in different lots and whenever required on dates different from those of when general candidates are to be interviewed. This is to ensure that SC/ST candidates are not unfavourably judged in comparison with general candidates. Interviewing authorities/boards have been advised of the need for judging the SC/ST candidates as per relaxed standards.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt. 9-8-89]

Recommendation Sl. No. 21 (Para No. 3.39)

The Committee recommend that an SC/ST Officer should invariably be included in the Selection Boards/Departmental Promotion Committees by the ITDC Authorities as provided in the Government directives on the subject and as assured by the representative of the Corporation during evidence.

Reply of the Government

As recommended by the Committee, an SC/ST Officer is now being associated on all the Interview Boards even where the candidates belonging to SC/ST communities are not available. These instructions have also been issued to all the Recruitment Centres for compliance.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt. 9-8-89]

Recommendation Sl. No. 22 (Para No. 3.45)

The Committee regret to note that in the year 1985, 1986 and 1987 all the Group 'A' posts reserved for persons belonging to SCs and STs through direct recruitment were not filled by the Authorities of the ITDC because of the non-availability of the persons belonging to these communities. They have been informed that a special drive has been launched by the Corporation recently to fill these vacancies. It appears to the Committee that prior to the taking up of the examination of the Corporation by them, ITDC Authorities never undertook any special recruitment to fill the reserved posts which in their opinion is highly deplorable. The Committee recommend that special drives to fill the posts reserved for persons belonging to SCs and STs should now onward be made a regular feature by the ITDC Authorities. Such drives will go a long way to help persons belonging to SC/ST to get their due in the services of the Corporation and will also check the accumulation of backlog in filling of reserved vacancies.

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Reply of the Government

The recommendations of the Committee have been noted and special recruitment drives are being launched at regular intervals to fill up posts reserved for SC/ST candidates. As a result of such

Drives already undertaken the Corporation has been able to locate as many as 17 SC and 5 ST posts as per details given below:

Scheduled Castes		Scheduled Tribes	
1. Manager (Engg.)	1	1. Asstt. Manager (Engg.)	2
2. Asstt. Manager(Engg.)	5	2. Sales Executive	1
3. Asstt. Manager (A/C)	1	3. Accountant	1
4. Accountant	2	4. Peon/Farash	1
5. Clerk/Typist	1		
6. Security Guard cum-Safaiwala	2		
7. Peon/Farash	3		
8. Sales Executive	1		
9. Safaiwala	1		

The above candidates have already reported for duty. In addition to above, offer of appointments have been issued to 2 SC candidates for the post of Asstt. Manager (Per) who are likely to join within July 1989.

A few other interviews for all categories are scheduled to be held during July and August 1989. We hope to recruit more SC/ST candidates in these interviews against the reserved posts. Action is also in process to advertise a few more posts exclusively reserved for SC/ST candidates in leading newspapers, Rozgar Samachar and for broadcasting the vacancies in all India Radio as well as Door-darshan besides notification to the District Collectors of the concerned areas.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 25 (Para No. 3.73)

The Committee note that during the years 1985, 1986 and 1987 all the posts reserved for employees belonging to Scheduled Castes and Scheduled Tribes to be filled through promotions in Group 'A' and Group 'B' posts could not be filled as the requisite number of employees belonging to these communities were not available in the feeder cadres. They have been informed that the eligibility criteria for promotions in these Groups is 3 to 5 years of services. The Committee recommend that the ITDC should review and if need be further relaxation may be provided in the eligibility criteria without in any way affecting the efficient functioning of the Corporation.

This will inter-alia help SC/ST employees also to get promotions along with others and will also bridge the gap between the number of reserved posts available and the number of posts actually filled by SC/ST employees through promotions.

Reply of the Government

In view of the recommendation of the Committee, the following relaxations have been considered in case of SC/ST candidates for all the posts in group A, B, C, & D to be filled through promotion.

The eligibility criteria for promotion in these groups in their case shall be considered by relaxing $\frac{1}{2}$ of the total experience prescribed for each post earmarked to be filled up through departmental promotion/selection.

In addition to the above, the following relaxations have also been considered in case of SC/ST while considering them for promotion for the post of Stenographer/Clerk-Typist/Accounts Clerk:

Stenographer

Shorthand	80 w.p.m. instead of 100 w.p.m.
Typing	35 w.p.m. instead of 40 p.m.

Clerk-Typist/Accounts Clerk

Typing	30 w.p.m. instead of 35 w.p.m.
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These guidelines have been circulated to various Recruitment Centres with Directives to fill up the posts at the relaxed standard as indicated above from amongst the SC/ST candidates.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 26 (Para No. 3.81)

The Committee regret to note that a large number of reserved vacancies are dereserved in the ITDC in a very casual and routine manner without exploring all the possibility to fill these posts. This impression of the Committee is further strengthened by the mere fact that the Board of Directors did not agree to the dereservation of 3 Group 'A' posts as recommended by the authorities of the ITDC in 1988 on the plea that the Liaison Officer had not examined all the possibility of filling up these posts and had ignored his responsibility to protect the interest of the SC/ST candidates. The

Committee feel that the position is further aggravated when vacancies to be filled through promotions are also allowed to be dereserved. In such cases what is required is to give promotions to available SC/ST candidates in the feeder cadres. In case, they are not upto the mark they could have been given in-service training for some time to bring their efficiency upto the level of the job requirements. Keeping all these factors in view, the Committee recommend that before dereserving any reserved posts the ITDC authorities should make concerted efforts to fill these vacancies and after all the avenues have been explored, dereservations should be resorted to as a last resort.

Reply of the Government

The recommendations of the Committee have been noted for compliance. Instructions of B.P.E. on the subject banning dereservation of posts have further been noted. Details of reserved posts in different categories are being compiled and a special drive has been launched to fill up the same from amongst the candidates belonging to reserved categories as per procedure elaborated in reply to Para 3.59 (I). Similar special drive is also being launched in respect of posts to be filled in by promotion from within as elaborated in reply to Para 3.66 (K) and para 3.73 (L).

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 27 (Para No. 3.86)

The Committee note that the position regarding the carried forward posts is not being placed before the Board of Directors of the ITDC on regular basis to seek their guidance for filling up the posts reserved for Scheduled Castes and Scheduled Tribes as is done in some of the other public undertakings. The Committee recommend that the position regarding the filling of the carried forward reserved vacancies should be placed before the Board of Directors annually for suggesting remedial measures to fill such posts to obviate the possibility of carrying forward such posts over a number of years resulting in the accumulation of backlog in filling the reserved vacancies as assured by the representative of the Ministry during evidence.

Reply of the Government

The recommendations of the Committee have been noted for compliance and position of carried forward posts shall hereafter be

apprised to the Board of Directors every year. Simultaneously top priority action has been initiated to reduce the backlog and follow up action will be taken up regularly.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 30 (Para No. 4.15)

As regards the non-availability of Scheduled Tribes candidates, the Committee recommend that wherever found possible and feasible, the ITDC should impart pre-recruitment training to persons belonging to Scheduled Tribes and after the completion of the training they should be absorbed on regular basis by the Corporation. The Committee feel that without giving any pecuniary incentives to the tribals it may not be possible for the Corporation to make them agree to join the training courses. Keeping this in view, the Committee recommend that some stipend and other facilities like free lodging and boarding may be given to the tribals to attract them to such training.

Reply of the Government

Our Ashok Training Centre have already formulated a Pre-recruitment Training Programme for ST candidates which will also be applicable to SC candidates for the following categories :

1. Telephone Operator
2. Stenographer
3. Accounts Clerk

In these categories we have a low intake of ST candidates and this is the reason why we have picked up these three categories in the first phase. An advertisement notifying this Scheme is under issue. The Scheme also envisages a stipend to the candidates who will be selected for receiving this training.

All out efforts shall be made to provide board and lodging facilities to these candidates wherever required.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. Nos. 33 and 34 (Para Nos. 4.27 and 4.28)

From the statistical information furnished to them, the Committee note that the number of SC/ST trainees as Junior Executive Trainees and Kitchen Executive Trainees is too small as compared to the general category. The Committee recommended that the Ministry of Tourism should make all out efforts to impart training to more and more SC/ST employees as JETs and KETs.

The Committee note that at present no accommodation is made available to the SC/ST trainees during their training period at Delhi. The Committee recommend that arrangements may be made at the Pusa Institute to provide hostel accommodation facilities to at least the SC/ST trainees as assured by the representative of the Ministry of Tourism during evidence.

Reply of the Government

The recommendations of the Committee have been noted and special efforts will be made to augment the intake of candidates belonging to SC/ST as Junior Executive Trainees and Kitchen Executives Trainees.

As regards making available accommodation for the JETs and KETs at the Pusa Institute and other lodges available in Delhi, all out efforts shall be made to provide this facility to them, wherever is required.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 35 (Para No. 4.36)

The Committee regret to note that the number of persons belonging to Scheduled Tribes selected as apprentices for training under the Apprenticeship Act is almost negligible. The reason ascribed to this situation is stated to be the non-availability of tribals for imparting training as apprentices. The Committee recommend that ITDC should concentrate to take apprentices from areas which are pre-dominantly inhabited by the Scheduled Tribes like North-Eastern States to help the tribals get their due share in facility available to get training under the Apprenticeship Act.

Reply of the Government

The recommendations have been communicated to our Ashok Training Centre who engages apprentices on regional basis as per-

the provisions of the Apprenticeship Act. The Ashok Training Centre is getting in touch with the Area General Manager (East) who engages apprentices for the Eastern Region. He has been instructed to concentrate on engaging apprentices from areas which are predominantly inhabited by the STs like North-Eastern States and to help tribals to get their due share in facilities available for receiving training under the Apprenticeship Act.

Besides, efforts are also being made by the Ashok Training Centre to get ST candidates from Rajasthan, Madhya Pradesh which areas also are pre-dominantly inhabited by the STs.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 36 (Para No. 4.37)

The Committee note that during the year 1985 out of 31 apprentices given employment number of Scheduled Castes apprentices was eight; during the year 1986 out of 43 apprentices given employment the number of Scheduled Caste apprentices was six during the year 1987 out of 34 apprentices given employment the number of Scheduled Castes apprentices was four only. The Committee cannot but express their anguish over the declining trend in giving employment to Scheduled apprentices during all these years. They recommend that ITDC authorities should take suitable steps to check this trend and to improve the intake of the Scheduled Caste apprentices in the services of the Corporation.

Reply of the Government

The recommendations of the Committee have been noted and ITDC will endeavour to improve the intake of the SC apprentices in the services of the Corporation. All Recruitment Centres of the Corporation have been given instruction to give preference in employment to all the SC/ST apprentices who have been imparted training in ITDC.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 37 (Para No. 4.43)

The Committee note that out of 98 persons taken by the ITDC on deputation so far, 86 were general candidates and the number of persons belonging to Scheduled Castes and Scheduled Tribes taken

on deputation was a meagre 12 with the result that 5 persons belonging to Scheduled Castes and Scheduled Tribes were absorbed as against 60 persons belonging to general category. Had the ITDC authorities made it clear to the sponsoring authorities to sponsor a good number of persons belonging to Scheduled Castes and Scheduled Tribes for deputations, it would have been easier for the Corporation to absorb more SC/ST deputationists. The Committee recommend that such a procedure may be resorted to by the ITDC in future while circulating the posts for deputations among various Government Departments/Public Undertakings so that there is a good sponsoring of SC/ST officers amongst the deputationists in the ITDC.

Reply of the Government

The recommendations of the committee have been noted.

Henceforth whenever a need would arise to obtain the services of an officer from Government Departments/Public Undertakings, the sponsoring authorities will be requested to sponsor a good number of persons belonging to Scheduled Castes/Scheduled Tribes for deputation.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 38 (Para No. 5.6)

The Committee regret to note that ITDC has not made any reservations for the SC/ST employees in the matter of allotment of residential quarters. The Committee recommend that the matter may be placed before the Board of Directors of ITDC and their decision regarding the making of reservations in the allotment of official quarters to the SC/ST employees may be implemented by the ITDC authorities at the earliest as assured by the representative of the Ministry during the evidence.

Reply of the Government

The recommendations of the committee have been noted and the matter will be placed before the Board of Directors of ITDC for formulating rules for making suitable reservations in the allotment of staff quarters to the Scheduled Caste/Scheduled Tribe employees. It is, however, submitted that presently out of the total 659 staff quarters available, 143 staff quarters have been allotted to Scheduled

Caste employees and 11 to Scheduled Tribe employees. The percentage of the staff quarters allotted to SC employees works out to 21.70 and to ST employees 1.67. To begin with instruction have been issued in September 1988 to all the Units that one SC/ST officer should invariably be nominated on the Staff Quarters Allotment Committee.

[Deptt. of Tourism No. 1/5/89-PSU (T) dt. 9-8-89]

CHAPTER III

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

Recommendation Sl. No. 11 (Para No. 3.8)

The Committee note that at present the ITDC has initiated training schemes like Apprenticeship Scheme, Junior Executive Trainee Scheme and Hotel Operation Training Scheme etc. to improve the induction of SC/ST candidates in the services of the Corporation. In addition, the Corporation has formulated and introduced a scheme under which SC/ST candidates will do the refresher courses to improve their chances to fill the posts reserved for them through promotion. The Committee have been informed that the efficiency of the training Schemes organised by the Ashok Training Centre is closely monitored by that Organisation. However, no such appraisal is being made of the impact of the refresher courses in improving the chances of the SC/ST employees in getting promotions so that there is no backlog in the posts reserved for SCs/STs in promotions and if need be the content and duration of such refresher courses be improved.

Reply of the Government

A survey is being conducted of all the Units of ITDC in respect of backlog of the posts to be filled in by promotion from amongst the candidates belonging to SC/ST communities.

The course contents of Training Programmes for such categories where the backlog exist, shall be finalised including duration of each course to improve performance, skills of the candidates belonging to reserved categories. Thereafter, these candidates will be considered against the reserved posts.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 23 (Para No. 3.59)

The Committee regret that the ITDC has not been able to fill even the Group 'C' and 'D' posts reserved for SCs and STs so far, especially in the case of STs. The Committee recommend that the Corporation made concerted efforts through special drives to fill the reserved posts in Group 'C' and 'D' posts for persons belonging to SCs and STs on the regional basis. This in their opinion is a major lapse on the part of the Corporation resulting in the denial of job opportunities on a large scale to the persons belonging to these communities. The Committee are not convinced by the argument that since the initial recruitment was made at the corporate level to fill even, Group 'C' and 'D' posts this lapse continued for nearly two decades. This in their opinion has caused a great harm to the SCs/STs inhabiting the areas where the units of ITDC are located. The Committee recommend that responsibility may be fixed in this matter of continuing this injustice to the persons belonging to SCs and STs for such a long time. The Committee further recommend that in future recruitments to Group 'C' and 'D' posts, reservation should be made on regional basis and recruitment made as assured by the representative of the Corporation during evidence.

Reply of the Government

The recommendations of the Committee for filling up of reserved posts as per quota prescribed on regional basis have been noted for compliance and communicated to all the Recruitment Centres. Recruitment Centres have been further advised to take action, as under, to complete the back-log and fill up reserved posts in future:

(a) To notify all posts to the local regional and other exchanges where the SC/ST population is concentrated.

(b) To advertise such posts in the newspapers including Rozgar Samachar specially in such papers where the population belonging to SC/ST communities is concentrated in the region.

(c) To contact District Collectors and SC/ST agencies in the State for filling up all such reserved posts.

- (d) To approach All India Radio and Doordarshan for filling up all reserved vacancies. In addition to above, Recruitment Centres have been advised to bring details of such reserved posts which still remain unfilled in the meeting of the Liaison Officers so that a strategy can be chalked out on All India level to fill up such reserved vacancies in a phased manner.

[Dep'tt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 24 (Para No. 3.66)

The Committee note that in the case of 75 per cent of posts in hotels the promotions are time-bound and hence no concessions and relaxations are given to SC/ST employees. However, the Committee regret that even in posts where the promotions are not time-bound, no relaxations/concessions have been provided by the ITDC for SC/ST employees. The Committee consider it as a serious lapse on the part of the Corporation. In the opinion of the Committee, had the Corporation provided the requisite relaxations/concessions as provided in Government Directives to SC/ST employees in promotions there would not have been any backlog in filling of reserved vacancies through promotions. The Committee recommend that responsibility may be fixed in the matter of not providing of relaxations/concessions to SC/ST through promotions in ITDC. Meanwhile, the Committee recommend that in posts where the promotions are not time-bound, the Government directives regarding providing of relaxations/concessions to employees should be followed by the ITDC in toto.

Reply of the Government

The Corporation has been strictly following the Govt. Directives with regard to the posts to be filled in by selection and regarding promotions on the basis of seniority subject to fitness. Only those post reserved for SC/ST could not be filled up where either the SC/ST candidates were not available in the feeder cadre or were not eligible according to the criteria prescribed for promotion. No violation of the Govt. Directives have been made. However, the recommendations of the Committee to reduce the backlog of vacancies have been noted and we will make every effort to fill up the backlog by giving relaxations where ever necessary over and above the present criteria prescribed for promotion.

[Dep'tt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. Nos. 28 and 29 (Para Nos. 4.13 and 4.14)

From the statistical data furnished by the Ministry of Tourism, the Committee note that the overall staff position as on 1 January, 1988 indicates that the shortfall in the overall representation has been mostly wiped out in so far as the representation of persons belonging to Scheduled Castes are concerned in all categories of posts other than Group 'A' posts and it has been reduced to a considerable extent in so far as the persons belonging to Scheduled Tribes are concerned. The main two reasons for the shortfall in the representation of the persons belonging to Scheduled Tribes in the services of the ITDC have been stated to be:—

- (i) Non-availability of ST candidates; and
- (ii) Migration of the ST employees after joining the services of ITDC to the private sector hotels on better prospects.

It has also been brought to the notice of the Committee by the Secretary (Tourism) that when approached to improve the emoluments of the employees working in the ITDC units, the Bureau of Public Enterprises did not agree to the plea of the Ministry on the ground that parity had to be maintained in the pay structure of the public sector undertakings. Keeping in view the peculiarity of the functioning of the hotel industry as such, the Committee recommend that the matter may be taken up de-novo with the Bureau of Public Enterprises for the improvement of the pay structure of the workers in the units of the ITDC to check the migration of the employees including those belonging to Scheduled Castes and Scheduled Tribes to private sector hotels.

Reply of the Government

All Executives of the Corporation irrespective of their place of posting who generally fall in Group 'A' posts are continuing on the pay structure as recommended by Third Pay Commission. The question of extending the recommendations of Fourth Pay Commission was under consideration of the Misra Committee appointed by the Govt., for examining this aspect for all Public Sector Undertakings, including ITDC. This Committee has submitted its report to the Govt. Decision of the Govt. on this subject will be applicable to all Public Sector Undertakings, including ITDC.

Recommendation Sl. No. 31 (Para No. 4.16)

The Committee further recommend that the question of increasing the number of seats reserved for Scheduled Tribes may be taken up vigorously by the Ministry of Tourism with the Institutes imparting training in hoteliering as assured by the representative of the Ministry during the evidence.

Reply of the Government

The general instructions of the Govt. in respect of reservation of seats for SC (15 per cent) and ST (7½ per cent) candidates respectively, are being scrupulously followed. Besides there is a constant endeavour to increase the number of seats in the different institutes imparting training in Hotel Management and Catering Technology. The total number of seats in three years diploma course at various institutes of Hotel Management has been increased from 855 to 1000 this year. Consequently, the number of seats reserved for SC/ST candidates has also increased from 192 in 1988-89 to 225 in 1989-90. A total number of 245 SC/ST candidates have been offered admission in various institutes in 1989-90 academic session, taking into consideration some possible drop outs. In addition, it has been decided to upgrade Food Craft Institutes at Jaipur to diploma level from the current academic session. The intake capacity of the institute for the current session is 40 candidates, out of which 9 seats have been reserved for SC/ST candidates.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Recommendation Sl. No. 32 (Para No. 4.19)

The Committee regret that the ITDC has not been undertaking any scheme to impart pre-recruitment training to SC/ST candidates so far. It is only on the day of the evidence before the Committee that the Ministry wrote to the Institutes to arrange pre-recruitment training for the SC/ST candidates through the leading four catering schools the cost of which will be borne by the Corporation itself. The Committee recommend that the scheme for pre-recruitment training to SC/ST employees should be undertaken by the ITDC on regular basis to help the persons belonging to SCs/STs get their due representation in the services of the ITDC in various groups of posts.

Reply of the Government

ITDC has now formulated Schemes to impart pre-recruitment Training to SC/ST candidates in the categories of Telephone Operator/Stenographer/Accounts Clerk in which categories there is a short-fall and suitable candidates are not available. The question of providing pre-recruitment training for the SC/ST candidates for engaging them as Management Trainees through leading 4 Catering Institutes, is also being examined. However, ITDC is recruiting the Management Trainees belonging to SC/ST at relaxed standards and hopes to increase the intake of the reserved candidates by such special efforts.

In order to improve the pre-employment standards of SC/ST candidates so as to enable them to get employment in ITDC, it has been decided by Government to organise a special 1 week programme for SC/ST candidates each year through the 4 Regional Institutes at Delhi, Bombay, Madras & Calcutta. The programme will be designed after assessing the pre-recruitment requirements of the ITDC. The 1st Programme is proposed to be commenced from this year itself.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

CHAPTER IV

RECOMMENDATION/OBSERVATION IN RESPECT OF WHICH REPLY OF THE GOVERNMENT HAS NOT BEEN ACCEPTED BY THE COMMITTEE AND REQUIRES REITERATION

Recommendation Sl. No. 1 (Para No. 1.20)

The Committee recommend that while sending the proposals for appointment of non-official Directors on the Board of Directors of ITDC, the Ministry of Tourism should sponsor the name of at least one person belonging to SCs/STs for such appointment as assured by the Secretary Tourism during evidence.

Reply of the Government

This is being kept in mind while recommending reconstitution of the Board of Directors of ITDC.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Comments of the Committee

Committee reiterate that while sending the proposals for appointment of non-official Directors on the Board of Directors of ITDC, the Ministry of Tourism should sponsor the name of at least one person belonging to SCs/STs.

CHAPTER V

RECOMMENDATION/OBSERVATION ON WHICH FINAL REPLY OF GOVERNMENT HAS NOT BEEN RECEIVED

Recommendation Sl. No. 30 (Para No. 5.9)

The Committee regret that ITDC has not adopted any hamlet of a village predominantly inhabited by SC/ST people for development or providing facilities like drinking water, education, medicare, building of roads etc. near any of their units. The Committee recommend that the ITDC undertake such a social programme to develop a village/hamlet pre-dominantly inhabited by the SC/ST people as assured by the Director General Tourism during the evidence.

Reply of the Government

The recommendations of the Committee have been noted. The feasibility of adopting a village/hamlet inhabited predominantly by Scheduled Caste/Scheduled Tribe people for development and located in the vicinity of a Hotel Unit is being examined seriously.

[Deptt. of Tourism No. 1/5/89-PSU(T) dt. 9-8-89]

Comments of the Committee

The Committee would like to be apprised of the decision taken by ITDC in the matter of undertaking social programme like development of a village/hamlet pre-dominantly inhabited by SC/ST people near the vicinity of a Hotel Unit.

APPENDIX

(Vide Para 4 of the Introduction)

Analysis of the Action Taken by the Government on the recommendations contained in the Forty-sixth Report of the Committee

1. Total number of recommendations	39
2. Recommendations which have been accepted by Government (<i>Vide</i> recommendations at Sl. No. 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 25, 26, 27, 30, 33, 34, 35, 36, 37 and 38)	
Number	30
Percentage to total	76.92%
3. Recommendations which the Committee do not desire to pursue in view of the Government replies (<i>Vide</i> recommendations at Sl. Nos. 11, 23, 24, 28, 29, 31 and 32)	
Number	7
Percentage to total	17.94%
4. Recommendation in respect of which final reply of Government has not been accepted by the Committee and which requires reiteration (<i>Vide</i> recommendation at Sl. No. 1)	
Number	1
Percentage to total	2.56%
5. Recommendation in respect of which final reply has not been received (<i>Vide</i> recommendation at Sl. No. 39)	
Number	1
Percentage to total	2.56%

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