

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

(NINTH LOK SABHA)

SECOND REPORT

MINISTRY OF COMMERCE

**Action taken by Government on the recommendations  
contained in the Forty-Eighth Report (Eighth Lok Sabha)  
on the Ministry of Commerce—Reservations for and  
employment of Scheduled Castes and Scheduled  
Tribes in State Trading Corporation**



*Presented to Lok Sabha on...*

*Laid in Rajya Sabha on.....*

**LOK SABHA SECRETARIAT  
NEW DELHI**

*August, 1990/Sravana, 1912 (Saka)*

*Price 1 Rs. 18-00*

30/4/91  
No

## CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	... (iii)
INTRODUCTION	(v)
CHAPTER I Report	... 1
CHAPTER II Recommendations and Observations which have been accepted by the Government.	... 6
CHAPTER III Recommendations and Observations which the Committee do not desire to pursue in view of the Government replies.	... 28
CHAPTER IV Recommendations and Observations in respect of which reply of Government has not been accepted by the Committee, and which requires reiteration.	... 31
CHAPTER V Recommendations and Observations in respect of which final reply of Government has not been received.	38
APPENDIX Analysis of Action Taken by Government on the recommendations contained in the 48th Report of the Committee (Eighth Lok Sabha).	... 39

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

-----  
**Shri Anadi Charan Das—Chairman**

**MEMBERS**

*Lok Sabha*

2. **Shri M. Arunachalam**
  3. **Shri Ishwar Chaudhary**
  4. **Shri Somjibhai Damor**
  5. **Shri Mohanbhai Sanjibhaj Delkar**
  6. **Shri Het Ram**
  7. **Shri Arvind Tulshiram Kamble**
  8. **Prof. Ram Ganesh Kapse**
  9. **Shri Purna Chandra Malik**
  10. **Kumari Mayawati**
  11. **Shri Nakul Nayak**
  12. **Shri Gopal Pacherwal**
  13. **Shri Ramlal Rahi**
  14. **Ch. Ram Prakash**
  15. **Shri Ram Sajiwan**
  16. **Shri N.J. Rathava**
  17. **Shri Nand Kumar Sai**
  18. **Dr. C. Silvers**
  19. **Shri Bagun Sumbrul**
  20. **Shri G. Venkat Swamy**
- Rajya Sabha*
21. **Shri N.E. Balaram**
  22. **Shri Raj Mohan Gandhi**
  23. **Shri Sangh Priya Gautam**

24. **Shrimati Kailashpati**
25. **Shri Khyomo Lotha**
26. **Shri Rajubhai A. Parmar**
27. **Shri S.K.T. Ramachandran**
28. **Kumari Sushila Tiria**
29. **Shri M. Vincent**
30. **Shri Ranjan Prasad Yadav**

**S ECRETARIAT**

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

## INTRODUCTION

1, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf present this Second Report (Ninth Lok Sabha) on Action Taken by Government on the recommendations contained in the Forty-Eighth Report (Eighth Lok Sabha) on the Ministry of Commerce—Reservations for and employment of Scheduled Castes and Scheduled Tribes in State Trading Corporation of India Limited.

2. The Report was considered and adopted by the Committee on 31 July, 1990.

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 replies.
- IV. Recommendations/Observations in respect of which reply of Government has not been accepted by the Committee and which require reiteration.
- V. Recommendation/Observation in respect of which final reply of Government has not been received.

4. An analysis of the Action Taken by Government on the recommendations contained in the 48th Report of the Committee is given in Appendix. It would be observed therefrom that out of 41 recommendations made in Report 29 recommendations *i.e.* 70.73 per cent have been accepted by the Government; the Committee do not desire to pursue 3 recommendations *i.e.* 7.32 per cent of their recommendations in view of

(vi)

the Government's replies; 8 recommendations *i.e.* 19.51 per cent in respect of which replies of Government have not been accepted by the Committee, require reiteration; and for 1 recommendation *i.e.* 2.44 per cent, final reply of the Government has not been received.

  
(A.C. DAS) 6.9.90  
Chairman,

NEW DELHI;  
August 17, 1990

Committee on the Welfare of  
Scheduled Castes & Scheduled Tribes.

-----  
Sravana 26, 1912 (Saka).

## CHAPTER I

### REPORT

**This Report of the Committee deals with Action Taken by Government on the recommendations/observations contained in the Forty-Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Eighth Lok Sabha) on the Ministry of Commerce—Reservations for and employment of Scheduled Castes and Scheduled Tribes in State Trading Corporation of India Limited.**

**1.2. In para 1.14 of their Forty-Eighth Report the Committee having noted that "at present none of the Directors on the Board of Directors of the State Trading Corporation belongs to any Scheduled Caste/Scheduled Tribes", recommended that "while suggesting the names for appointments of Executive Directors, the State Trading Corporation authorities should invariably make concerted efforts to sponsor eligible SC/ST internal candidates for such appointments." They desired that "this recommendation should be brought to the notice of the Government so that while appointing non-Executive Directors every effort is made to appoint one person belonging to Scheduled Castes and Scheduled Tribes as Director on the Board of Directors of the State Trading Corporation."**

**1.3. In their reply dated 4 October, 1989, the Ministry of Commerce have stated that for appointment of Executive Directors on the Boards of Public Sector Undertakings the finalisation of panel of names is done by Public Enterprises Selection Board (PESB). At the time of making selections, PESB also considers candidates belonging to Scheduled Castes and Scheduled Tribes. Ministry has also been suggesting the names of internal candidates (Working in State Trading Corporation) to PESB for consideration, if they otherwise fulfil the qualifications. As regards non-executive Directors, such appointments are made ex-officio. Only the officers dealing with the trading operations of STC, are nominated by the concerned administrative Ministry with the approval of their Minister. If an SC/ST officer does not handle that particular work, he cannot be nominated on the Board of Directors of State Trading Corporation.**

**1.4. The Committee reiterate that while appointing non-executive Directors, every effort should be made to appoint one person belonging to**

**Scheduled Castes/Scheduled Tribes as Director on the Board of Directors of State Trading Corporation. They would like to be apprised of the position regarding appointment of the Chief General Manager belonging to Scheduled Tribe, whose name was sponsored by State Trading Corporation for selection as one of the Director on the Board of Directors of the State Trading Corporation.**

1.5. In para 1.24 of their Report, the Committee observed that the Liaison Officer of the Ministry of Commerce has been monitoring the implementation of the reservation policy on the basis of the information available at the headquarters of the Corporation and he does not visit any regional office with the result that no proper check has been exercised by him so far to ensure proper maintenance of the rosters at the regional offices for filling up the vacancies reserved for SCs/STs on the basis of regional reservations in recruitments and through promotions. The Committee stressed that the roster is a sacred mechanism to keep a watch on the proper and adequate intake of SCs/STs in services as also to give them their due in promotions and that it would cease to have any significance, whatsoever, if it is not maintained properly in the light of existing rules, regulations and instructions. They therefore, recommended that the Liaison Officer of the Ministry of Commerce should make it a practice to visit each regional office of the State Trading Corporation at least once a year to ensure proper maintenance of the rosters as also the implementation of the other facts of the reservation policy as assured by the representative of the Ministry during the evidence.

1.6. In their reply dated 4.10.89, the Ministry of Commerce have stated that State Trading Corporation is having 20 regional offices in India and that it would be extremely difficult for the Liaison Officer to visit all the regional offices of State Trading Corporation once in a year.

1.7. The Committee consider the reply of the Government unsatisfactory. They reiterate that the Liaison Officer of the Ministry of Commerce should make it a practice to visit each regional office of State Trading Corporation at least once a year to ensure proper maintenance of the rosters and also the implementation of the other facts of the reservation policy.

1.8. In para 1.31 of their Report the Committee noted "Foreign Trade (State Trading) Division of the Ministry of Commerce *inter alia* looks after the implementation of the reservation policy in State Trading Corporation. The Ministry has not set up any separate Cell to monitor the implementation of the policy in the Undertakings under its administrative control which in the opinion of the Committee is a negation of the Government



orders on the subject." They recommended setting up a separate cell for the purpose.

1.9. In their reply dated 4 October, 1989, the Ministry of Commerce have stated that the question of setting up a separate Cell to monitor exclusively the implementation of reservation policy in the Public Sector Undertakings under the Ministry should be judged according to the volume of work involved which will be examined in consultation with the work study unit of the Ministry. Further in their reply dated 24 April, 1990 the Ministry of Commerce have stated that Internal Work Study Unit of the Ministry has included the study in its annual work programme for the year 1990-91.

1.10. The Committee Consider Government have delayed the implementation of the recommendation of the Committee and the reply given by Government is evasive. They, therefore, reiterate that the Ministry of Commerce should set up a separate Cell at the earliest to monitor exclusively the implementation of the reservation policy in the public undertakings under it including the State Trading Corporation.

1.11. In para 4.12 of their Report, the Committee noted that the State Trading Corporation had not undertaken any special recruitment to wipe out the backlog in filling posts reserved for SC/ST candidates. They recommended that special recruitments confined to SC/ST candidates exclusively might be undertaken by the State Trading Corporation authorities to wipe out such backlogs. In this regard, the Committee stressed that recruitment teams should be sent to areas in the North-East like Assam, Meghalaya, Manipur, Tripura etc. to recruit person belonging to Scheduled Tribes so that their representation in the services of the State Trading Corporation improved to the required level.

1.12. In their reply dated 4 October, 1989 the Ministry of Commerce have stated that action has already been initiated for wiping out the backlog under the Special Recruitment Drive confined to Scheduled Caste/Scheduled Tribe candidates only in all the Groups. They further stated that while they were sending recruitment team to the campus for recruitment of Management Trainees in Scheduled Caste/Scheduled Tribe category, it might not be practicable to send such team for lower level recruitment (Group 'C') in tribal areas.

1.13. In the opinion of the Committee Government's reply regarding sending of recruitment teams to North-East areas is not satisfactory. Therefore, the Committee reiterate that recruitment teams should be sent to areas in the North-East to recruit persons belonging to Scheduled Tribes for all groups of posts.

1.14. In paras 4.30, 4.31 and 4.32 of their Report the Committee observed that the State Trading Corporation authorities had not made any scientific analysis of the shortcoming of the Stenographer's Training Scheme for which none of the candidates selected as trainee stenographer during the year 1980 and 1981 could come up to the required standard in shorthand and typing for appointment as stenographer. They, therefore, recommended that an analysis might be made for the improvement of the content and duration of the training and the scheme of recruitment of trainee stenographers be made a regular feature in the State Trading Corporation. The Committee having considered that the stipend of Rs. 300/- per month to the trainee stenographers too meagre, recommended that it should be suitably enhanced.

1.15. In their reply dated 4 October, 1989, the Ministry of Commerce have stated that efforts are being made to recruit stenographers under the Special Recruitment Drive Scheme. In case the scheme failed to fill up the backlog Stenographer Training Scheme on the pattern of 1980-81 will be introduced and in that event the recommendation of the Committee regarding enhancement of stipend will be considered.

1.16. In the opinion of the Committee the Government's reply is unsatisfactory and vague. The Committee therefore, reiterate that a scientific analysis of the Stenographer's training scheme should be made for the improvement of the content and duration of the training and the scheme of recruitment of trainee stenographers be made a regular feature in the State Trading Corporation. The stipend should also be suitably enhanced.

1.17. In para 4.60 of their Report the Committee recommended that in the appointment letters issued to SC/ST candidates, some indication may be given that reasonable delay in joining for valid reasons will be condoned in deserving cases.

1.18. In their reply dt. 4 October, 1989, the Ministry of Commerce have stated that it will not be practicable to put in the appointment letter any clause condoning in advance delay in joining STC by SC/ST candidates. However, SC/ST candidates will be given extension in joining time due to one reason or the other on their written request.

1.19. The Committee do not consider the reply of Government satisfactory and reiterate their earlier recommendation that in the appointment letters issued to Scheduled Castes/Scheduled Tribes candidates, some indication may be given that reasonable delay in joining for valid reasons will be condoned in deserving cases.

## CHAPTER II

### RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

#### Recommendation Sl. No. 3 (para No. 1.25)

The Committee note that at present the Liaison Officer of the Ministry has not been given any proper training to make him conversant with his duties as Liaison Officer. The Committee are aware that training courses are conducted by the Department of Personnel and Training to impart such training to Liaison Officers. The Committee recommend that the Liaison Officer of the Ministry of Commerce should avail himself of these facilities and get training so that he is in a position to ensure effective implementation of the reservation policy.

#### Reply of the Government

Normally the Officers of the Ministry are conversant with existing rules, regulations and instructions relating to reservation policy/maintenance of rosters, registers etc. The recommendation of the Committee for proper training to make the Liaison Officer conversant with his duties as Liaison Officer has been noted for compliance.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89].

#### Recommendation Sl. No. 5 (Para No. 2.3)

The Committee regret that it took nearly four months for the Ministry of Commerce to communicate the Presidential Directive received by it in September, 1969 from the Bureau of Public Enterprises regarding implementation of the Reservation orders in State Trading Corporation resulting in the denial of posts to persons belonging to SCs/STs through recruitments and promotions because of the delayed implementation of Reservation Orders. In the opinion of the Committee this long undue delay could have been curtailed to a great extent as confessed by the representative of the Ministry during evidence. The Committee recommend that in future the Ministry of Commerce should show more promptness in communicating the Presidential Directives regarding implementation of Reservation Orders to the Public Undertakings under its administrative control.

### Reply of the Government

At present the Ministry undertakes all works relating to the implementation of reservation orders on top priority basis. The recommendation of the Committee for prompt circulation of Presidential Directives regarding implementation of Reservation Orders to Public Sector Undertakings under this Ministry has been noted for compliance.

[Ministry of Commerce O. M. No. 8(19)/88—FT(ST) dated 4-10-89.]

#### Recommendation Sl. No. 6 (Para No. 2.10)

The Committee have been informed that at present there is one Assistant, one Stenographer and one Office Manager working in the SC/ST Cell at the Corporate Office of the State Trading Corporation which in the opinion of the Committee is not sufficient to discharge its functions effectively so far as looking after the implementation of the reservation orders and the welfare of SC/ST employees of the Corporation is concerned. The Committee recommend that the staff strength of the cell may be suitably augmented as assured by the representative of the State Trading Corporation during evidence.

### Reply of the Government

The SC/ST Cell at Corporate Office of STC is now headed by a senior Manager of the rank of General Manager who is supported by the following Managers/Staff :—

—Personnel Manager	—	One
—Assistant Manager	—	One
—Office Manager	—	One
—Assistant	—	One
—Stenographers	—	Two
—Peon	—	One

Earlier the General Manager incharge of SC/ST Cell, Personnel Manager and the Office Manager were also looking after work other than the implementation of reservation orders and the interests of SC/ST employees. However as assured to the Committee by the representative of STC during evidence, now all of them have been assigned work exclusively for SC/ST. The Personnel Manager is also looking after the work relating to filling up back-log exclusively for SC/ST against special drive

for recruitment of SC/ST as per recent instructions of the Government of India.

[Ministry of Commerce O.M. No. 8 (19)/88—FT (ST) dated 4.10.89]

**Recommendation Sl. No. 7 (Para No. 2.11)**

The Committee note that at present SC/ST Cells have not been set up at the Regional/Branch Offices of the Corporation. The Committee recommend that SC/ST Cells should be set up immediately to look after the interest of SC/ST employees at the Regional/Branch level of the State Trading Corporation as assured by the representative of the Corporation during evidence.

**Reply of the Government**

SC/ST Cells have since been set up in all the Regional/Branch Offices of STC to look after the interests of SC/ST and for redressal of grievances/complaints of SC/ST employees as recommended by the Committee.

[Ministry of Commerce O.M. No. 8(19)/88—FT(ST) dated 4-10-89].

**Recommendation Sl. No. 8 (Para No. 3.8)**

The Committee note that an SC/ST Officer has invariably been associated with the Recruitment Boards in the State Trading Corporation. In Branch recruitments, in case an SC/ST Officer was not available at the Branch Office, an Officer belonging to those categories was co-opted from another sister Public Undertakings. However, they regret that in the case of Departmental Promotion Committee no SC/ST Officer had been associated invariably with those Committees in the past. The Committee recommend that an SC/ST Officer of comparable status should always be associated with the Departmental Promotion Committees as assured by the Chairman of the State Trading Corporation during evidence. In case an SC/ST Officer of comparable status is not available in the State Trading Corporation for inclusion in any Departmental Promotion Committees, then such an Officer should be co-opted from another sister Public Undertakings.

**Reply of the Government**

As already mentioned, we have been associating an SC/ST Officer in all the Recruitment Boards. However, as recommended by the Committee, we have started associating an SC/ST Officer of the comparable status in all the Departmental Promotion Committees. In case SC/ST Officer of comparable status is not available in future in STC for inclusion in any

**Departmental Promotion Committee.** then such an Officer shall be co-opted from another sister Public Undertakings. Suitable instructions have also been issued to all the Branch Offices of STC in this regard.

[Ministry of Commerce O.M. No. 8(19)/88—FT(ST) dated 4-10-89].

#### **Recommendation Sl. No. 9 (Para No. 3.16)**

The Committee note that at present 5 per cent relaxation in marks is given to SC/ST candidates by the State Trading Corporation authorities while filling the posts on the basis of written test. However, this relaxation is not notified in the press advertisements. The Committee recommend that the availability of this concession may also be notified in the press advertisements in addition to the concessions in age and experience to attract more and more Scheduled Caste/Scheduled Tribe candidates to apply for posts in the services of the State Trading Corporation.

#### **Reply of the Government**

As recommended by the Committee, we have already started indicating the following relaxations while notifying the vacancies to Employment Exchange for filling up the posts on the basis of written test, apart from concessions in age and experience to attract more and more SC/ST candidates :

- |                 |                                                                                    |
|-----------------|------------------------------------------------------------------------------------|
| —Written Test   | —5% relaxation in qualifying marks i.e. 35 marks against normal 40 marks.          |
| —Typing Test    | —Relaxation of qualifying typing speed by 5 wpm i.e. 35 wpm against normal 40 wpm. |
| —Shorthand Test | —6% mistakes are allowed for SC/ST against 5% mistakes for general candidates.     |

Suitable instructions have also been issued to all the Branch Offices to implement the above recommendation of the Committee scrupulously.

[Ministry of Commerce O.M. No. 8 (19)/88—FT (ST) dated 4-10-89]

#### **Recommendation Sl. No. 10 (Para No. 3.17)**

The Committee have been informed that the reserved vacancies are at present circulated by the State Trading Corporation to the recognised SC/ST Associations. However, these are not circulated to the local MPs and MLAs endorsing them copies of the advertisements to seek their help

**In the filling of all the vacancies reserved for persons belonging to Scheduled Caste/Scheduled Tribes. The Committee recommend that copies of the advertisements should also be circulated to the local M.Ps. and M.L.As. which will help the State Trading Corporation authorities to fill the vacancies reserved for persons belonging to SC/ST candidates to some extent.**

### **Reply of the Government**

**As assured to the Committee, we have already started circulating the copies of advertisement to the Hon'ble Members of Parliamentary Committee on Welfare of SC/ST for filling up posts on all India basis. As regards local recruitment is concerned, we have started endorsing copies of recruitment to local MP also in addition to SC/ST Associations and Director, Social Welfare. Similarly, Branches have also been advised suitably in this regard.**

[Ministry of Commerce O.M. No. 8(19)/88 FT (ST) dated 4-10-89]

### **Recommendation Sl. No. 11 (Para No. 3.18)**

**The Committee regret that so far the State Trading Corporation authorities have not taken the help of the Directors of Social Welfare of the respective States to fill all the reserved vacancies. The Committee recommend that help of the State Social welfare Directors in future should invariably be taken by Corporation to fill the vacancies reserved for persons belonging to Scheduled Castes/Scheduled Tribes in recruitments.**

### **Reply of the Government**

**We have now started taking help of the Director of Social Welfare, Delhi Administration for filling up the reserved vacancies, as recommended by the Committee. Instructions have also been issued to all the Branch Offices of STC that they should invariably take the help of the State Social Welfare Directors to fill up the vacancies reserved for persons belonging to Scheduled Castes/Scheduled Tribes in recruitments.**

[Ministry of Commerce O.M. No. 8(19)/88 FT (ST) dated 4-10-89]

### **Recommendation Sl. No. 12 (Para No. 3.22)**

**The Committee regret that the Bureau of Public Enterprise's instructions regarding notifying of the reserved vacancies to the All India Radio for broadcast have not been followed by the State Trading Corporation so far. The Committee recommend that Bureau of Public Enterprise's instructions of notifying the vacancies to the All India Radio for broadcast should**

always be followed by the State Trading Corporation as assured by the representative of State Trading Corporation during evidence.

#### **Reply of the Government**

BPE's Instructions provide for broadcasting the posts which are notified to the Employment Exchange as far as Group 'C' post is concerned, understand that request for broadcasting should be made by the employment exchange where a reference is made to them. In the case of posts advertised, we are taking up the matter with All India Radio for announcement, while notifying the vacancies to Employment Exchange, we are mentioning that arrangements may also be made for broadcasting the reserved posts on All India Radio.

Suitable instructions have also been issued to all the Branch Offices of STC in this regard.

However, in case of Groups A&B posts are concerned, as these are being advertised on All India basis, the same are sent to All India Radio for announcement.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

#### **Recommendation Sl. No. 13 (Para No. 3.23)**

The Committee further recommend that the vacancies reserved for SC/ST persons should also be telecast during 'Rozgar Samachar' programme of the Doordarshan as per the assurance of the representative of the State Trading Corporation during evidence.

#### **Reply of the Government**

As per present practice of Doordarshan, such of the posts which are being advertised in the "Employment News" are being telecasted during "Rozgar Samachar" programme of Doordarshan. As we are already advertising the posts in the "Employment News" in addition to other News papers, the posts in question being publicised in the Employment News will normally automatically be telecast by Doordarshan during the Rozgar Samachar. To make sure, we are also requesting Doordarshan to directly telecast the posts in question in Rozgar Samachar Programme.

[Ministry of Commerce O.M. No. 8(19)/88-FT (SI) dated 4-10-89]

#### **Reccommendation Sl. No. 14 (Para No.3.27)**

The Committee regret that the appointing authorities in State Trading Corporation do not indicate the precise reasons for the rejection of SC/ST



candidates to the sponsoring Employment Exchange to enable them to sponsor right type of candidate in the subsequent recruitments even though there are specific instructions to that effect contained in the Bureau of Public Enterprises Brochure on reservations for Scheduled Castes and Scheduled Tribes in the posts/services under the Public Enterprises. The Committee expect the State Trading Corporation authorities to follow these instructions scrupulously in future as assured by its representative during the evidence to enable the Employment Exchanges to sponsor right type of candidates from the SC/ST communities in subsequent recruitments.

### **Reply of the Government**

As recommended by the Committee, BPE's instructions regarding indicating the precise reasons for the rejection of SC/ST candidates to the sponsoring Employment Exchange to enable them to sponsor right type of candidates in the subsequent recruitments are now being followed. All Branch Officer of STC have also been suitably advised to follow the above instructions of BPE scrupulously.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

### **Recommendation Sl. Nos. 15 & 16 (Para No. 3.33 & 3.37)**

The Committee cannot but express their regret that the instructions regarding dereservation of reserved vacancies as laid down by the Bureau of Public Enterprises have not been followed by the State Trading Corporation authorities so far. The reserved vacancies have been dereserved in a very casual manner without taking the orders of the Chairman-cum-Managing Director in the case of dereservation of posts in categories B and C and without due authorisation by the Board of Directors of the State Trading Corporation in case of Category 'A' posts. In their opinion it is a reprehensible disregard to the Government instructions to the detriment of the persons belonging to Scheduled Castes and Scheduled Tribes in getting into the services of the Corporation. The Committee recommend that in future no post reserved for persons belonging to Scheduled Castes/Scheduled Tribes should be dereserved in the State Trading Corporation in disregard to the instructions laid down by the Bureau of Public Enterprises and without due authorisation by the competent authority.

The Committee have been informed that the position regarding the lapsing of the reserved vacancies has never been placed before the Board of Directors of the State Trading Corporation. The Committee

realise that lapsing of the reserved vacancies which have been carried forward for three recruitment year is automatic and there is no duty enjoined on the concerned authorities to place the matter before the Board of Directors yet the Committee have a feeling that had the matter been placed before the Board of Director of the State Trading Corporation, the Board might have suggested certain ways and means like going in for special recruitments confined to SC/ST candidates etc. to obviate the possibility of lapsing of the reserved vacancies. The Committee recommend that such a procedure may be followed by the State Trading Corporation authorities in future.

#### **Reply of the Government**

- Yes, there have been procedural lapses as admitted during the oral evidence. However, the posts were not strictly de-reserved but were carried forward to the next three recruitment years and at the end of 3rd recruitment year, certain posts were lapsed automatically as per Rules. However, because of this mistake in procedure, no one belonging to SC/ST has suffered.
- The backlog in SC/ST posts as on 31st December, 1987, as per assurance given by Chairman, is now being filled under the Special Recruitment Drive. It has also been ensured that even such procedural mistake do not occur in future.
- As assured by Chairman, the entire position of backlog was put up to Board at its 420th meeting held on 25th March, 89 for post-facto approval on de-reservation/carrying forward of SC/ST vacancies and filling up the posts. Board has since approved and action already initiated under the Special Recruitment Drive.
- As regards lapsing of posts, the Committee's recommendations in future will be followed strictly. Ban on de-reservation in direct recruitment has since been imposed by Government of India effective from 1st April, 1989 and because of this, lapsing of posts will not arise in future.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

**Further information called for**

**Please indicate the results of Special Recruitment Drive launched and state whether the backlog of reserved posts has been cleared.**

**Further Reply of the Government**

**The results of the Special Recruitment Drive launched by STC are given in the enclosed Annexure.**

**[Ministry of Commerce, O.M. No. 8(19)/89-FI(ST) dated 24-4-90]**

**ANNEXURE-I**

*Statement Showing Result of Special Recruitment Drive launched to clear Backlog in Group  
A.B. & C. (Position as on 10-01-1990)*

CADRE	Backlog as on 31.12.1987		Backlog already filled		Backlog yet to be filled.		REMARKS
	SC	ST	SC	ST	SC	ST	
1	2	3	4	5	6	7	8

**GROUP 'A'**

<b>MM</b>	—	1	—	—	—	1	—	Offer sent to one ST selected candidate who had declined.
<b>DMM-I</b>	1	1	1	1	—	—	—	Post offered to ST next candidate on the panel who has been granted extension upto 9.7.1990 for joining.
<b>CEM</b>	1	—	1	—	—	—	—	NIL
<b>FM</b>	1	—	1	—	—	—	—	NIL



— IIIrd attempt being made to fill-up both the posts (1=SC 1=ST).

NIL

DMM-II (T) — 1 — 1 — — — —  
 OM (G) — 1 — 1 — — — —

— None of the ST candidate found eligible for interview even under IIInd attempt.

— IIIrd attempt being made.

OM (A/Cs) 3 1 2 — 1 1 — — — —  
 5 6 3 3 2 3

— Offers already sent to 1=SC & 1=ST who are yet to join.

GROUP 'C'

INSPECTOR — 1 — — — — — 1 — — — —  
 — Offer being sent to SC candidate after inter-changing.

STENO 5 2 6\* — — — — 1 — — — —

\*One post of ST interchanged with SC.

— For filling backlog of 1=ST, names awaited from Employment Exchange under IIIrd attempt.

JR. ASSTT. 1 3 3\* — — — — 1 — — — —

\*two posts of ST interchanged with SC.

For filling backlog of 1=ST, names awaited from Employment Exchange.

	1	2	3	4	5	6	7	8
<b>DRIVER</b>	1	1	1	1	1	1	1	1
<b>GRADE-I</b>	2	3	2	3	3	3	3	NIL
<b>BRANCHES</b>	3	—	3	3	3	3	3	NIL
	12	10	15	3	—	4		

NOTE : No post exists in Group 'D' in STC.

**Recommendation Sl. No. 16 (Para No. 3.34)**

The Committee note that the Ministry of Commerce have also not been fulfilling their duty in giving guidance to the State Trading Corporation to check the dereservation of reserved posts on the basis of the statements received by the Ministry regularly from the Corporation. The Committee recommend that the Ministry of commerce should exercise due vigilance to ensure that the posts reserved for SCs/STs are not dereserved by the State Trading Corporation authorities in a casual manner. The Committee hope that the Ministry will duly strengthen its machinery to exercise effective check on the State Trading Corporation in this regard.

**Reply of the Government**

Ban on dereservation in direct recruitment has been imposed by Government with effect from 1.4.1989. Even during past, posts were not strictly dereserved but were carried forward to the next three recruitment years. Certain procedural deviations might have taken place, but no one belonging to SC/ST has suffered on this account as stated by STC in their reply to para 3.33 & 3.37. The Ministry will strengthen its monitoring system to monitor on STC in this regard.

[Ministry of Commerce O.M. No. 8 (19)/88—FT(ST) dated 4-10-89].

**Recommendation Sl. No. 18 (Para No. 3.40)**

The Committee recommend that Liaison Officer should be appointed at Regional/Branch Offices of State Trading Corporation to look after the implementation of reservation orders as assured by the representative of State Trading Corporation during evidence.

**Reply of the Government**

As per recommendation of the Committee, Dy. Liaison Officers have been nominated in all the Regional/Branch Offices of STC to keep a check on the implementation of reservation policies and maintenance of quota rosters besides looking after the interests of SC/ST employees.

[Ministry of Commerce O.M. No. 8(19)/88—FT(ST) dated 4-10-89].

**Recommendation Sl. No. 19 (Para No. 4.10)**

The Committee note that the representation of persons belonging to Scheduled Tribe in Group 'C' posts in the services of the State Trading Corporation is a negligible 1.156 percent. This has been ascribed to the fact that the recruitments are confined to the metropolitan cities like



Bombay, Calcutta, Madras, Delhi etc. Where the offices of the State Trading Corporation are located and have not been made covering the entire zones as such with the result that the number of Scheduled Tribe candidates available for recruitment has been too meagre. The Committee recommend that all recruitments to Group 'C' posts in the State Trading Corporation should be made from each zone on zonal basis to check the increasing shortfalls in the representation of Scheduled Tribes in the services of State Trading Corporation.

### Reply of the Government

As already explained to the Committee during oral evidence, recruitment to Group 'C' posts, is decentralised and Branch officer are authorised to make recruitment in Group 'C' posts. Action has already been initiated by our Branch Offices to fill up all reserved Vacancies by writing to local Employment Exchange and in the event of local Employment Exchange is not in a position to sponsor sufficient number of candidates, other Employment Exchanges within the State. Particularly those in Tribal areas can also sponsor the names of Scheduled Tribe candidates for our consideration. In addition to above, the posts will be broadcast on All-India Radio as well as advertise in the Tribal areas under the Special Recruitment Drive and we hope we will be in a position to fill up all the ST posts under the Special Recruitment Drive.

[Ministry of Commerce O.M. No. 8(19)/88—FT (ST) dated 4-10-89]

Recommendation Sl. Nos. 22, 23, 24 & 25 (Para Nos. 4.26, 4.27, 4.28 and 4.29)

The Committee note that in 1980 a scheme was introduced by the State Trading Corporation for clearing the backlog in the posts reserved for Scheduled Castes and Scheduled Tribes and selected ten SC/ST Commerce Graduates dispensing with the then prescribed qualifications. CA/CAIIB/ICWA/SAS for undergoing on the job training for a period of two years and thereafter qualifying the departmental test for confirmation in the post of Office Manager (A/Cs). During the training, the selected SC/ST candidates were paid stipend of Rs. 500/- to Rs 600/- per month and as a result of this five candidates have been absorbed on regular basis.

The Committee have further been informed that during 1985-86 the State Trading Corporation issued an exclusive advertisement for the SC/ST candidates for appointment to the post of Office Manager (A/Cs) and Office Manager (A/Cs) trainee with B. Com and M. Com. qualifications as

against the prescribed qualifications as against referred to in the foregoing para on the condition that their confirmation as Office Manager (A/Cs) will be subject to their acquiring the prescribed qualifications. As a result thereof State Trading Corporation authorities were able to recruit three persons belonging to Scheduled Castes as Office Manager (A/Cs) trainees. However, it came to the notice of the Committee during evidence that out of the three candidates selected as O.M. (A/Cs) trainees, one candidate resigned in September, 1986. Out of the remaining two, one candidate has passed Part A of the Office Manager (A/Cs) examination. The third one is yet to qualify in any of the examination as per the conditions laid in the appointment letter with the result that neither of the two has been confirmed to the post of Office Manager (A/Cs).

The Committee regret that the trainees Scheme for recruitment to Office Manager (A/Cs) post was only as a one time affair and same was the fate of the exclusive advertisement issued in 1985-86. The Committee are not convinced by the argument of the representative of the State Trading Corporation that "we are not satisfied with the success of the Scheme (Recruitment of Trainees) and we discontinued it". In the opinion of the Committee, the State Trading Corporation authorities should have analysed the weakness inherent in the Scheme and after tackling them the authorities should have made the Scheme an annual feature to wipe out the backlogs in the vacancies reserved for SCs/STs in the Office Manager (A/Cs) Cadre.

The Committee also feel that a stipend of Rs. 500/- or Rs. 600/- per month is not sufficient enough to attract SC/ST candidates to the Scheme of Office Manager (A/Cs) Trainees. Had the State Trading Corporation authorities improved the amount of stipend given to SC/ST trainee candidates, the Corporation would have been in a position to get more SC/ST candidates suitable for the post.

The Committee regret that Special advertisement to fill the posts of Office Manager (A/Cs) reserved for the SC/ST candidates was issued only once in the year 1985-86 to recruit SC/ST candidates as office Manager (A/Cs) Trainees on relaxed educational standards which resulted in the recruitment of three persons belonging to Scheduled Castes category. Out of them one has already resigned and the other two have not qualified to be confirmed in the cadre. In the opinion of the Committee the educational standards laid down for recruitment of the Office Manager (A/Cs) cadre require further relaxation so far as SC/ST candidates are concerned. The Committee will await the outcome of the review.

### Reply of the Government

As assured to the Committee and as per latest instructions of the Govt. for wiping out the backlog (taking into consideration the current backlog) efforts are being made to recruit OM (A/Cs) under the special recruitment drive Scheme by relaxing the prescribed educational qualification from ICWA (INTER)/CA (INTER) to B. Com. (2nd Division) or M. Com. In case we fail to fill up the backlog under the special recruitment drive Scheme even with relaxed standard, STC will introduce OM (A/Cs) Training Scheme on the pattern of 1985-86 and in that even we will take into consideration the recommendations of the Committee regarding enhancement of stipend.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

### Further information called for

Please state whether the vacancies reserved for SC/STs in OM (A/Cs) cadre have sine been filled up under the special drive. If not, the steps taken to introduce OM (A/C) Training Scheme and enhance stipend.

### Further reply of the Government

There had been a backlog of 3 SC and 1 ST as on 31.12.87 in the cadre of OM (A/C). Offers were sent to the 4 selected candidates. 2 SC candidates have already joined and 1 SC & 1 ST candidates are yet to join.

[Ministry of Commerce, O.M. 8(19)/89-FT (ST) dt. 24 4.90]

### Recommendation Sl. No. 30 (Para No. 4.41)

The Committee note that during the years 1985 to 1987 no posts reserved for SC/STs were filled in Group 'A' posts in the State Trading Corporation, the reason for which is stated to be the change in the promotion policy. Similarly, the Committee and that all the posts reserved in Group 'B' and 'C' posts were also not filled during these years with the result that a large number of reserved vacancies had to be carried forward during these years in all groups of post. During the evidence, the Chairman of State Trading Corporation attributed the carrying forward of a large number of reserved posts to the lack of all out efforts on the part of State Trading Corporation authorities. The Committee expect the State Trading Corporation authorities to make all out efforts including resorting to special recruitments to fill all the reserved vacancies in all groups of posts in State Trading Corporation during the year 1989 as assured by the Chairman of State Trading Corporation during evidence. The Committee

will await the outcome of the efforts made by State Trading Corporation in this regard.

### **Reply of the Government**

As recommended by the Committee, we had already initiated action to clear backlog in all the posts reserved for SC/ST in groups A, B and C, as approved by Board in its meeting held on 25.03.1989. Accordingly, we have identified backlog in all groups and action initiated to clear backlog through Special Recruitment Drives. All the Branch Offices of STC have also been advised to take similar action in respect of Group 'C' posts, recruitment of which comes under their jurisdiction.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

### **Further information called for**

Please state if backlog in groups 'A', 'B' and 'C' categories posts have been cleared through Special Recruitment Drives at Hqrs. as well as at Branch offices. If not, what steps are contemplated to clear the backlog.

### **Further Reply of the Government**

The details as indicated in the enclosed Annexure against S. No. 4 suitably reflect the position.

[Ministry of Commerce, O.M. No. 8(19)/89-FT (ST) dt. 24-4-90]

### **Recommendation Sl. No. 32 (Para No. 4.50)**

The Committee recommend that the Bureau of Public Enterprises instructions regarding the interviews of SC/ST candidates on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed should be followed meticulously by State Trading Corporation to ensure that SC/ST candidates are judged on relaxed standard as assured by the representative of the Corporation during evidence.

### **Reply of the Government**

The BPE's instructions regarding conducting interview of SC/ST candidates on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed shall be followed by STC to ensure that SC/ST candidates are judged on relaxed standards as recommended by the Committee, Suitable instructions have also been

**issued to all the Branch Offices of STC for strict compliance of the above instructions of BPE.**

**[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]**

**Recommendation Sl. No. 33 (Para No. 4 58)**

The Committee note that interview letters are sent under certificate of posting and the appointment letters are sent through Registered AD post by the State Trading Corporation to the SC/ST candidates. The Committee recommend that the interview letters also should be sent to SC/ST candidates by Registered Post A.D. as assured by the representative of the State Trading Corporation during evidence and a copy of the interview/appointment letter may also be issued through ordinary post to have a double check on the safe receipt of such letters by the SC/ST candidates.

**Reply of the Government**

As recommended by the Committee, Interview/Appointment letters will be sent to SC/ST candidates both by registered and ordinary posts to have a double check on the safe receipt of such letters by the SC/ST candidates. Suitable instructions have been issued to all the Branch Offices for strict compliance of above recommendation of the Committee.

**[Ministry of Commerce O M. No. 8(19)/88-FT (ST) dated 4-10-89]**

**Recommendation Sl. No. 34 (Para No 4.59)**

The Committee have been informed that the State Trading Corporation take nearly 4 to 6 months for completing the recruitment process from the date of issue of advertisements etc. The Committee feel that there is scope for abridging this gap. They recommend that the State Trading Corporation authorities should review the position with this end in view. The Committee will await the outcome of such a review.

**Reply of the Government**

Sincere efforts are being made for abridging the gap in the recruitment process between the advertisement and the final selection and STC will review the position keeping this thing in mind after some time as recommended by the Committee. We will send the outcome of such a review after the Special Recruitment Drive is over.

**[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]**

**Further information called for**

**Please state what precise steps have been taken to reduce the time**

period between the issue of advertisement and the final selection of candidates. Has the position been reviewed after special drive was over ?

#### Further reply of the Government

STC has abridged the gap between the advertisement and the final selection from 4-6 months to 3 months.

[Ministry of Commerce, O.M. No. 8(19)/89-FT (ST) dt. 24.4.90]

#### Recommendation Sl. No. 36 (Para No. 4.64)

The Committee note that at present State Trading Corporation gives 15 days for written test/interview and 30 days for joining the assignment after selection to SC/ST candidates. The Committee recommend that 30 days for written test and 15 days for interview should be given to SC/ST candidates as assured by the representative of the State Trading Corporation during the evidence.

#### Reply of the Government

As recommended by the Committee, we have already started giving a time of 30 days for written test and 15 days for interview to SC/ST candidates. Necessary instructions have already been issued to all the Branch Offices of STC for compliance.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

#### Recommendation Sl. No. 37 (Para No. 5.4)

The Committee have been informed that the SC/ST Cell at the Corporate Office level of the State Trading Corporation is responsible for the redressal of the complaints/grievances of the SC/ST employees. However these complaints have so far been received through the SC/ST Associations only. In spite of the assertion of the State Trading Corporation authorities that there was no bar on the sending of complaints/grievances by the SC/ST employees direct to the Cell in the individual capacity, from the statistics furnished to them, the Committee infer that the submission of individual complaints/grievances is not encouraged by the State Trading Corporation. The Chairman of the Corporation has stated during evidence that he has started holding periodical open house discussions with the employees where individual grievances are brought to his notice by the concerned employees. The Committee feel that this step is in the right direction. However, in their opinion, the State Trading Corporation authorities should take suitable steps to dispel the aura of fear in the minds of SC/ST

employees that if they send individual grievances/complaints direct to the State Trading Corporation authorities may take action detrimental to their interest.

### Reply of the Government

In order to dispel the aura of fear in the minds of SC/ST employees that if they send individual grievances complaints direct to STC authorities, the authorities may take action detrimental to their interest, a circular has been issued to the effect that SC/ST employees are free to send their grievances/complaints direct to STC authorities without having any fear, whatsoever and that for sending their grievances/complaints direct to STC authorities by SC/ST employees no action will be taken against them. Grievances/complaints as and when received shall be dealt with expeditiously.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4.10.89]

### Recommendation Sl. No. 38 (Para No. 5.5)

The Committee also recommend that machinery should also be set up at regional offices of State Trading Corporation to redress the complaints/grievances of SC/ST employees.

### Reply of the Government

To keep a check on the implementation of the reservation orders and maintenance of quota roster besides looking after the interest of SC/ST employees and for the re-dressal of their grievances/complaints, following steps have been taken by STC :—

- SC/ST Cells had been set-up in all the Regional/Branch Offices.
- Grievance/complaint registers are being maintained in CO. as well as in Branch Offices specially for SC/ST employees.
- Dy. Liaison Officers have been nominated in all the Regional/Branch Offices.

In case of any grievance, an SC/ST employee can approach the Branch Manager as far as Branch Offices are concerned, and in the event BM is not in a position to re-dress the grievance of SC/ST employees, the same are referred to C.O.

A Circular has also been issued that SC/ST employees can also send their grievances/complaints direct to authorities at C.O. without having

any fear and their grievances/complaints shall be dealt with expeditiously.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

**Recommendation Sl. No. 39 (Para No. 5.10)**

The Committee note that the training needs of the SC/ST employees in the State Trading Corporation have not ever been identified by the authorities as provided in the instructions issued by the Bureau of Public Enterprises with the result that no separate trainings have been arranged exclusively for the SC/ST employees to improve their career prospects. The Committee recommend that special training courses may be arranged for the SC/ST employees as assured by the Chairman, State Trading Corporation during evidence.

**Reply of the Government**

As assured by the Chairman STC, the following action for Training of SC/ST employees is being organised immediately :-

- One Programme on Job knowledge :
- One Programme on Supervisory Development/General Management.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

**Further information called for**

Plases indicate the results of the special training courses organised for SCs/STs.

**Further reply of the Government**

41 SC/ST employees have been exposed to various training programmes organised by STC on different facets of job knowledge and supervisory developments during 1989, till 10.4.90.

STC organised, in collaboration with BPE, an in-house Appreciation Programme on Reservation Policy for SC/STs in PSUs for the dealing Managers/Liaison Officers/representatives of SC/ST Association from November 15.17.1989.

STC nominated 2 SC/ST Managers for about 12 weeks' training in UK under Colombo Plan during 1990 in the fields of marketing and finance.



The nominee for finance discipline has since been selected and is proceeding to London shortly.

STC proposes to organise a programme on job knowledge/supervisory development exclusively for SC/ST employees during 1990-91.

[Ministry of Commerce, O.M. No. 8(19)/89-FI(ST) dt. 34-4-90]

**Recommendation Sl. No. 41 (Para No. 5.19)**

The Committee have been informed that at present no training is given to SC/ST employees in the language of the countries of the postings. The Committee recommend that as the process of selection etc. takes more than six months, it may not be difficult for the State Trading Corporation authorities to arrange a training for the SC/ST employees likely to be selected for such postings lest they feel handicapped in the countries of their postings.

**Reply of the Government**

To encourage all the employee including SC/STs, as per existing rule, we are bearing the cost of tuition fee for such of the employees who are learning foreign languages and also giving incentive ranging from Rs. 500/- to Rs. 1000/- over and above the tuition fee on acquiring Diploma in any Foreign Language. As such, SC/ST employees are not handicapped for learning foreign languages to prepare themselves for foreign postings.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

## CHAPTER III

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

#### Recommendation Sl. No. 20 (Para No. 4.11)

The Committee have been informed that some relaxation is given to SC/ST candidates in the written test and typing test etc. for recruitment conducted by State Trading Corporation. However, no relaxation is extended to SC/ST candidates in the percentage of eligibility marks for applying for Group 'C' posts by the SC/ST candidates in the services. The Committee recommend that some relaxation may be provided in the minimum percentage of marks required for SC/ST candidates to be eligible to apply for posts in the services of State Trading Corporation as assured by the representative of the State Trading Corporation during evidence.

#### Reply of the Government

In Group 'C' posts, we are generally making recruitment in the cadres of Junior Assistant, Junior Stenographers. The qualification prescribed for these posts is only a recognised Degree and as such the question of giving relaxation to SC/ST candidates in percentage of eligibility of marks for applying for these posts does not arise.

However, in regard to other technical posts in Group 'C', the recommendations of the Committee for giving some relaxation in the minimum percentage of marks for SC/ST will be kept in mind subject to requirements of the job.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

#### Recommendation Sl. No. 31 (Para No. 4.47)

The Committee note that at present no arrangements exist in the State Trading Corporation to impart pre-recruitment training to SC/ST candidates who appear in the Shorthand and Thing Tests for recruitment to the post of Junior Stenographer. The Committee recommend that

necessary arrangements may be made by the State Trading Corporation authorities to impart the pre-recruitment training in Shorthand and Typing for the SC/ST candidates as assured by the representative of the Ministry during evidence.

### Reply of the Government

As already pointed out in reply to para No. 4.32 that we have initiated action to recruit Stenographers for filling up the previous backlog as well as the current backlog under the Special Recruitment Drive Scheme. However, in case we fail to clear the backlog, we will introduce pre-recruitment Stenographer Training Scheme, as already assured to the Committee.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4.10.89]

### Further information called for

Please state if vacancies of stenographers reserved for SC/ST candidates have been filled up through Special Recruitment Drives. If not, please state whether pre-recruitment training scheme for Stenographers has been introduced.

### Further reply of the Government

Of the backlog of 7 posts, six posts have already been filled up and only one ST vacancy remains unfilled. In case, STC fails to get any suitable candidate in another attempt, even after giving relaxation beyond the prescribed limit, it proposes to give pre-recruitment training for clearing the backlog of 1 ST vacancy in the cadre of Junior Stenographer.

[Ministry of Commerce, O.M. No. 8(19)/89-FT (ST) dt. 24-4-90]

### Recommendation Sl. No. 40 (Para No. 5.18)

The Committee note that out of 20 Officers given foreign postings in the State Trading Corporation, the number of Scheduled Castes Officers among them is three and the number of Scheduled Tribe Officer is one. The Committee recommend that while selecting officers for postings abroad, the State Trading Corporation authorities should show some consideration to the SC/ST officers for such postings which would not only add to their efficiency but will also acquaint them with the work culture in the foreign countries of their postings. This will in itself be in the interest of the State Trading Corporation.

**Reply of the Government**

For foreign posting, the criterion is different than the posting to local Branches. Wherever SC/ST Officers were meeting the requirement, preference has been given to them as is evident from the figures itself. However, the Committee's recommendations will be kept in view while selecting Managers for postings abroad in future, consistent with the trading interests/requirements/targets of S.T.C.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

## CHAPTER IV

### RECOMMENDATIONS/OBSERVATION IN RESPECT OF WHICH REPLY OF THE GOVERNMENT HAS NOT BEEN ACCEPTED BY THE COMMITTEE AND REQUIRE REITERATION

#### Recommendation Sl. No. 1 (Para No. 1.14)

The Committee note that at present none of the Directors on the Board of Directors of the State Trading Corporation belongs to any Scheduled Castes/Scheduled Tribes. They have been informed that in case of appointments of Executive Directors, the State Trading Corporation authorities forward a list of internal candidates for such appointments to Public Enterprises Selection Board who recommend the names of suitable persons to the appointment Committee of the Cabinet for final selection. It has also been brought to the notice of the Committee that at present there are two vacancies of Executive Directors for which names of the internal candidates are being forwarded to Public Enterprises Selection Board and one of the Chief General Manager who fulfils all the qualifications belongs to Scheduled Tribe and his name is being sponsored for appointment as a Director. The Committee recommend that while suggesting the names for appointments of Executive Directors, the State Trading Corporation authorities should invariably make concerted efforts to sponsor eligible SC/ST internal candidates for such appointments. Meanwhile this recommendation of the Committee should be brought to the notice of the Government so that while appointing non-Executive Directors every effort is made to appoint one person belonging to Scheduled Castes/Scheduled Tribes as Director on the Board of Directors of the State Trading Corporation.

#### Reply of the Government

For appointment of Executive Directors on the Board of PSUs the finalisation of panel of names is done by Public Enterprises Selection Board (PESB). At the time of making selections, PESB also considers candidates belonging to Scheduled Castes and Scheduled Tribes. Ministry has also been suggesting the names of internal candidates (working in STC) to PESB for consideration, if they otherwise fulfil the qualifications.

As regards non-Executive Directors, such appointments are made ex-officio. Only the officers dealing with the trading operations of STC, are nominated by the concerned administrative Ministry with the approval of their Minister. If an SC/ST Officer does not handle that particular work, he cannot be nominated on the Board of Directors STC.

Government have taken note of the recommendation of the Committee so that SC/ST persons if they otherwise fulfil qualifications and meet job requirements, could be given adequate representation on the Board of STC.

[Ministry of Commerce, O.M. No. 8(19)/88-FT (ST) dated 4.10.89]

#### Further information called for

Please state whether it has been possible to appoint any SC/ST candidate as Executive Directors till date. Has any SC/ST candidate nominated on the Board as non-official Director ?

#### Further reply of the Government

The procedure for appointments as Executive Directors as well as non-Executive Directors on the Board of STC is already indicated in the earlier reply. As stated therein, Govt. have taken note of this recommendation so that SC/ST persons, if they otherwise fulfil qualifications and meet job requirements, could be given adequate representation on the Board of STC.

[Ministry of Commerce, O.M. No 8(19)/89-FT (ST) dated 24-4-1990]

#### Recommendation Sl. No. 2 (Para No. 1.24)

The Committee note that the Ministry of Commerce have appointed a Liaison Officer in the rank of Director for checking the implementation of the reservation orders in the State Trading Corporation. However, the Ministry's Liaison Officer has been monitoring the implementation of the reservation policy on the basis of the information available at the headquarters of the Corporation and he does not visit any regional office with the result that no proper check has been exercised by him so far to ensure proper maintenance of the rosters at the regional offices for filling up the vacancies reserved for SCs/STs on the basis of regional reservations in recruitments and through promotions. The Committee need hardly point out that the roster is a sacred mechanism to keep a watch on the proper and adequate intake of Scheduled Castes/Scheduled Tribes in services as

also to give them their due in promotions and that it would cease to have any significance, whatsoever, if it is not maintained properly in the light of existing rules, regulations and instructions. The Committee, therefore, recommend that the Liaison Officer of the Ministry of Commerce should make it a practice to visit each regional office of the State Trading Corporation at least once a year to ensure proper maintenance of the rosters as also the implementation of the other facets of the reservation policy as assured by the representative of the Ministry during the evidence.

### **Reply of the Government**

STC is having 20 regional offices in India. Some other Public Sector Undertakings under this Ministry are also having a number of regional offices in different parts of the country as also abroad. However, the recommendations of the Committee have been noted for compliance to the maximum extent possible as it would be extremely difficult for the Liaison Officer to visit all the regional offices of STC and other Public Sector Undertakings once in a year. Moreover as stated in reply to para 3.40, the STC has nominated a Dy. Liaison Officer in all Regional/Branch Offices of STC to monitor implementation of reservation policies.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

### **Further information called for**

Please indicate how many times since presentation of Report of the Committee in April, 1989, Liaison Officer from the Ministry visited various regional offices of STC with a view to check the roster. The names of regional offices and their staff strength may also please be stated.

### **Further reply of the Government**

Formal orders appointing an officer of the Ministry as Liaison Officer have since been issued and the Liaison Officer designated for the purpose proposed to visit STC's office at Bombay in the later part of this month with a view to check the roster.

[Ministry of Commerce, O.M. No. 8(19)/89-FT (ST) dated 24-4-90]  
*Comments of the Committee Please see Chapter 1, para 1.7*

### **Recommendation Sl. No. 4 (Para No. 1 31)**

The Committee note that at present Foreign Trade (State Trading) Division of the Ministry of Commerce inter-alia looks after the implementation of the reservation policy in the State Trading Corporation. The Ministry has not set up any separate cell to monitor the implementation of the policy in the Undertakings under its administrative control which

In the opinion of the Committee is a negation of the Government orders on the subject. The Committee recommend that the Ministry set up a separate cell to monitor exclusively the implementation of the reservation policy in the Public Undertakings under it including the State Trading Corporation as assured by the Joint Secretary of the Ministry during the evidence.

#### **Reply of the Government**

The question of setting up a separate cell to monitor exclusively the implementation of reservation policy in the Public Sector Undertakings under the Ministry should be judged according to the volume of work involved. This will be examined in consultation with the work study unit of the Ministry.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

#### **Further information called for**

Please state whether the volume of work has been examined in consultation with the work study unit. If so, furnish a copy of its findings and indicate the steps taken to set up SC/ST Cell based on the findings.

#### **Further reply of the Government**

Internal Work Study Unit of the Ministry of Commerce has included the study in its annual work programme for the year 1990-91.

[Ministry of Commerce, O.M. No. 8(19)/89-FT (ST) dated 24-4-1990]

*Comments of the Committee Please see Chapter 1, Para 1.10*

#### **Recommendation Sl. No. 21 (Para No. 4 12)**

The Committee note that so far State Trading Corporation has not undertaken any special recruitment to wipe out the backlog in filling posts reserved for SC/ST candidates. The Committee recommend that special recruitments confined to SC/ST candidates exclusively may be undertaken by the State Trading Corporation authorities to wipe out such backlogs. In this regard, the Committee would like to stress that Recruitment Teams should be sent to areas in the North-East like Assam, Meghalya, Manipur, Tripura etc. to recruit persons belonging to Scheduled Tribes so that their representation in the services of the State Trading Corporation improves to the required level.

#### **Reply of the Government**

Action has already been initiated for wiping out of backlog under the Special Recruitment Drive confined to SC/ST candidates only in all the Groups as recommended by the Committee.



It is hoped that under the Special Recruitment Drive for which Branches have also been authorised that while writing to Employment Exchange they should put a clause that in case Employment Exchange is not in a position to sponsor sufficient number of candidates belonging to ST, all other Employment Exchanges of the State, particularly those in Tribal areas will be considered. In doing so, we hope to clear the backlog under Special Recruitment Drive.

While we are sending recruitment team to the campus for recruitment Management Trainee in SC/ST, category, it may not be practicable to send such team for lower level recruitment (Group 'C') in tribal areas.

[Ministry of Commerce O. M. No. 8(19)/88-FT (ST) dated 4-10-89]

*Comments of the Committee Please see Chapter 1, Para 1.13*

**Recommendation Sl. Nos 26, 27 & 28 (Para Nos. 4.30, 4.31 4.32)**

The Committee note that during the year 1980 an attempt was made for the first time by the State Trading Corporation to select candidates as Stenographer trainees. Out of eight candidates selected only one came up for training who was given three chances to qualify in the shorthand/typing test prescribed for recruitment to the post and yet he could not pass the shorthand test and had to be finally appointed as Junior Assistant on the basis of qualifying typing test only.

A similar attempt was made during the year 1981 and 22 candidates were selected as trainee Stenographers out of whom none could qualify even after extending the training period of one year.

The Committee regret that no attempt has been made by the State Trading Corporation to assess and analyse the reasons as to why none of the candidates selected as trainee Stenographers during the years 1980 and 1981 could come up to the required standard in Shorthand and typing for appointment as Stenographer. In their opinion, had the State Trading Corporation authorities made any scientific analysis of the shortcomings in the training Scheme and improved the content thereof, some of the SC/ST candidates selected for training would have acquired the requisite proficiency in shorthand and typing for absorption as Stenographers in the Corporation. The Committee recommend that such an analysis may now be made for the improvement of the content and duration of the training and the scheme of recruitment of trainee Stenographers be made a regular feature in the State Trading Corporation. In their opinion a stipend of Rs. 300/- per month to the trainee Stenographer is too meagre to attract the required number of SC/ST candidates to the Scheme. The Committee

recommend that the stipend should be suitably enhanced.

### **Reply of the Government**

As assured to the Committee and as per latest instructions of the Govt. for wiping out the backlog even while taking into consideration the current backlog, efforts are being made to recruit Stenographers under the Special Recruitment Drive Scheme. However, in case we fail to fill up the backlog under the Special Drive Scheme, we will introduce Stenographer Training Scheme on the pattern of 1980-81 and in that event we will take into consideration the recommendations of Committee regarding enhancement of stipend.

Incidentally, it may be mentioned that the situation regarding intake of SC/ST Stenographers has improved for the last 2-3 years and we hope to fill the backlog as well as the current reserved vacancies in the special drive.

### **Further information called for**

Please state whether the backlog for the posts of Stenographers reserved for SCs/STs have since been cleared. If not, what is being done to introduce training scheme, to enhance stipend and training centre established.

### **Further reply of the Government**

There had been a backlog of 5 SC and 2 ST as on 31.12.87 in the cadre of Junior Stenographer out of which 5 SC and 1 ST candidates have already been appointed after giving relaxation in shorthand/typewriting speed beyond the prescribed limit in 2 cases. Even after this, STC could not get any ST candidate for filling up the 7th post for which another attempt is being made by STC.

[Ministry of Commerce, O.M. No. 8(19)/89-FT (ST) dated 24-4-90]

*Comments of the Committee Please see Chapter I, Para 1.*

### **Recommendation Sl. No. 35 (Para No. 4.60)**

The Committee recommend that in the appointment letters issued to SC/ST candidates, some indication may be given that reasonable delay in joining for valid reasons will be condoned in deserving cases as assured by the representative of the State Trading Corporation during evidence.

**Reply of the Government**

It will not be practicable to put in the appointment letter any clause condoning in advance delay in joining S.T.C. by SC/ST candidates. However, SC/ST candidates will be given extension in joining time due to one reason or the other on their written request as already assured by the representative of STC during evidence.

[Ministry of Commerce O.M. No. 8(19)/88-FT (ST) dated 4-10-89]

*Comments of the Committee Please see Chapter I, Para 1.19.*

## **CHAPTER V**

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

#### **Recommendation Sl. No. 29 (Para No. 4.33)**

The Committee recommend that the State Trading Corporation establish their own training centre to impart training to the trainee Stenographer at the earliest as assured by the representative of the Corporation during evidence.

#### **Reply of the Government**

We are planning to establish our own training centre.

[Ministry of Commerce O M. No. 8(19)/88-FT (ST) dated 4-10-89]

#### **Comments of the Committee**

The Committee would like to be apprised of the action taken regarding setting up of training centre for Stenographers and the details thereof.

## APPENDIX

(Vide para 4 of the Introduction)

**Analysis of the Action Taken by the Government on the recommendations contained in the Forty-eighth Report of the Committee.**

<b>1. Total number of recommendations</b>	<b>41</b>	
<b>2. Recommendations which have been accepted by Government</b>		
<i>(Vide recommendations at Sl. Nos. 3, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 22, 23, 24, 25, 30, 32, 33, 34, 36, 37, 38, 39, 41)</i>		
Number	...	3
Percentage to total	...	70.73%
<b>3. Recommendations which the Committee do not desire to pursue in view of the Government replies (Vide recommendations at Sl. Nos. 20, 31, 40)</b>		
Number	...	3
Percentage to total		7.32%
<b>4. Recommendations in respect of which final replies of Government have not been accepted by the Committee and which require reiteration (Vide recommendations at Sl. Nos. 1, 2, 4, 21, 26, 27, 28, 35)</b>		
Number	...	8
Percentage to total	...	19.51%
<b>5. Recommendation in respect of which final reply has not been received (Vide recommendation at Sl. No. 29)</b>		
Number	...	1
Percentage to total	...	2.44%

---

© 1990 BY LOK SABHA SECRETARIAT

PUBLISHED UNDER RULE 382 OF THE RULES OF PROCEDURE AND CONDUCT  
OF BUSINESS IN LOK SABHA (SEVENTH EDITION) AND PRINTED BY  
M/S. GUPTA PRINTING WORKS, 472 ESPLANADE ROAD, DELHI-110006

---