

**COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1994-95)**

**(TENTH LOK SABHA)**

**FORTY-FIRST REPORT**

**MINISTRY OF INDUSTRY  
(DEPARTMENT OF HEAVY INDUSTRY)**

Action Taken by Government on the recommendations contained in the Thirty-Second Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Industry (Department of Heavy Industry)—Reservation for and employment of Scheduled Castes and Scheduled Tribes in Cement Corporation of India Limited.]



सत्यमेव जयते

*Presented to Lok Sabha on 24 March, 1995  
Laid in Rajya Sabha on 24 March, 1995*

**LOK SABHA SECRETARIAT  
NEW DELHI**

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF  
SCHEDULED CASTES AND SCHEDULED TRIBES  
(1994-95)

Shri Paras Ram Bhardwaj—*Chairman*

MEMBERS

*Lok Sabha*

2. Smt. Dil Kumari Bhandari
3. Shri Bapu Hari Chaure
4. Shri Harchand Singh
5. Smt. Kamla Kumari Karreddula
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*Rajya Sabha*

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25. Shri Satya Prakash Malaviya
26. Kumari Mayawati
27. Shri V. Narayanasamy
28. Shri Kameshwar Paswan
29. Shri Ram Ratan Ram
30. Shri S.S. Surjewala

SECRETARIAT

1. Shri G.C. Malhotra — *Joint Secretary*
2. Shri Babu Ram — *Deputy 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 Forty-First Report (Tenth Lok Sabha) on Action Taken by Government on the recommendations contained in the Thirty-Second Report (Tenth Lok Sabha) on the Ministry of Industry (Department of Heavy Industry)-Reservation for and employment of Scheduled Castes and Scheduled Tribes in Cement Corporation of India Ltd.

2. The Draft Report was considered and adopted by the Committee on 13 January, 1995.

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

- I. Report
- II. Recommendations/observations, which have been accepted by Government.
- III. Recommendations/observations to which the Committee do not desire to pursue in view of the Government replies.
- IV. Recommendations/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.
- V. Recommendations/observations in respect of which final replies of Government have not been received.

4. An analysis of the Action Taken by Government on the recommendations contained in the Thirty-Second Report of the Committee is given in the Appendix. It would be observed therefrom that out of 9 recommendations made in the Report, 3 recommendations *i.e.* 33.33 percent have been accepted by Government. The committee do not desire to pursue 4 recommendations *i.e.* 44.45 percent; 1 recommendation *i.e.* 11.11 percent, in respect of which reply of Government has not been accepted by the Committee, require further comment; 1 recommendation *i.e.* 11.11 percent in respect of which final reply of Government has not been received.

NEW DELHI;  
23 March, 1995  
Chaitra, 1917 (S)

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

## CHAPTER I

### REPORT

1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Thirty-Second Report (Tenth Lok Sabha) on the Ministry of Industry (Department of Heavy Industry) on "Reservations for and employment of Scheduled Castes and Scheduled Tribes in Cement Corporation of India Ltd."

1.2 The Thirty Second Report was presented to Lok Sabha on 26th April, 1994. It contained 9 recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under:—

- (i) Recommendations/observations which have been accepted by Government (Sl. No. 3, 4 and 9)
- (ii) Recommendations/observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. 1, 2, 5 and 8)
- (iii) Recommendations/observations replies to which have not been accepted by the Committee and which needs reiteration (Sl. No. 6)
- (iv) Recommendations/observations in respect of which final replies of the Government have not been received. (Sl. No. 7)

1.3 The Committee will now deal with the action taken replies of the Government which need reiteration.

#### *Promotion*

#### Recommendation (Sl. No. 6, Para No. 3.6)

1.4 In the original report, the Committee had observed that during the years 1991, 1992 and 1993 no ST candidate was promoted in Group A post in CCI, the percentage of promotion of SC/ST candidates in other Groups was also low. The shortfall has been attributed to non-availability of candidates meeting the eligibility conditions. The Committee, therefore, had drawn the attention of the Ministry to the following recommendations in para 2.23 of their 24th Report (1993-94):—

"The Committee regret to note that there is no relaxation in the qualifying period of service for Scheduled Castes/Scheduled Tribes and consequently vacancies reserved for Scheduled Castes/Scheduled Tribes remains unfilled. The Committee recommend that Ministry should consider to provide relaxation in the qualifying period of service so that that backlog quota can be filled up.

The Committee further recommend that the Department of Personnel and Training should give due concessions to Scheduled Castes/Scheduled Tribes in all levels in promotions both for officers and other grades."

The Committee had desired that the above recommendations of the Committee should be implemented so that the quota reserved for SCs/STs in promotion is filled up.

1.5 In their reply the Government have stated that the orders/instructions in regard to reservations, relaxation, concessions, etc. for SCs and STs are issued by the Department of Personnel & Training from time to time. The Department of Public Enterprises extend these instructions to the Public Sector Undertakings through their administrative Ministries/Departments. In promotion through Departmental Competitive Examinations, the qualifying standard is relaxed in favour of SC/ST candidates. In promotion by seniority subject to fitness and in promotion by selection in Group "C" and "D" posts, SC/ST officers are adjudged separately and not alongwith other officers and if they are fit for promotion, they are included in the list irrespective of their merit as compared to other officers. In respect of promotion by selection to Group "B" within Group B and from Group 'B' to the lowest rung of Group 'A' the field of choice is extended to five times the number of vacancies and SC/ST candidates (and not any other coming within the extended field of choice are considered against the vacancies reserved for them. Further, if SC/ST candidates obtain on the basis of merit with due regard to seniority on the same basis as others, less number of vacancies than that reserved for them, the difference is to be made up by selecting candidates of these communities who are in the zone of consideration irrespective of merit provided they are not considered as unfit. In promotion by selection to post within Group 'A' which carry an ultimate salary of Rs. 5700/- or less, the SC/ST officers who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which select list has to be drawn up, would be included provided they are not considered as unfit. Thus, concessions are already being given to SC/ST candidates at almost all levels in promotion both for officers and other grades. However, relaxation of qualifying service is not contemplated.

[Ministry of-Industry (Deptt. of Heavy Industry) O.M.No.C-10/93-SC/ST-Cell dated 01.12.1994.]

1.6 The Committee note that the Government is giving various concessions to SC/ST persons at different levels of promotion. But the Committee are unhappy to find that there is no relaxation in the qualifying period of service for SC/ST employees for which they are not able to qualify for promotion as a result of which there is backlog of SC/ST employees in Promotion. The Committee desire that the Ministry should give concessions to SC/ST persons in the period of service in promotion so that backlog of SC/STs in promotion can be overcome.

## CHAPTER II

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

#### **Recommendation (S.No. 3, Para No. 2.20)**

The Committee have noted, in this connection, that whereas posts reserved in Group A and B are advertised in various leading newspapers of the country on All India basis, the reserved posts in Groups C and D are notified only to the local Employment Exchanges. In case no SC/ST candidates are sponsored and a non-availability certificate is issued by the Employment Exchange, the reserved posts in Group C and D are advertised in leading local newspapers. Further, there is no proper system to broadcast/telecast of these posts over All India Radio and Doordarshan. On being persuaded by the Committee, the Corporation has assured them that vacancies which are filled on regional basis as well as those which are filled on All India basis will henceforth be advertised on AIR/Doordarshan also. The Committee desire that the necessary instructions may be issued by the Corporation to elicit better response from suitable SC/ST candidates to the various posts advertised by the Corporation.

#### **Reply of Government**

In order to improve representation of SC/ST candidates, while resorting to Special Recruitment Drive as and when the need arises the Corporation will notify the vacancies in respect of Group A and B posts on All India basis and in respect of Group C and D posts in State dailies after obtaining non-availability certificate from Employment Exchange. The vacancies notified for filling of SC/ST candidates will also be announced in Doordarshan/AIR and also notified to voluntary associations of SC/ST with a view to have a considerable good response for filling of reserved posts.

[Ministry of Industry (Department of Heavy Industry) O.M.No. C-10/93-SC/ST-Cell, dated 1.12.94]

#### **Recommendation (S.No. 4, Para No. 2.21)**

The Committee note that various concessions/relaxations as mentioned in para 2.14 of this Report are given by the Corporation to SCs/STs at the time of direct recruitment. They suggest that in order to clear the backlog of vacancies for SCs/STs the Corporation may examine the question of giving some further relaxations to SC/ST candidates to enable them to qualify for appointment to the posts reserved for them

### Reply of Government

The Corporation in order to clear the backlog vacancies for SC/ST besides the following relaxations/concessions will consider for selection of candidates for appointment as Trainee after due consideration of the job requirement:—

- (i) Upper age limit is relaxed by 5 years.
- (ii) Degree of attainment in the examination is relaxed, for example, 'A first class degree from a recognised university' is relaxed to 'A degree from recognised university'
- (iii) Scheduled Caste and Scheduled Tribe candidates are exempted from payment of application fee.
- (iv) Experience: if the prescribed experience is 3 to 5 years, it is relaxed by one year and if the prescribed experience is 6 to 10 years, it is relaxed by maximum of two years and so on in the case of SC/ST candidates. However, no relaxation is given if the prescribed experience is less than three years.
- (v) Travelling allowance:—
  - (A) All SC/ST candidates called for interview for Executive posts in Group 'A' are reimbursed 1st class return rail fare.
  - (B) SC/ST candidates called for interview for Supervisory posts in Group 'B' are reimbursed IIInd class return rail fare.
  - (C) SC/ST candidates called for the post of trainees are reimbursed IIInd class fare for appearing in the written test as well as interview while such reimbursement is made to the general category candidates for attending interviews only.
  - (D) SC/ST candidates who apply for Group 'C' and 'D' posts in response to advertisement are reimbursed IIInd class return rail fare while no such reimbursement is made to general category candidates.

[Ministry of Industry (Department of Heavy Industry) O.M.No. C-10/  
93-SC/ST-Cell, dated 1.12.1994]

#### Recommendation (S.No. 9, Para No. 4.14)

The Committee note that CCI has evolved a Grievance Settlement procedure and the grievance of SC/ST employees are settled either through this process or by examining the matter based on representation of the employees. However, the Committee are concerned to note that no records of grievances of SC/ST employees, nor of the remedial steps taken has been maintained in the CCI. The Committee therefore recommend that in order to ensure fair and expeditious disposal of complaints/grievances of SC/ST employees separate register should be maintained to



keep a proper record of the representations/grievances of SC/ST employees both at the Corporation as well as Regional Offices and the remedial action taken in each case should also be recorded therein.

#### **Reply of Government**

The Corporation has issued instructions for speedy redressal of grievances of SC/ST employees with a view to have effective monitoring on the disposal of grievances of SC/ST employees. A separate register has been opened to keep proper record on the representations/grievances and the decision on the redressal will be recorded in the register with a view that the status of disposal of representations/grievances is easily available for review by higher authorities in order to safeguard the interest of SC/ST employees.

[Ministry of Industry (Department of Heavy Industry) O.M. No. C-10/93-SC/ST-Cell, dated 1.12.1994]

## CHAPTER III

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

#### Recommendation (S. No. 1, Para No. 1.9)

The Committee find that the present strength of Board of Directors of CCI is 8 as against maximum number of 12 Directors provided under the Articles of Association of the Corporation and there is no representation of SC/ST on the Board of Directors. The Secretary of the Ministry of Heavy Industries stated during evidence that it was for the Govt. to decide whether there should be a member of SC/ST community on the Board of Directors of Public Undertakings. The Committee would like to draw attention in this connection to the fact that in pursuance of the recommendation of the Committee in their earlier Reports, Govt. had appointed in Sept-October, 1989 one non-official Director belonging to SC/ST in each of twelve nationalised banks. They were further assured that it would be the endeavour of the Govt. to appoint at least one Director belonging to SC/ST on the remaining banks also as and when the remaining vacancies on their Boards are filled up. The Committee strongly recommend that Govt. should issue necessary guidelines providing for appointment of at least one SC/ST person as non-official Director on the Board of Directors of Public Undertakings also so that interests of SC/STs are looked after more effectively.

#### Reply of Government

Presently, there is no reservation for any community in the appointment of the Board level posts in the PSUs. The policy of the Government is to select Directors from amongst persons with proven ability and good record in the field of industry, commerce, administration, finance, etc. In the new industrial policy of July, 1991, the need for making the Boards of PSUs more professional has been reemphasised. The Government considers claims of suitable persons including those belonging to SCs/STs, who are competent and have the necessary background and record in industry, commerce, administration, etc. for Board level appointments in central PSUs.

[Ministry of Industry (Department of Heavy Industry) O.M. No. C-10/93-SC/ST-Cell, dated 1.12.1994]

#### Recommendation (Sl. No. 2, Para No. 2.19)

The Committee regret to note heavy shortfall in employment of SC/ST in Cement Corporation of India especially in Group A and B posts. The

overall representation of SCs in Group A Posts during the last three years i.e. 1991, 1992, 1993 and been less than 5% and for STs it is even less than 1%. Similarly, in the case of Group B posts the percentage of SCs and STs in 1993 was only 8.24% and 1.54% respectively. What is worse is that the backlog of carried forward vacancies in Group A posts which was 50 for SCs and 20 for STs at the beginning of 1990, instead of coming down, has increased to 63 and 27 for SCs and STs respectively at the end of 1992. This has been so in spite of the fact that over the period of 3 years from 1990 to 1992, 113 vacancies in Group A posts have been filled up. The Committee take a serious note of the fact that instead of clearing the backlog, the Corporation has failed to fill up even the current reserved posts. In case of Group B posts also, the position is quite unsatisfactory. In Group B posts as against 4 SC and 4 ST vacancies, which carried forward at the beginning of 1990, the backlog has increased to 9 SCs and 14 STs at the end of 1992. The Corporation has failed to wipe out the backlog in Group C posts also and the number of vacancies carried forward at the end of 1992 for SCs and STs where 1 and 19 respectively. The Committee are not at all impressed by the argument of non-availability of suitable SC/ST candidates and the competition posed by the private sector units in the Cement industry for this state of affairs. They cannot help concluding that there was lack of serious efforts on the part of the Corporation to recruit adequate number of SC/ST persons to clear the backlog. The Committee, therefore, urge that vigorous efforts should be made by the Corporation to find suitable SC/ST candidates to fill up the reserved posts at an early date.

#### **Reply of Government**

The Corporation in order to improve the representation of SC/ST candidates will launch a Special Recruitment Drive for filling of backlog vacancies and current roster points for SC/ST as and when need arises for fresh recruitment. Vigorous efforts will be made for circulation/announcement of vacancies in order to have a good response against notification of vacancies for filling of the vacancies reserved for SC/ST.

[Ministry of Industry (Department of Heavy Industry) O.M. No. C-10/  
93-SC/ST-Cell, dated 1.12.1994]

#### **Recommendation (S.No. 5, Para No. 2.22)**

The Committee also found that instructions have been issued to the Ministries/Departments that if requisite number of SC/ST candidates fulfilling even the relaxed standards are not available to fill up the vacancies reserved for them, the authorities should select for appointment the best among the SCs and STs fulfilling the minimum educational

qualifications prescribed for the posts and give them in-service training within their own offices. They are unhappy to note that the Corporation has no such scheme of providing training to SC/ST candidates. In view of the backlog of reserved vacancies, the Committee recommend that the arrangements for providing pre-recruitment training to SCs and STs candidates may be made urgently to improve the intake of SC and ST persons in the service of the Corporation.

#### **Reply of Government**

In regard to pre-recruitment training, it is informed that the Corporation today has a workforce of 6366 including all categories and does not have any plans for expansion/diversification. The recruitment at intake level in the respective cadres is not substantial and therefore for isolated recruitments, the Corporation does not have any justification to develop infrastructure and implement for pre-recruitment training for SC/ST candidates. However, the Corporation will make sincere efforts for filling of posts reserved for SC/ST candidates.

[Ministry of Industry (Department of Heavy Industry) O.M. No. C-10/93-SC/ST-Cell, dated 1.12.1994]

#### **Recommendation (S. No. 8, Para 4.10)**

The Committee have been informed that the Corporation has nominated Liaison Officers at HQs as well as at regional offices to look into the grievances of SC/ST employees. At the Ministry level, however, matters pertaining to SC/ST employees of the Public Sector Undertakings under their administrative control are looked after by a division headed by a Joint Secretary. The Committee, however, regret to note that no inspection of the rosters maintained by the Corporation has ever been conducted by the Liaison Officer in the Ministry, although as per existing instructions.

Liaison Officer for SC/ST at the Deptt./Ministry level is required to conduct annual inspection of the rosters maintained in the Ministry/Deptt./Offices under the control of the Ministry/Department. The Committee take a serious note of this lapse. They expect that in future instructions issued in this regard would be strictly adhered to and the rosters would be inspected periodically by Liaison Officers of the Deptt. of Heavy Industry to ensure proper implementation of the reservation orders.

#### **Reply of Government**

The Department of Heavy Industry is administratively concerned with 48 Public Sector Undertakings some of which are multi-unit, multi-locational companies. Rosters of Cement Corporation of India will be inspected in December, 1994. Rosters of some of the PSUs shall be inspected in 1995.

[Ministry of Industry (Department of Heavy Industry) O.M. No. C-10-93-SC/ST Cell, dated 1.12.1994]

## CHAPTER IV

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

#### Recommendation (S. No. 6, Para No. 3.6)

The Committee have been informed that as per the policy of the Corporation, eligible Executives/Supervisors, including SC/ST candidates who complete the minimum prescribed qualifying services fixed for the purpose as per provisions of Recruitment, Promotion and Seniority Rule are assessed by the Departmental Promotion Committee and the suitable candidates are promoted to the next higher posts/grades by upgrading their existing posts. Further, the eligible Scheduled Caste/Scheduled Tribe candidates are considered in separate sitting of the Departmental Promotion Committee on relaxed standards and are promoted against reserved vacancies irrespective of their seniority/merit position in the select list. The Committee, however, find that during the last 3 years no ST candidate was promoted in Group A posts and the percentage of promotion of SC/ST candidates in other Groups was also low. The shortfall has been attributed to non-availability of candidates meeting the eligibility conditions. The Committee would like to draw attention in this connection to the following recommendation in para 2.23 of their 24th Report (1993-94);

“The Committee regret to note that there is no relaxation in period of qualifying service for Scheduled Castes/Scheduled Tribes and consequently vacancies reserved for Scheduled Castes/Scheduled Tribes remain unfilled. The Committee recommend that Ministry should consider to provide relaxation in the period of qualifying service so that backlog quota can be filled up. The Committee further recommend that the Department of Personnel and Training should give due concessions to Scheduled Castes/Scheduled Tribes of all levels in promotions both for officers and other grades”.

The desire that the recommendations of the Committee should be implemented so that the quota reserved for SCs/STs in promotion is filled up.

#### Reply of Government

The orders/instructions in regard to reservation, relaxation, concession, etc. for SCs and STs are issued by the Department of Personnel &

Training from time to time. The Department of Public Enterprises extend these instructions to the Public Sector Undertakings through their administrative Ministries/Departments.

In promotion through Departmental Competitive Examinations, the qualifying standard is relaxed in favour of SC/ST candidates. In promotion by seniority subject to fitness and in promotion by selection in group 'C' and 'D' posts, SC/ST officers are adjudged separately and not along with other officers and if they are fit for promotion, they are included in the list irrespective of their merit as compared to other officers. In respect of promotion by selection to group 'B' within Group 'B' and from Group 'B' to the lowest rung of Group 'A', the field of choice is extended to five times the number of vacancies and SC/ST candidates (and not any other) coming within the extended field of choice are considered against the vacancies reserved for them. Further, if SC/ST candidates obtain on the basis of merit with due regard to seniority on the same basis as others, less number of vacancies than that reserved for them, the difference is to be made up by selecting candidates of these communities who are in the zone of consideration irrespective of merit provided they are not considered as unfit. In promotions by selection to posts within Group 'A' which carry an ultimate salary of Rs. 5700/- or less, the SC/ST officers who are senior enough in the zone of consideration for promotion so as to be within the number of vacancies for which select list has to be drawn up, would be included provided they are not considered as unfit.

Thus, concessions are already being given to SC/ST candidates at almost all levels in promotion both for officers and other grades. However, relaxation of qualifying service is not contemplated.

[Ministry of Industry (Deptt. of Heavy Industry) O.M. No. C-10/93-SC/ST Cell dated 01.12.1994.]

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

(Please see Para 1.6 of Chapter I)

## CHAPTER V

### RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

#### **Recommendation (S.No. 7, Para No. 4.9)**

The Committee note that SC/ST Cells headed by Liaison Officers have been set up in the Ministry of Industry as well as in the Corporation both at Head Office and at different units to look after the problems of Scheduled Castes and Scheduled Tribes. The Liaison Officers of the Units also interact with the Liaison officer of the Corporation on matters of common interest whenever they come to attend the Corporate meetings. The Committee recommend that such meetings should be held separately on a day other than the Corporate meetings' day and a record should be maintained of such deliberations in the form of minutes.

#### **Reply of Government**

NIL

NEW DELHI;  
23 March, 1995

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2, Chaitra, 1917 (S)

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

## APPENDIX

(vide para 4 of the Introduction)

*Analysis of the action taken by Government on recommendations contained in the 32nd Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes*

1. Total number of recommendations	9
2. Recommendations/observations that have been accepted by Government (vide recommendations at Sl. No. 3, 4 and 9)	
Number	3
Percentage to total	33.33
3. Recommendations/observations which the Committee do not desire to pursue in view of the Government replies (vide recommendations at Sl. No. 1, 2, 5 and 8)	
Number	4
Percentage to total	44.45
4. Recommendations/observations in respect of which replies of Government have not been accepted by the Committee which require reiteration (vide recommendations at Sl. No. 6)	
Number	1
Percentage to total	11.11
5. Recommendations/observations in respect of which final replies of Government have not been received (vide recommendation at Sl. No. 7)	
Number	1
Percentage to total	11.11



**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND  
SCHEDULED TRIBES (1994-95)**

**(TENTH LOK SABHA)**

**Thirteenth Sitting**

**13.1.1995**

**The Committee sat from 15.00 hours to 16.00 hours.**

**PRESENT**

**Shri Ram Ratan Ram—*In the Chair***

**MEMBERS**

***Lok Sabha***

2. Smt. Dil Kumari Bhandari
3. Shri Ganga Ram Koli
4. Shri Raj Narain
5. Dr. (Smt.) Padma Nammalvar
6. Shri Chhedi Paswan
7. Dr. (Smt.) K.S. Soundaram
8. Shri Ramesh Chand Tomar
9. Shri Phool Chand Verma

***Rajya Sabha***

10. Shri Ram Deo Bhandari
11. Shri Gaya Singh
12. Shri Satya Prakash Malaviya
13. Kumari Mayawati
14. Shri V. Narayanasamy
15. Shri S.S. Surjewala

**SECRETARIAT**

1. Shri Babu Ram—*Deputy, Secretary*

**The Committee considered and adopted the Report on the subject as under:—**

- (1) **Action Taken by Government on the recommendations contained in the 32nd Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on Reservation for and employment of Scheduled Castes and Scheduled Tribes in Cement Corporation of India Limited and adopted without any modification.**

**(2) The Committee authorised the Chairman to finalise the Report and get it presented to both the Houses of Parliament.**

*The Committee then adjourned.*