

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

(TENTH LOK SABHA)

FORTY-SEVENTH REPORT

MINISTRY OF COAL

**ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS
OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES CONTAINED IN THEIR TWENTY-NINTH
REPORT-RESERVATION FOR AND EMPLOYMENT OF SCHEDULED
CASTES AND SCHEDULED TRIBES IN COAL INDIA LIMITED**



सत्यमेव जयते

*Presented to Lok Sabha on 25.4.1995
Laid in Rajya Sabha on 25.4.1995*

**LOK SABHA SECRETARIAT
NEW DELHI**

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

Shri Paras Ram Bhardwaj—*Chairman*

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1. Shri S.N. Mishra—*Additional Secretary*
2. Shri G.C. Malhotra—*Joint Secretary*
3. Shri Babu Ram—*Deputy Secretary*

*Ceased to be Member of the Committee on his resignation from Lok Sabha w.e.f. 24 March, 1995.

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the committee to finalise and submit the Report on their behalf, present this Forty-Seventh Report (Tenth Lok Sabha) on Action Taken by Government on the Recommendations of the Committee contained in their Twenty-Ninth Report (Tenth Lok Sabha) on Ministry of Coal regarding "Reservation for employment of Scheduled Castes and Scheduled Tribes in Coal India Limited."

2. The Report was considered and adopted by the Committee on 17 April, 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 which the Committee do not desire to pursue taking into consideration replies of Government.
- IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which required 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 of the contained in their Twenty-Ninth Report is given in Appendix. It would be observed therefrom that out of the 25 Recommendations/Observations made in the Report-11 recommendations, i.e. 44 per cent have been accepted by Government. The Committee do not desire to pursue 7 recommendations i.e. 28 percent in view of the reply given by Government. 7 recommendations i.e. 28 per cent in respect of which replies of Government have not been accepted by the committee require reiteration. In respect of 'NIL' recommendations final replies of Government have not been received.

NEW DELHI;
20 April, 1995

30, Chaitra, 1917 (s)

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

CHAPTER-I

REPORT

This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the Action Taken by Government on the recommendations contained in the Twenty-Ninth Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Coal regarding Reservation for and employment of Scheduled Castes and Scheduled Tribes in Coal India Limited.

1.2 The Twenty-Ninth Report was presented to Lok Sabha on 29.4.1994. It contained 25 recommendations/observations. Replies of the Government in respect of these recommendations/observations have been examined and may be categorised as under:—

- (i) Recommendations/observations which have been accepted by the Government: (Sl. Nos. 5, 6, 14, 15, 17, 18, 20, 21, 22 & 25).
- (ii) Recommendations/observations which the Committee do not desire to pursue taking into consideration the replies of the Government: (Sl. Nos. 2, 3, 9, 10, 19, 23 & 24).
- (iii) Recommendations/observations replies to which have not been accepted by the Committee and which need reiteration (Sl Nos: 1, 4, 7, 8, 11, 12, & 13).
- (iv) Recommendations/observations in respect of which final replies have not been received; (Nil).

1.3 The Committee will now deal with those Action Taken replies of the Government which need reiteration and comments.

(Recommendation at Sl. No. 1, Para No. 10)

1.4 In Para No. 1.10 of the Twenty-Ninth Report the Committee expressed their unhappiness to note that there was no Director belonging to SC/ST category on the Board of Directors of Coal India Ltd. They felt that the scope for appointment of an SC/ST person especially as a part-time Director on the Board of Coal India Ltd. and its subsidiaries was much wider in comparison to some other Public Sector Undertakings the Committee had examined in the past. Taking into consideration the various Organisations/Institutions/Departments/Ministries from which Coal India Limited drew its part-time Directors, the Committee observed, it should not be difficult to find suitable SC or ST persons for appointment on the Board. The Committee, therefore, recommended that serious and

sincere efforts should be made to appoint at least one person belonging to SC or ST community as a part-time Director on the Board of Coal India Ltd.. They also recommended the Ministry of Coal to advise the concerned Organisations/Departments to suggest the names of suitable SC/ST officers as it would facilitate their appointment on the Board of Coal India Limited.

1.5 In their reply the Ministry have stated that the policy relating to appointment of Directors on the Boards of Public Sector Undertakings is determined by the Department of Public Enterprises. This policy currently does not provide for any reservation for SC or ST communities on the Boards of the Public Sector Undertakings.

1.6 The Ministry have also stated that the part time Directors on the Board of Coal India Limited are generally post specific. They hold their positions on the Board by virtue of the posts which they hold in their own Departments/Organisations. As such no other basis can be adduced for their nomination on the Board and no conscious reservation policy can be applied in regard to their nominations. The Ministry accordingly suggested that this recommendation may not be pursued by the Committee.

1.7 The Ministry have further apprised that a similar recommendation had earlier been made by the Committee on the Welfare of SCs and STs in their Report in 1987. At that time also the matter had been referred to the then Bureau of Public Enterprises who had regretted their inability to accept the precept of reservation in Board level appointments since they found that this was not really necessary to promote the interests of SCs/STs specially as there were other High powered Bodies and Committees to serve this objective.

1.8 The Committee agree that no conscious reservation policy can be applied in regard to the nomination of persons belonging to the SC/ST category to the Board of Directors of Coal India Limited. What the Committee desire to emphasize is that efforts should be made to ensure that suitable SC/ST officers are preferably considered for appointment as Director on the Board of Coal India Limited. The Committee, therefore, reiterate their recommendation that the Ministry of Coal should advise the concerned Organisations/Departments to suggest the names of eligible and suitable SC / St Officers for appointment on the Board of Coal India Limited.

(Recommendation at Sl. No. 4, Para No. 2.28)

1.9 In para No. 2.28 the Committee appreciated the efforts made by Coal India Limited in launching Special Recruitment Drives in 1989, 1991 and 1992 as a result of which quite a good number of SC/ST candidates were given appointment in various categories of posts, excepting Group 'B', in Coal India Limited and its subsidiaries. They also appreciated the determination of the Ministry of Coal and Coal India Limited to continue the Special Recruitment Drives till the backlog was wiped out. But the

Committee found that no time limit had been fixed to wipe out the existing backlog. The Committee, therefore, opined that a definite time bound programme should be chalked out to make good the shortfalls in various categories of posts.

1.10 The Ministry in their reply have stated that Special Recruitment Drive to minimise the shortfall in Grop 'B' post will be taken in the companies (Subsidiaries) having requirement. While all efforts will be made to wipe out the existing backlog, in the nature of things, it does not appear practicable to fix a rigid time limit for the purpose.

1.11 The Committee are unhappy to note that the Ministry have expressed their inability to fix a rigid time limit for wiping out the backlog vacancies in Group B posts. In the opinion of the Committee efforts may sometime tend to become complacent if no time limit is fixed for the purpose. The Committee, therefore, reiterate that a definite time bound programme be chalked out by Coal India Limited to make good the shortfalls in various categories of posts, especially in Group B categories.

(Recommendation Sl. No. 7, Para No. 2.31)

1.12 In para no. 2.31 the Committee noted that one of the worst features with CIL was the dismal number of SCs and STs promoted during 1990-91, 1992-93 in almost all the categories of posts especially in category A and B in the subsidiaries of CIL except ECL, NCL and to some extent CCL. They recommended that CIL should take suitable steps to recruit more employees in the feeder categories with a view to compensating the non-availability of such employees in these cadres which has become a major cause in accumulating backlogs in Group A and B posts. The Committee also expressed their concern towards Group B posts to which direct recruitment was rarely resorted to and recommended CIL to pay special attention to this Group by promoting more and more SC/ST employees from Group C categories. The Committee opined that once adequate steps were taken to promote the required number of SC/ST employees to Group B posts backlogs existing in Group A promotional posts would automatically cease to exist.

1.13 In their reply the Ministry have stated that since there is huge surplus manpower in CIL the recruitment is limited to statutory skilled and essential categories and due care is taken to induct SC/ST as per reservation policy. They have also stated that with a view to shedding of surplus manpower especially in BCCL and ECL, Government have already sanctioned Rs. 120 crores from NRF towards V.R.S. As such for coming years the recruitment in CIL and its subsidiaries will be limited to highly skilled technicians only.

1.14 The Committee note that in the coming years recruitment in CIL and its subsidiaries will be limited to highly skilled technicians only. The Committee would, however, like to recommend that as and when regular appointment is made in CIL and its subsidiaries, due care should be taken

to recruit more employees belonging to SC/ST category in the feeder cadres so that accumulation of backlog in Group A and B posts is prevented. They would also like to reiterate their recommendation that special attention should be paid to Group B category by promoting more and more SC/ST employees from Group C category.

(Recommendation Sl. No. 8, Para No. 2.32)

1.15 In para no. 2.32 the Committee felt that greater attention towards institutional recruitment was a step in the right direction to increase the representation of SCs and STs in the services of CIL and its subsidiaries. They simultaneously encouraged the company in evolving scholarship schemes and reserving certain percentage therein for SCs and STs, as has been done in case of mining engineering, in other similar faculties also to attract more and more SC/St candidates. They also stressed that the Board of Directors of CIL and the Boards of its subsidiaries should at regular intervals review the special measures undertaken/proposed to be taken to fill up the backlog vacancies.

1.16 The Ministry in their reply have stated that at one time they were resorting to campus interview for the post of JET (Mining) only because the number of institutes and boys passing out from them were limited compared to their vacancies. In the recruitment for JETs like JET (E&M), Civil Electronics and Welfare Officer, WO(T) and GDMOs etc. advertisements in the national dailies were published inviting applications from the candidates. They have also stated that since the number of mining institutes and boys passing out of them have increased leaps and bounds during the last few years. They have stopped recruitment through campus interview in regard to JET(Mining) from the year 1993-94. Applications are invited since last year from the mining graduates through national dailies.

1.17 As regards scholarships which is given to the mining/engineering students in which 20% seats are reserved for SCs and STs, the Ministry have stated that now there is no justification in providing this scholarship because there is no dearth of candidates on account of mushroom growth of institutes in respect of Mining education as explained above. Besides on account of financial crunch and heavy reduction of budgetary support they are not in a position to provide such scholarships in other faculties.

1.18 The Committee are not satisfied with the reply given by the Ministry that now there is no justification of either conducting the campus interview or evolving scholarship schemes to attract SC/ST mining engineering and other students for appointment in CIL and its subsidiaries because in the opinion of the Committee if there is now no dearth of candidates belonging to SCST category in mining engineering and other faculties, CIL should have shown a better representation of these candidates in their organisation. The Committee therefore recommend the company to reconsider their decision not to conduct any campus interview

or initiating any scholarship scheme for mining engineering and other faculties. The Committee also reiterate their earlier recommendation that the Board of Directors of CIL should at regular intervals review the special measures undertaken/proposed to be taken to fill up the backlog vacancies in various categories of CIL and its subsidiaries.

(Recommendation Sl. No. 11, Para No. 3.10)

1.19 In para no. 3.10 the Committee appreciated the efforts made by CIL in arranging pre-recruitment training programmes for ST candidates during 1983, 1987 and 1991 in the training institute at Dakra. But they expressed their unhappiness over the fact that these training programmes were being conducted once in every four years and recommended that the pre-recruitment training programme for ST candidates should be arranged more frequently instead of every four years so that more ST candidates are inducted into the CIL and its subsidiaries.

1.20 The Ministry in their reply have stated that pre-recruitment training programmes have already been set up in various States by the Government of India to increase the potential of candidates belonging to the reserved communities. They have also stated that they are required to inform the pre-examination training centres well in advance the actual date of examination, the probable number of vacancies, syllabus etc. These training institutes are expected to evolve this scheme of training with reference to such examinations which in turn would lead to an improving intake of SCST candidates against reserved vacancies. This has 11 references to Government of India, Department of Personnel O.M. No. 28872/Estt. (SCT) dated 2nd March, 1992.

1.21 The Committee consider that the reply of the Ministry is not to the point. The Committee would again like to recommend that the pre-recruitment training programmes for ST candidates should be arranged more frequently instead of every four years so that more such candidates are inducted in the services of CIL and its subsidiaries.

(Recommendation Sl. No. 12, Para No. 3.11)

1.22 In para no. 3.11 the Committee have recommended that pre-recruitment training programmes should also be arranged for SC candidates as the percentage of shortfall of these candidates in CIL is no less alarming than those of the ST candidates. The Committee also recommended that more training institutes like the one existing in Dakra should be set up as assured to them during evidence so that backlog existing in SCST categories in subsidiaries like ECL, WCL, DCL, NCCC etc. where shortfalls in A and B categories are high are wiped out at a faster rate.

1.23 In their reply the Ministry have stated that the company is not in a position to open such pre-recruitment training centres on account of financial crunch.

1.24 The Committee are not satisfied with the reply given by the

Ministry and would like to recommend that a definite amount should be earmarked for setting up more pre-recruitment training centres for SCST candidates taking in view the very high shortfalls of these candidates in almost all the categories in CIL and its subsidiarics.

(Recommendation Sl. No. 13, Para No. 3.12)

1.25 In para no. 3.12 the Committee recommended that special cells should be set up in various training institutes already established or to be established not only to take care of the training need of SCST candidates but also to monitor the proper functioning of such institutes.

1.26 In reply the Ministry have stated that pre-recruitment training centres have been set up in various States by the Government to increase the employment potential of SCST candidates. They have also stated that the company is not in a position to open such pre-recruitment training centres on account of financial crunch.

1.27 The Committee consider the reply of the Government not to the point and feel that money should not be a constraint in attaching cells with the training institutes. They, therefore recommend that cells consisting of suitable staff should be set up immediately and attached to each training institute to take care of the training need of SCST candidates as well as to monitor proper functioning of such institutes.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 5 Para No. 2.29)

After going through the latest information the Committee are, however, dissatisfied to note that as on 31.3.94 out of a total no. of 1218 and 1127 identified backlog posts for SCs and STs respectively in various categories in CIL and its subsidiaries only 222 SCs and 129 STs have been given appointment through Special Recruitment Drives till date. The Committee also note that some of the subsidiaries of CIL like BCCL and CIL etc. are not undertaking any Special Recruitment Drive due to excess manpower and financial crunch. The Committee desire that at-least in the subsidiaries where there is no such problem of excess manpower, the Special Recruitment Drive should be carried out vigorously with a view to wiping out the backlog of vacancies in various categories.

Reply of Government

As desire by the Committee in the subsidiary company where there is no surplus and requirement of skilled and statutory manpower exists all out efforts will be made to wipe out the backlog through Special Recruitment Drive.

[Ministry of Coal O.M. No. 49023/1093-DRT]

Recommendation (Sl. No. 6 Para No. 2.30)

The Committee are perturbed to note that the number of SCST candidates actually joining the services of CIL is far too less in comparison to the number of appointment issued to such candidates. The subject that besides issuing the appointment letters through registered Post with A.D., the names of the successful SCST candidates should be advertised in prominent national and local dailies in order to doubly ensure that these candidates become aware of their success.

Reply of Government

The recommendation of the Committee has been noted for implementation.

[Ministry of Coal O.M. NO. 49023/1093-PRT]

Recommendation (Sl. No. 14 Para No. 3.13)

Keeping in view the dismal number of SCs and STs promoted in Coal India Limited as a whole during the last three years, it is apparent that the in-service training provided to these employees who are found below the

required standard necessary for promotion has not proved effective. They, therefore, urge that the in-service training programmes for SC/ST employees should be intensified expeditiously with a view to bringing them upto the required standard so that they can compete with the general candidates for promotional posts.

Reply of Government

In-house and in-service training to SC/ST employees has been taken up and separate records of all SC/ST employees provided training will be maintained to see and monitor that they are brought to a required standard so that, they can compete with general candidates.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 15 Para No. 3.14)

The Committee are constrained to note that out of a total number of 255 employees sent for training abroad during the last three years no SC and 6 ST were represented. They recommend that in future a fair and proportionate representation should be given to SC/ST employees, if necessary by relaxing the required qualifications and experience.

Reply of Government

Noted for implementation. Necessary instructions/guidelines to be followed in future have been issued.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 16 Para No. 3.15)

The Committee also desire to stress that while deputing officers to training, seminars and conferences etc. within the country also preference should be given to officers belonging to SC and ST communities.

Reply of Government

Noted for implementation and necessary instructions/guidelines have been issued.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 17 Para No. 4.24)

The Committee find that vacancies reserved for SCs and STs have not been telecast over Doordarshan by Coal India Limited and its subsidiary Companies so far. They recommend that steps may be taken immediately to take advantage of the Doordarshan facilities for attracting more and more SC/ST candidates in the services of Coal India Limited and its subsidiaries.

Reply of Government

Noted for implementation and instructions accordingly have been issued.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 18 Para No. 4.25)

The Committee are unhappy to note that the reasons for rejection of SC/ST candidates are not intimated to the Employment Exchanges by the Subsidiaries of Coal India Limited. They strongly urge that henceforth the precise reasons for the rejection of SC/ST candidates be intimated, as assured during evidence, invariably by all the subsidiaries of Coal India Limited to their respective Employment Exchanges as per the Government instructions so that right type of candidates belonging to SC/ST communities can be sponsored.

Reply of Government

Rejections and their reasons will be intimated to the Employment Exchange in regard to SC/ST candidates. Instructions have been issued accordingly to all subsidiary companies.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 20 Para No. 4.27)

The Committee are glad to note that on a few occasions the SC/ST candidates were allowed to appear before the interview Board on the following day when these candidates failed to turn up on a day fixed for interviews due to non-receipt of call letters in time. They are also happy to note the same consideration being extended by the Company to SC/ST candidates in appointments. However, in order to avoid unnecessary risk, the Committee would like to stress that candidates belonging to SC/ST categories be intimated at least thirty days in advance for attending interviews as well as joining the services of Coal India Limited and its subsidiaries.

Reply of Government

Noted 30 days advance intimation will be given to SC/ST candidates in regard to interview and joining time in the event of recruitment.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 21 Para No. 4.28)

The Committee would also like to emphasize that the complaints/grievances of SC/ST employees pending in different subsidiaries of Coal India Limited, especially in ECL, BCCL, WCL and CCL be attended to and disposed of expeditiously. As assured during evidence the Committee would also like the SC/ST Cells to pay special attention towards expeditious disposal of pending complaints/grievances in CIL its subsidiaries.

Reply of Government

Instructions to dispose of the pending grievances have been given to subsidiaries.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 22 Para No. 4.29)

The Committee agree with the precautionary measures adopted by Coal India Limited for checking recurrence of false caste certificate cases. They would simultaneously like to recommend that the procedure be vigorously continued in the Company to apprehend the false caste certificate holder so that genuine SCs/STs do not suffer. They would also like BCCL to complete the investigation of one such case pending with them at the earliest.

Reply of Government

Necessary instructions to all subsidiary companies have been given. BCCL has been directed to complete this task at the earliest.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 25 Para No. 4.32)

The Committee regret to note that the Annual Report of the Coal India Limited for 1991-92 does not contain information about the representation of SCs and STs in the services of the Company. The Committee, therefore, recommend that in future the requisite information should invariably be incorporated in the Annual Report of Coal India Limited.

Reply of Government

Noted for implementation.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

CHAPTER III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE TAKING INTO CONSIDERATION REPLIES OF GOVERNMENT

Recommendation (Sl. No. 2 Para No. 1.11)

The Committee regret to note that no records of the SC/ST officers so far appointed on various Boards is being maintained. However, as per records of the Ministry, in the very recent past, two ST officers of the Ministry of Coal have been appointed as part-time Directors on the Boards of Central Coalfields Ltd. and Eastern Coalfields Ltd. A Member of SC community also functioned as full-time Director from May, 1990 to December, 1992. The Committee recommend that hence forward the records of appointment of SC/ST officers on the Boards of all the eight subsidiaries of Coal India Ltd. be maintained. Efforts should also be made to increase their representation of the Board of Directors of the subsidiaries.

Reply of Government

As recommended by the Committee, the Ministry shall in future keep a note of the SC/ST officers appointed on the Boards of CIL and its subsidiaries. However, such a record can be maintained only in respect of officers belonging to the Ministry/CIL and its subsidiaries since this data would be available. However, in respect of nominations to the Boards made by other organisations and agencies, it may not be possible to do so since such nominations are not made on the basis of caste or community status, and therefore, this information may not be available to the Ministry. In so far as the recommendation regarding increase in representation of SC/ST is concerned, the reply given to para 1.10 may kindly be referred to.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 3 Para No. 2.27)

The Committee note with dismay that the overall percentage of SCs in Group A, B, C, and D posts in C.I.L. as on 31.12.93 stands at 0.72, 1.66, 1.94 and 4.35 respectively. The position with regard to STs is more dismal as their corresponding percentage in the above mentioned groups is 0.00, 0.00, 0.42 and 0.79 only. Similarly in Western Coal fields Ltd. the representation of SCs and STs in Group A posts as on 31.12.93 is a meagre 7.74% and 1.87% respectively whereas in Group B posts the percentage is 10.84 for SCs and 4.36 for STs. As on the same date the representation percentage of SCs in Eastern Coal fields Ltd. in Group A and B posts is 3.25 and 4.24 respectively whereas the corresponding percentage of STs is 0.35 and 0.76. Needless to mention that in almost all the subsidiaries of C.I.L., the overall representation percentage of SCs and STs in Group A & B posts is far below the required number. Lack of interest in the candidates belonging to SC/ST communities to work in the

hazardous coal industry, as has been stated to the Committee, is hardly convincing especially when there is vast unemployment problem all over the country. Similarly the other reason put forward that whenever SC/ST candidates get two/three appointment letters at a time from different organisations, they always prefer to join organisations like IA, BHEL etc. is unacceptable to the Committee as cause for the huge backlog in SC/ST categories in CIL because in their opinion there are only a handful of such candidates who get simultaneous appointment offers from different organisations. Therefore, the Committee recommend that instead of trying to somehow explain away the reasons for shortfall all out efforts should be made to ensure due representation of SC/ST candidates in all the categories of posts in C.I.L. and in Group A & B categories in its subsidiaries.

Reply of Government

Since the Coal Industry is saddled with surplus un-skilled manpower the recruitment is resorted to only in statutory and skilled categories. Due care to maintain the SC/ST ratio is taken as and when recruitment is done in CIL and its subsidiaries.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 9 Para No. 2.33)

The Committee also recommend that the Selection Boards should take necessary steps to ensure that representation of SCs and STs is improved in promotional posts. They would also like the Ministry to find out a permanent solution, as assured during evidence, to completely wipe out the existing short falls in various promotional posts, especially in Group A & B categories.

Reply of Government

Promotions of SCs/STs are already governed by the relaxations admissible under the various Govt. instructions on the subject. Short falls in this respect are continuing on account of the fact that enough qualified candidates are not becoming available inspite of the relaxations allowed. CIL have been advised to have permanent arrangements for giving adequate training in the relevant fields to all those who are in the zone of consideration for various promotions to equip them to qualify for the respective promotional posts. It is hoped that this will go a long way in reducing the short falls to the barest minimum if not completely wiped out.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 10 Para No. 2.34)

The Committee would like to be apprised about the number of vacancies reserved for SCs/STs which could not be filled up due to the eligible persons being not available in the lower categories from which promotions are made and the vacancies which remained unfilled due to eligible persons not found fit for promotion during the years 1990 to 1994.

Reply of Government

The requisite information may be seen at Annexure I.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

DETAILS OF BACKLOG OF SC/ST EMPLOYEES IN PROMOTION.

Company	Year	Group	Shortfall		Remarks
			SC	ST	
1	2	3	4	5	6
ECL:	1990	(a)A	26	9	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	5	6	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	18	14	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	1	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL		49	30
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
: 1991		(a)A	20	14	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	5	1	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	0	26	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL		25	43

1	2	3	4	5	6
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
ECL : 1992		(a)A	24	11	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	31	7	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	10	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	3	1	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	68	21	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1993		(a)A	7	8	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	20	13	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	0	5	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	2	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	29	26	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
BCCL : 1990		(a)A	81	47	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	155	78	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	198	211	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	28	45	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	462	381	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION

1	2	3	4	5	6
BCCL : 1991		(a)A	137	67	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	157	91	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	237	258	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	28	50	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	559	466	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1992		(a)A	173	96	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	218	125	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	283	301	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	62	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	674	584	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
: 1993		(a)A	204	100	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	232	133	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	258	359	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	63	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	694	655	
		(b)	8	2	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION

1	2	3	4	5	6
	1.1.94	(a)B	3	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
	to	C	13	8	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
	31.3.94	D	0	1	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	16	12	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
CCL :	1990	(a)A	26	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	2	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	13	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	8	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	49	3	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
	1991	(a)A	21	5	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	1	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	0	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	13	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	35	5	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
	1992	(a)A	44	18	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	9	4	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES

1	2	3	4	5	6
		C	48	7	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	101	29	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1993		(a)A	89	36	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	13	8	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	0	0
		D	0	0
		TOTAL	102	36	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1.1.94		B	01	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
to		C	02	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
31.3.94		D	0	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	03	0	
WCL	1990	(a)A	20	8	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	38	32	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	82	85	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	71	41	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	211	166	

1	2	3	4	5	6
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1991		(a)A	13	6	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
1991		B	22	19	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	78	54	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	74	42	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	187	121	
		I	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1992		(a)A	30	17	
		B	30	33	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	104	141	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	49	43	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	213	234	
1993		(a)A	20	7	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	26	26	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES

1	2	3	4	5	6
		C	122	89	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	35	21	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	203	143	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1994		(a)B	10	11	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
upto		C	50	68	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
31.7.94		D	19	30	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	79	109	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
NCL	1990	(a)A	20	10	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	5	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	9	41	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	-38	-9	PROMOTED BEYOND RESERVATION
		TOTAL	-4	44	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1991		(a)A	19	13	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES

1	2	3	4	5	6
		B	7	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	80	41	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	-5	-8	PROMOTED BEYOND RESERVATION
		TOTAL	107	49	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1992		(a)A	30	19	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0
		C	54	78	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	-29	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	65	100	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1993		(a)A	46	28	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	6	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	21	33	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	-23	11	PROMOTED BEYOND RESERVATION
		TOTAL	50	53	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION

1	2	3	4	5	6
	1.1.94	(a)B	11	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
	to	C	0	8	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
	31.3.94	D	0	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	-11	13	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
MCL	1992	(a)A	14	7	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0	
		C	22	-16	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	17	-23	
		TOTAL	53	-32	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
	1993	(a)A	11	11	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0	
		C	37	29	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	-104	-109	PROMOTED BEYOND RESERVATION
		TOTAL	-56	-69	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
	1.1.94				
	to	(a)B	0	0	

1	2	3	4	5	6
	31.3.94	C	10	-8	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	12	-2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	30	-10	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
CMPDI 1990		(a)A	16	3	
		B	0	0	
		C	12	5	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	1	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	29	10	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1991		(a)A	13	4	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0	
		C	65	24	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	1	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	79	28	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1992		(a)A	14	9	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0	
		C	1	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES

1	2	3	4	5	6
		D	0	0	
		TOTAL	15	9	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1993		(a)A	4	4	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0	
		C	34	6	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	2	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	40	13	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1.1.94					
to		(a)B	8	4	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
31.3.94		C	13	5	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	1	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	22	11	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
DCC	1990	(a)A	0	0	
		B	1	1	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		(a)C	9	6	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	3	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	13	9	

1	2	3	4	5	6
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1991		(a)A	0	0	
		B	1	1	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	2	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	1	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	4	3	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1992		(a)A	0	0	
		B	1	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	4	4	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	0	
		TOTAL	5	4	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1993		(a)A	4	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0	
		C	0	0	
		D	0	0	
		TOTAL	4	3	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1.1.94					
to		(A)B	0	0	

1	2	3	4	5	6
	31.3.94	- C	0	0	
		D	0	0	
		TOTAL	0	0	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
CIL(Hq) 1990		(a)A	8	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
& RSOs		B	12	7	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	28	14	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	0	
		TOTAL	48	24	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1991		(a)A	3	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	7	4	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	28	15	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	0	
		TOTAL	38	19	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1992		(a)A	1	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		(a)E	7	5	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	36	24	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES

1	2	3	4	5	6
		D	0	0	
		TOTAL	44	31	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1993		(a)A	7	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	0	0	
		C	39	27	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	4	4	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	50	33	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1.1.94					
to		(a)B	0	0	NO PROMOTIONS WERE MADE IN GROUP B, C AND D
31.3.94		C	0	0	DURING THIS PERIOD
		D	0	0	
		TOTAL	0	0	
SECL	1990	(a) A	35	16	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	13	7	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	2	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	0	
		TOTAL	50	23	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1991		(a) A	33	15	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES

1	2	3	4	5	6
		B	16	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	39	2	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	0	
Total			88	17	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1992		(a) A	38	21	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	9	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	71	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	14	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		TOTAL	132	24	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1993		(a) A	33	15	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		B	8	3	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		C	67	0	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
		D	0	0	
		TOTAL	108	18	
		(b)	0	0	ELIGIBLE CANDIDATES NOT FOUND FIT FOR PROMOTION
1.1.94		B	31	20	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
to		C	3	35	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES

1	2	3	4	5	6
	31.3.94	D	13	8	NON AVAILABILITY OF ELIGIBLE SC/ST CANDIDATES
TOTAL			47	63	
CIL	1.1.94	(a)A	160	77	SINCE PROMOTIONS TO GROUP 'A' POSTS HAVE BEEN
as a	to				CENTRALISED AT CIL, FIGURES HAVE BEEN GIVEN FOR CIL AS A WHOLE
Whole	31.3.94				
		(b)	0	0	

Recommendation (Sl. No. 19, Para No. 4.26)

4.26 The Committee also recommend that under no circumstances the SC/ST candidates, even if their number is very few, should be interviewed jointly with the General candidates.

Reply of Government

The SC/ST candidates are not interviewed jointly with the general candidates. They are interviewed separately, may be on the same day, if the number of the candidates are not many.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 23, Para No. 4.30)

The Committee appreciate the welfare measures undertaken by Coal India Limited for overall socio-economic development of Scheduled Castes and Scheduled Tribes. They would like Coal India Limited and its subsidiaries to keep up their activities for the amelioration of the down-troddens.

Reply of Government

Noted.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Recommendation (Sl. No. 24, Para No. 4.31)

The Committee are glad to note that Government orders regarding appointment of Liaison Officers, constitution of SC/ST Cells and maintenance of rosters are properly followed by Coal India Limited and its subsidiaries. They would like the Company to maintain the spirit in future also.

Reply of Government

Noted for maintaining the same spirit in future also.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

CHAPTER IV

RECOMMENDATIONS/OBSERVATIONS REPLIES TO WHICH HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH NEED REITERATION

Recommendation (Sl. No. 1, Para No. 1.10)

The Committee are unhappy to note that at present there is no Director belonging to SC/ST category on the Board of Directors of Coal India Ltd. They feel that the scope for appointment of an SC/ST especially as a part-time Director on the Board of Coal India Ltd. and its subsidiaries is much wider in comparison to some other Public Sector Undertakings the Committee have examined in the past. Taking into consideration the various Organisations/Institutions/Departments/Ministries from which Coal India Ltd. draw its part-time Directors it should not be difficult to find suitable SC or ST persons for appointment on the Board. The Committee therefore recommend that serious and sincere efforts should be made to appoint at least one person belonging to SC or ST community as a part-time Director on the Board of Coal India Ltd. They would also like the Ministry of Coal to advise the concerned organisations/departments to suggest the names of suitable SC/ST officers as it would facilitate their appointment on the Board of Coal India Limited.

Reply of Government

The policy relating to appointment of Directors on the Boards of public sector undertakings is determined by the Department of Public Enterprises. This policy currently does not provide for any reservation for SC or ST communities on the Boards of the PSUs.

The part-time Directors on the Board of CII are generally post-specific. They hold their positions on the Board by virtue of the posts which they hold in their own departments/organisations. As such, no other basis can be adduced for their nomination on the Board and no conscious reservation policy can be applied in regard to their nominations. It is accordingly suggested that this recommendation may not be pressed by the Committee.

A similar recommendation had earlier been made by the Committee on Welfare of SC/ST in its report of October, 1987. At that time also, the matter had been referred to the then Bureau of Public Enterprises who had regretted their inability to accept the precept of reservation in Board level appointments since they found that this was not really

necessary to promote the interests of SCs/STs specially as there were other High Powered Bodies and Committees to serve this objective.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Comments of the Committee

Please see Para No. 1.8 of Chapter I.

Recommendation (Sl. No. 4, Para No. 2.28)

The Committee appreciate the efforts made by Coal India Ltd. in launching Special Recruitment Drives in 1989, 1991 and 1992 as a result of which quite a good number of SC/ST candidates were given appointment in various categories of posts, excepting Group B, in Coal India Ltd. and its subsidiaries. They also appreciate the determination of the Ministry of Coal and Coal India Ltd. to continue the Special Recruitment Drives till the backlog is completely wiped out. But they find that no time limit has been fixed to wipe out the existing backlog. The Committee are of the opinion that a definite time bound programme should be chalked out to make good the shortfalls in various categories of posts.

Reply of Government

Special recruitment drive to minimise the shortfall in Group 'B' post will be taken in the Companies having requirement. While all efforts will be made to wipe out the existing backlog, in the nature of things, it does not appear practicable to fix a rigid time limit for the purpose.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Comments of the Committee

Please see Para No. 1.11 of Chapter I.

Recommendation (Sl. No. 7, Para No. 2.31)

One of the worst features that has come to the notice of the Committee is the dismal number of SCs and STs promoted during 1990, 1991, 1992 and 1993 in almost all the categories of posts, especially in Category A & B in the subsidiaries of Coal India Limited except ECL, NCL and to some extent CCL. They would like to recommend that C.I.L. should take suitable steps to recruit more employees in the feeder cadres with a view to compensating the non-availability of such employees in the cadre which has become, as has been stated to the Committee, a major cause in accumulating backlogs in Group A & B posts. The Committee are more concerned about Group B posts to which direct recruitment is rarely resorted to and would like C.I.L. to pay special attention to this group by promoting more and more SC/ST employees from Group C categories. In their opinion once adequate steps are taken to promote the required

number of SC/ST employees to Group B posts, backlogs existing in Group A promotinal posts would automatically cease to exist.

Reply of Government

At one time we were resorting to campus interview for the post of JET (Mining) only because the number of institutes and boys passing out from them were limited compared to our vacancies. In other recruitment for Jets like JET (E&M), Civil, Electronics and Welfare Officer W.O. (T) & GDMO's etc. advertisement in the National Dailies are published inviting applications from the candidates. Since the number of mining institutes and boys passing out of them have increased leaps and bounds during the last few years, we have also stopped recruitment through campus interview in regard to JET (Mining) from the year 1993-94. Applications are invited since last year from the Mining graduates by publishing the vacancies in National Dailies.

As regards scholarships, which is given to the Mining Engineering students in which 20% seats are reserved for SC/ST, we feel that now there is no justification in providing the scholarship because there is no dearth of candidates on account of mushroom growth of institutions in respect of mining education as explained above. Besides on account of financial crunch and heavy reduction of budgetary support, we are not in a position to initiate scholarship in other faculties.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Comments of the Committee

Please see para No. 1.14 of Chapter I.

Recommendation (Sl. No. 8, Para No. 2.32)

The Committee feel that greater attention towards institutional recruitment is a step in right direction to increase the representation of SCs and STs in the services of CIL and its subsidiaries. They would like to encourage the company in evolving scholarship schemes and reserving certain percentage therein for SCs and STs, as has been done in case of Mining, Engineering in other similar faculties also to attract more and more, SC/ST candidates. The Committee would also like to stress that the Board of Directors of Coal India Ltd. and the Boards of its subsidiaries should at regular intervals review the special measures, as suggested by the representative of the Ministry of Coal during evidence, undertaken/proposed to be taken to fill up the backlog vacancies.

Reply of Government

As already explained, since there is huge surplus manpower in CIL the recruitment is limited to statutory, skilled and essential categories and due care is taken to induct SC/ST as per reservation policy. It may be pointed out that with a view to shed off surplus Manpower specially in BCCL and ECL, Govt. has already sanctioned 120 crores from NRF

towards V.R.S. As such for coming years the recruitment in CIL and its subsidiaries will be limited to highly skilled technicians only.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Comments of the Committee

Please see Para No. 1.18 of Chapter I.

Recommendation (Sl. No. 11, Para No. 3.10)

The Committee appreciate the efforts made by Coal India Limited in arranging pre-recruitment training programmes for ST candidates during 1983, 1987 and 1991 in the Training Institute at Dakra as a result of which, the Committee observe, that fifty such candidates have been provided with employment and thirteen others are under active consideration. But they are unhappy to note that these training programmes are being conducted once in every four years. The plea that this is being done as per the anticipated requirement and that it would be inappropriate to train such candidates each year as they would not get employment in other companies is hardly convincing taking into consideration the shortfalls of such candidates in various categories of posts, especially in categories A & B. The Committee, therefore, recommend that the prerecruitment training programme for ST candidates should be arranged more frequently instead of every four years so that more ST candidates are inducted into the services of Coal India and its subsidiaries.

Reply of Government

Pre-recruitment training centres have already been setup in various States by the Government to increase the employment potential of SC's and ST's candidates reserved vacancies. We are required to inform these pre-examination training centres well in advance of the actual date of examination, the probable number of vacancies and syllabus etc. They are expected to evolve the scheme of training with reference to such examination and which, in turn would lead to improve intake of SC/ST candidates against reserved vacancies. This has 11 references to Govt. of India, Dept. of Personnel, O.M. No. 28/8/72/EST(SCT) dated the 2nd March '92.

The position of "Dakra Pre-recruitment training centre" was explained to the Committee during the evidence. The company is not in a position to open such pre-recruitment training centres on account of financial crunch.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Comments of the Committee

Please see Para No. 1.21 of Chapter I.

Recommendation (Sl. No. 12, Para No. 3.11)

They would also like that such training programmes are also arranged for SC candidates as the percentage of shortfalls of these candidates in Coal India is no less alarming than those of the ST candidates. As assured

to them during evidence the Committee would also like to recommend that more Training Institutes like the one existing in Dakra, should be set up so that backlogs existing in SC and ST categories in subsidiaries where shortfalls especially in A & B categories are high like ECL, WCL, DCL, NCL etc. are wiped out at a faster rate.

Reply of Government

As informed in reply to Recommendation No. 3.10, the Company is not in a position to open such pre-recruitment training centres on account of financial crunch.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Comments of the Committee

Please see para No. 1.24 of Chapter I.

Recommendation (Sl. No. 13, Para 3.12)

The Committee further recommend that special cells should be formed in various Training Institutes already established or to be established not only to take care of the training needs of SC/ST candidates but also to monitor the proper functioning of such Institutes.

Reply of Government

As already informed in reply to Recommendation No. 3.10 pre-recruitment training centres have been setup in various States by the Government to increase the employment potential of SC's and ST's candidates reserved vacancies. The company is not in a position to open such pre-recruitment training centres on account of financial crunch.

[Ministry of Coal O.M. No. 49023/10/93-PRT]

Comments of the Committee

Please see para No. 1.27 of Chapter I.

CHAPTER V

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

-NIL-

NEW DELHI;
20 April, 1995

30 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 29th Report (Tenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes

1.	Total number of Recommendations	25
2.	Recommendations/observations which have been accepted by Government (vide recommendations at Sl. Nos. 5, 6, 14, 15, 16, 17, 18, 20, 22 and 25)	
	Number	11
	Percentage to total	44%
3.	Recommendations/observations which the Committee do not desire to pursue in view of Government replies (vide recommendations at Sl. Nos. 2, 3, 9, 10, 19, 23 & 24)	
	Number	7
	Percentage to total	28%
4.	Recommendations/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration (vide recommendations at Sl. Nos. 1, 4, 7, 8, 11, 12, & 13)	
		Number
	Percentage to total	28%
5.	Recommendations/observations in respect of which final replies of Government have not been received (vide recommendation at Sl. Nos. NIL.)	
	Number	NIL
	Percentage to total	NIL