

**COMMITTEE ON THE WELFARE  
OF SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1982-83)**

(SEVENTH LOK SABHA)

**TWENTY-SEVENTH REPORT**

**MINISTRY OF DEFENCE**

**DEPARTMENT OF DEFENCE PRODUCTION**

Action taken by Government on the recommendations contained in the Nineteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Seventh Lok Sabha) on the Ministry of Defence Department of Defence Production—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Ordnance Factory Board and in Ordnance Factories.

*Presented to Lok Sabha on .....*

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

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**LOK SABHA SECRETARIAT  
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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES**

(1982-83)

Shri A. C. Das—*Chairan*

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2. Shri P. C. Chaudhry—*Senior Legislative Committee Officer.*

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes, having been authorised by the Committee to submit the Report on their behalf, present this Twenty Seventh Report (Seventh Lok Sabha) on Action Taken by Government on the recommendations contained in the Nineteenth Report (Seventh Lok Sabha) on the Ministry of Defence, Department of Defence Production—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in Ordnance Factory Board and in Ordnance Factories.

2. The Draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at their sitting held on 29th September, 1962.

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 the Government's replies.

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

4. An analysis of the action taken by Government on the recommendations contained in the Nineteenth Report (Seventh Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of 33 recommendations made in the Report, 28 recommendations, i.e., 84.8 per cent have been accepted by the Government; and 5 recommendations, i.e., 15.2 per cent, in respect of which replies of Government have not been accepted by the Committee, require reiteration.

NEW DELHI;  
7th October, 1962  
15th Arvina, 1904 (S).

A. C. DAS,  
Chairman,  
Committee on the Welfare of Scheduled  
Castes and Scheduled Tribes.

## CHAPTER I

### REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Nineteenth Report (Seventh Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Defence, Department of Defence Production—Reservations for, and employment of Scheduled Castes and Scheduled Tribes in Ordnance Factory Board and in Ordnance Factories.

1.2. In para 2.44 of their Nineteenth Report, the Committee had noted that during 1980 out of 220 officers promoted in Class I, six Scheduled Castes and only one Scheduled Tribe employee could get promotion. Whereas in Class II fourteen officers were promoted but none belonged to Scheduled Caste/Tribe. According to them, this presented a dismal picture; they therefore, suggested that Ordnance Factory Board should examine in depth the causes of less promotions of Scheduled Caste/Tribe employees in higher posts and take necessary steps to remedy the situation. If necessary, U.P.S.C. be requested to conduct special recruitment for Scheduled Castes and Scheduled Tribes.

1.3. In their reply dated 3rd September, 1982, the Ministry of Defence, Department of Defence Production have stated that out of 220 vacancies filled up by promotion, 101 were by selection within Group 'A' for which there is no reservation. The low figure of promotees is apparently due to non-availability of adequate number of suitable and qualified candidates in the feeder grades. However, an in-depth examination of the causes of less number of promotions of Scheduled Caste/Tribe officers is being undertaken.

1.4. The Committee are not satisfied with the reply of the Government. They reiterate their earlier recommendation that the Government should analyse the causes of less number of promotions of Scheduled Caste/Scheduled Tribe officers and suitable action should be taken for making special recruitment for them, if necessary.

1.5. In para 3.25 of their Nineteenth Report, the Committee had stressed that in order to improve the intake of Scheduled Tribe candidates in different categories of posts in Ordnance Factory Board organisation, special recruitment teams should be sent to areas of



tribal concentration so as to pick up suitable Scheduled Tribe candidates on the spot. The Committee also felt that the publicity for recruitment to various categories of posts reserved for Scheduled Tribes would have to be made through all possible media in a more vigorous manner. Recruitment notices should be issued not only in the leading English/Hindi newspapers but also in regional language newspapers of the tribal areas. The Committee had no doubt that unless the tribal people came to know about the vacancies reserved for them, they would not be able to avail of the benefits intended for them.

1.6. In their reply dated 3rd September, 1982, the Ministry of Defence, Department of Defence Production have stated that wide publicity is given to the advertisement issued for recruitment of SC/ST candidates. The advertisements are also published in regional language newspapers, besides the leading All India papers.

1.7 The Committee are not satisfied with the reply of the Government. They reiterate their earlier recommendation that in order to improve the intake of Scheduled Tribe candidates in different categories of posts in Ordnance Factory Board Organisation special recruitment teams should be sent to areas of tribal concentration so as to pick up suitable Scheduled Tribe candidates on the spot.

1.8. In para 3.42 of the Report, the Committee had noted that the suggestion made by their Study Group that in-Service training programmes should be arranged exclusively for Scheduled Caste/Scheduled Tribe employees to improve their technical skills was under consideration of the Department of Defence Production. The Committee desired to be apprised of the final outcome in this regard.

1.9. In their reply dated 3rd September, 1982, the Ministry of Defence, Department of Defence Production have stated that the scheme for providing in-service training of the Scheduled Caste/Tribe employees to improve their standards is under active consideration and will be implemented very shortly.

**1.10 The Committee are not satisfied with the reply of the Government. They reiterate, their earlier recommendation that inservice training programmes should be arranged exclusively for Scheduled Caste/Scheduled Tribe employees to improve their technical skills.**

1.11. In para 4.16 of the Nineteenth Report, the Committee had noted that though there was no reservation in the allotment of residential accommodation to Scheduled Caste and Scheduled Tribe employees working in the Ordnance Factories and Ordnance Equipment Factories, 25 per cent of the available quarters had been allotted to Scheduled Caste/Tribe employees in Type I and in Type II, 13 per cent had been allotted to them. The Committee appreciated this gesture on the part of the Ordnance Factories and Ordnance Equipment Factories. They had, however, suggested that looking to the general conditions of living of the Scheduled Castes and Scheduled Tribes a higher percentage of available quarters should be allotted to the employees belonging to these communities.

The Committee had also suggested that while sanctioning house-building loans claims of Scheduled Caste and Scheduled Tribe employees should specially be kept in view so that they could be helped to build their own houses and achieve better standard of living. The Committee did not feel happy that during 1980-81 out of 160 employees who were sanctioned house-building loans only 11 employees belonged to Scheduled Caste/Scheduled Tribe communities.

1.12. In their reply dated 3rd September, 1982, the Ministry of Defence, Department of Defence Production have stated that the proposal for reservation of quarters for Scheduled Caste and Scheduled Tribe employees is being examined by the Ordnance Factory Board. The recommendation of the Committee in regard to sanction of House-building Advance to Scheduled Caste and Scheduled Tribe employees has been noted.

**1.13 The Committee do not accept the reply of the Government. They reiterate their earlier recommendation that a higher percentage of available quarters should be allotted to employees belonging to Scheduled Castes and Scheduled Tribes.**

1.14. In para 4.18 of the Report, the Committee had recommended that for socio-economic development of Scheduled Castes and Scheduled Tribes, schemes like giving scholarship for higher/technical studies to the children of Scheduled Caste/Tribe employees working in Ordnance Factories should be introduced. The Committee suggested that the villages in the vicinity of the Ordnance Factories

which were inhabited primarily by Scheduled Castes and Scheduled Tribes should be adopted for their overall development and educational and medical facilities should particularly be extended to such villages as a welfare measure.

1.15. In their reply dated 3rd September, 1962, the Ministry of Defence, Department of Defence Production have stated that while the recommendations of the Committee are noted for introduction of socio-economic development scheme for the Scheduled Caste/Scheduled Tribe communities, existing rules do not cater for introduction of such schemes in the Organisation on departmental basis. Voluntary Welfare Organisations are being advised to examine the possibility and viability of adopting neighbourhood habitats for development of Scheduled Caste/Scheduled Tribe.

The recommendation for giving scholarship for higher education to the children of Scheduled Caste/Scheduled Tribe employees, which is a general policy matter in respect of Central Government employees has been forwarded to the Department of Personnel & Administrative Reforms, Ministry of Home Affairs for their consideration and issue of appropriate orders.

1.16 The Committee do not accept the reply of the Government. The Committee feel that any organisation which employs a large number of Scheduled Caste/Scheduled Tribe people must evolve schemes for their socio-economic development. It should not be difficult for the Ordnance Factory Board to introduce a scheme of giving scholarships to the wards of their Scheduled Caste/Scheduled Tribe employees so as to improve their chances of getting higher technical education. The Committee are also of the view that adoption of a village in the vicinity of the Ordnance Factory will bring about socio-economic development of the Scheduled Castes and Scheduled Tribes and also present a better image of the organisation.

## CHAPTER II

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

#### Recommendation (Sl. No. 1, Para No. 1.12)

The Committee would like to emphasise the proper implementation by Ordnance Factory Board and Ordnance Factories of the reservation orders and directives issued from time to time by the Govt. of India. They would also stress that suitable measures should be taken to ensure that instructions pertaining to the reservation of vacancies in the favour of Scheduled Castes and Scheduled Tribes are complied with in letter and spirit. Also the benefits and facilities admissible to these communities are made available to them at the time of recruitment in order to help them to get into feeder cadres in sufficient numbers. The Committee also recommend that if sufficient Scheduled Caste/Scheduled Tribe candidates are not available to fill the reserved posts, then special recruitment should be held exclusively for Scheduled Caste/Scheduled Tribe candidates.

#### Reply of Government

The suggestions made by the Committee have been noted. Reservation orders and directions issued by the Government from time to time are being implemented by the Ordnance Factories Organisation. The Benefits and facilities admissible to Scheduled Castes and Scheduled Tribes communities are being made available to them at the time of recruitment. Where Scheduled Caste/Scheduled Tribe candidates in adequate number are not available to fill the reserved vacancies special recruitment is resorted to and this will be further intensified.

[Ministry of Defence, O.M. No. 4(20)-82 SCT dated 3-9-82.]

#### Recommendation (Sl. No. 2, Para No. 1.13)

The Committee further recommend that regular and timely submissions of periodical reports and returns should be insisted upon from the Ordnance Factory Board and Ordnance Factories so that deficiencies in the implementation of reservation orders are detected immediately and corrective action is initiated without much loss of time.

### Reply of Government

Timely submission of reports and returns is invariably stressed upon the concerned authorities. The instructions have been reiterated and corrective action will be taken to rectify deficiencies as recommended by the Committee.

[Ministry of Defence, O.M. No. 4(20)-82 SCT dated 3-9-82.]

#### Recommendations (Sl. No. 3, Para No. 1.32)

The Committee are distressed to note that there is at present no specific Cell in the Department of Defence Production to watch the proper implementation of reservation orders and to ensure that directives pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes are actually complied with as all such matters are at present being looked after by a number of administrative Sections in the Department of Defence Production.

The Committee recommend that a separate Cell should be set up immediately in the Department of Defence Production under the charge of a responsible officer preferably belonging to Scheduled Caste or Scheduled Tribe to monitor proper implementation of reservation orders and to ensure that various safeguards and benefits admissible to Scheduled Castes and Scheduled Tribes are actually given to them in the Ordnance Factories and Ordnance Factory Board Headquarters.

### Reply of Government

A separate Cell in the Department of Defence Production under the overall charge of an officer at Director level has been set up. A copy of the letter setting up the Cell was endorsed to Lok Sabha Secretariat (SCTC Branch). A Scheduled Caste officer at the level of Under Secretary has been put in-charge of the Cell. This Cell has started the work of monitoring implementation of reservation orders. This Cell also examines the proposals for de-reservations where suitable Scheduled Caste and Scheduled Tribe candidates are not available for filling up the reserved vacancies. Complaints/grievances of Scheduled Caste and Scheduled Tribe employees are also being handled by this Cell.

[Ministry of Defence, O.M. No. 5(20) 82-SCT dated 3-9-82.]

#### Recommendation (Sl. No. 4, Para No. 1.33)

The Committee are constrained to note that no regular inspections are carried out in the Ordnance Factories by the officers of the

Department of Defence Production to ensure that reservation orders are being implemented properly and rosters maintained as per extant orders on the subject. The Committee would like to emphasise that officers of the Department of Defence Production should inspect all the Ordnance Factories by rotation and also the Headquarters offices of Ordnance Factory Board and Addl. DGOF, Kanpur with a view to ensure more effective implementation of the various reservation orders and proper maintenance of rosters.

### **Reply of Government**

The recommendation of the Committee has been noted. The process of inspection has started.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendation (Sl. No. 5, Para No. 1.34)**

The Committee have no doubt that close liaison and coordination between the Members of the Ordnance Factory Board, heads of all the Ordnance Factories and Department of Defence Production will go a long way in improving the representation of Scheduled Castes and Scheduled Tribes in the services of Ordnance Factories and OFB. The Committee need hardly stress that the returns called for from the Ordnance Factories Board and Ordnance Factories should be carefully examined by the Special Cell in the Department of Defence Production keeping in view the percentage of reservations and other measures prescribed for Scheduled Castes and Scheduled Tribes. The deficiencies, if any, found in the representation of Scheduled Castes and Scheduled Tribes in the services of the Ordnance Factories and Headquarters offices of OFB and Addl. DGOF, Kanpur should be pointed out to the concerned authorities by the Department of Defence Production so that necessary corrective measures are taken expeditiously. The Cell in the Department of Defence Production should keep a close watch that the deficiencies pointed out by it are made up by the concerned authority as speedily as possible.

### **Reply of Government**

The suggestions made by the Committee have been noted. Close liaison and coordination is being maintained between the Department of Defence Production and Ordnance Factory Board and between the Ordnance Factory Board and Ordnance Factories.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendation (Sl. No. 6, Para No. 2.11)**

The Committee note that different modes of recruitment are being followed by the appointing authorities for the recruitment of personnel in the Ordnance Factories and Ordnance Factory Board for various categories of posts. The Committee need hardly stress that earnest endeavour should be made by the appointing authorities to ensure that various relaxations and facilities admissible to Scheduled Castes and Scheduled Tribes are actually given to such candidates. Also lenient yardsticks should be applied both at the time of interview and written examination so that larger number of Scheduled Caste/Scheduled Tribes candidates can be recruited. The Committee feel that unless the appointing authority is keen to give various relaxations to Scheduled Caste/Scheduled Tribe candidates and tries to implement their reservation rules in letter and spirit, the intake of Scheduled Castes and Scheduled Tribes in services of Ordnance Factories and Ordnance Factories Board will not improve.

### **Reply of Government**

The suggestions made by the Committee have been circulated for guidance of the appointing authorities. Ordnance Factory Board has also been requested to watch the progress in implementation of the recommendation and monitor the results achieved.

[Ministry of Defence, O.M. No. 5(20) 82-SCT dated 3-9-82.]

### **Recommendation (Sl. No. 7, Para No. 2.12)**

The Committee recommend that all vacancies should be notified to the local or Regional Employment Exchanges. The total number of vacancies to be filled or likely to be filled and the number of vacancies reserved for Scheduled Castes and Scheduled Tribes, qualifications prescribed for the posts and the concessions relaxations admissible to Scheduled Castes and Scheduled Tribes should be clearly mentioned in their requisitions sent to the Employment Exchanges.

Copies of such notices should also be sent to the local Scheduled Caste/Scheduled Tribe MPs and MLAs and also to the Parliamentary and State Committees on the Welfare of Scheduled Castes and Scheduled Tribes.

### **Reply of Government**

All vacancies including reserved vacancies which are required to be filled locally are notified to the local Employment Exchanges. In

implementation of the recommendation of the Committee, all factories have been advised to endorse copies of open advertisements for filling of reserved vacancies to local SC/ST MPs and MLAs.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 03-9-82]

#### Comments of the Committee

The Committee desire that copies of advertisements for filling of reserved vacancies should also be endorsed to the Parliamentary and State Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

#### Recommendation (Sl. No. 8, Para No. 2.13)

The Committee further recommend that simultaneously with the issue of recruitment advertisements in the Press and requisitions to the Employment Exchanges, vacancies reserved for Scheduled Castes and Scheduled Tribes should also be notified to all the recognised and/or registered Associations/Organisations of Scheduled castes and Scheduled Tribes Welfare and also to Director of Harijan and Tribal Welfare the State/Union Territory concerned.

#### Reply of Government

Instructions exist for endorsing copies of recruitment advertisements to all recognised Scheduled Castes and Scheduled Tribes Organisations, Associations and Scheduled Castes and Scheduled Tribes Welfare Directorates of the State Governments. Instructions have also been issued for endorsing copies of requisitions placed on the Employment Exchanges in respect of reserved vacancies to the above referred organisations/ authorities.

[Ministry of Defence, O.M. No. 5(20) 82-SCT dated 3-9-82.]

#### Recommendation (Sl. No. 9, Para No. 2.14)

The Committee also suggest that the appointing authorities in the Ordnance Factories and Ordnance Factory Board should get in touch with the Industrial Training Institutes and other technical institutions for getting Scheduled Castes/Scheduled Tribes candidates to man the various technical posts in the Ordnance Factories and Ordnance Factory Board. The Committee further desire that all the Liaison Officers in the Ordnance Factories should also maintain close Liaison with the Industrial Training Institutes etc. for the recruitment of Scheduled Caste and Scheduled Tribes in the skilled



and semi-skilled categories of posts in the Ordnance Factories, so as to improve their representation in these categories of posts which may serve as feeder cadres for the higher technical posts.

### **Reply of Government**

As per existing instructions recruitment is made from the candidates sponsored by Employment Exchange and in the event of non-availability of suitable candidates or in respect of posts to be filled on All India basis through open advertisements. However, as and when required Industrial Training Institute and other Technical Institutions are contacted for sponsoring the required candidates available with them through the Employment Exchanges. In implementation of the suggestion made by the Committee, instructions have been issued requiring liaison officers in the factories to maintain close liaison with Industrial Training Institutes.

[Ministry of Defence. O.M. No. 5(20)82-SCT dated 03-9-82]

### **Recommendation (Sl. No. 10, Para No. 2.15)**

The Committee feel that close coordination and liaison among the Ordnance Factories and of Board and the\*Employment Exchanges is imperative for augmenting the representation of Scheduled Castes and Scheduled Tribes in the services of the Ordnance Factories/Ordnance Factory Board. If the candidates sponsored by the Employment Exchange for filling the reserved vacancies are not found fit to fill the vacancies, the Employment Exchange should be asked to furnish a fresh list of Scheduled Castes and Scheduled Tribes candidates mentioning briefly the reasons why they were not selected and other shortcomings noticed in the candidates sponsored earlier. This will help the Employment Exchange to assess the actual requirements of the Ordnance Factories.

### **Reply of Government**

A close liaison is being maintained by the various appointing authorities in the factories and Headquarters with the Employment Exchanges. The reasons for non-selection of candidates not found suitable are intimated to the Employment Exchanges while requesting for fresh names.

[Ministry of Defence. O.M. No. 5(20)82-SCT dated 03-9-82]

### **Recommendation (Sl. No. 11, Para 2.18)**

.. The Committee note that various concessions/relaxations are granted to Scheduled Castes and Scheduled Tribes candidate at the

time of making direct recruitment to different categories of posts in the Ordnance Factory Board and in Ordnance Factories. The Committee hope that the appointing authorities in Ordnance Factories and Ordnance Factory Board will make sincere efforts to implement the prescribed concessions/relaxations in favour of Scheduled Castes and Scheduled Tribes in a positive manner so as to extend maximum benefit to such candidates. The Committee are of the view that unless the representation of Scheduled Caste/Scheduled Tribe employees improves in the feeder categories of posts, they will not be available in sufficient number to occupy higher technical posts in the organisation through promotion. The Committee feel that only way to cut down the shortfalls in higher posts is to increase the intake of Scheduled Caste/Scheduled Tribe candidates in lower categories of posts at the time of initial recruitment.

### **Reply of Government**

Continuous efforts are being made in recruiting adequate number of suitable and qualified SC/ST candidates, to make up the deficiencies against reserved quota by granting all facilities, relaxation and concession admissible to them in terms of Government orders issued from time to time. Considerable improvement has been made in the last two years to improve representation of reserved category candidates and efforts are continuing to achieve the targets. During 1981 1060 Class III posts which were filled up included 207 Scheduled Castes and 112 Scheduled Tribe candidates. As regards Group 'D' posts 4317 posts were filled during 1981 which included 751 Scheduled Caste and 440 Scheduled Tribes Candidates.

[Ministry of Defence, O.M. No. 5(20) 82-SCT dated 3-9-82.]

### **Recommendation (Sl. No. 12, Para No. 2.27)**

The Committee are not satisfied with the reply given by the representative of the Department of Defence Production that rosters in the Ordnance Factories are checked partly by visits and partly by scrutiny at the Headquarters. As there are 33 Ordnance Factories, the Committee recommend that there should be at least 3 to 4 officers who should assist the Liaison Officer in inspection work and for checking rosters in each Ordnance Factory under the administrative control of Ordnance Factory Board. The Committee need hardly stress that rosters are not only the basic documents but they are also the only mechanism to watch the proper placement of Scheduled Castes and Scheduled Tribes in services against reserved

points. The rosters would cease to have any significance if they are not maintained properly. They, therefore, recommend that rosters should be checked at least twice a year in each Ordnance Factory as regular and periodic checking alone can ensure their proper maintenance. The Committee would like to emphasise that discrepancies noticed during inspections should be rectified without any loss of time so that further entries in the rosters are made correctly and the interests of Scheduled Castes and Scheduled Tribes are not allowed to suffer. To ensure proper maintenance of rosters, the Committee also recommend that the work of maintenance should be entrusted to capable and experienced staff who are well conversant with the extant orders on reservation.

### **Reply of Government**

The recommendation made by the Committee for checking the rosters twice a year in each factory has been for implementation noted. Instructions have also been issued for implementation of this recommendation. The work of maintenance of rosters is generally assigned to capable and experienced staff conversant with the subject. Ordnance Factory Board are keeping a watch on rectification of defects and instructions have been issued for rendering compliance report .

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendation (Sl. No. 13, Para No. 2.28)**

The Committee trust that as suggested by them during evidence and agreed to by the representative of the Ministry, a meeting will be held annually, at the Headquarters of all the Liaison Officers to discuss the problems relating to recruitment etc. of Scheduled Castes and Scheduled Tribes so that immediate steps could be taken to resolve the problems which come to notice during those meetings.

### **Reply of Government**

A Refresher Course for the Liaison Officers was conducted in February, 1982 at the Ordnance Factory Staff College where the problems faced by Liaison Officers and Administrative officers of factories for implementation of reservation orders was discussed and some of the problems were sorted out. Action is in hand to call a meeting of the Liaison Officers to discuss the problems relating to the implementation of reservation orders.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### Comments of the Committee

The Committee trust that the meeting of the Liaison Officers would be held atleast once in a year. A copy of the Minutes of the meeting of Liaison Officers should be sent to the Department of Defence Production, Ministry of Defence for necessary action.

#### Recommendation (Sl. No. 14, Para No. 2 43)

The Committee note the procedure being followed in the Ordnance Factory Board Organisation for filling up various categories of posts by promotion and that all the orders regarding reservations and promotions are being adopted and implemented in the Organisation. In view of the fact that there are a few Scheduled Castes and Scheduled Tribes in the higher posts in the Organisation, the Committee feel that vigorous efforts will have to be made to improve their representation in Group 'A' and 'B'.

#### Reply of Government

Recruitment to Group 'A' and 'B' posts is made through Union Public Service Commission. The reserved vacancies are duly notified to the Commission and by and large the requirements of candidates against reserved vacancies is being met. During 1981 out of 55 vacancies in the lowest rung of Group 'A' 16 vacancies (13 Scheduled Caste candidates and 3 Scheduled Tribe candidates) were given to reserved category candidates.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

#### Recommendation (Sl. No. 16, Para No. 2.45)

From the data furnished regarding promotions made during the last five years in various categories of posts the Committee find that percentage of Scheduled Tribe employees promoted even in Class III and IV is very low. They, therefore, recommend that special Departmental examination should be held in order that sufficient number of Scheduled Tribe candidates are able to get promotions against the reserved posts and as far as possible no vacancies reserved for Scheduled Tribes should be carried forward. The Committee need hardly stress that unless the representation of Scheduled Tribe employees improves in Class III and IV posts, suitable Scheduled Tribe candidates will never be available for promotion to higher posts in Class II and I

### Reply of Government

The suggestions made by the Committee have been noted. Efforts will be made to induct Scheduled Tribe candidates in the feeder grade so that back-log of representation in promotions is reduced.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

#### Recommendation (Sl. No. 17, Para No. 2.16)

The Committee note that presently the zone of consideration for promotion to various categories of posts was three times the actual number of vacancies. The Committee recommend that in the event of non-availability of suitable Scheduled Caste/Tribe candidates the zone of consideration should be increased to five times the actual number of vacancies. This will increase the chances of selection of Scheduled Caste/Tribe candidates against the reserved posts at the time of promotion.

### Reply of Government

Orders issued by Department of Personnel and Administrative Reforms vide their letter No. 22011/III/76-ESTT(D) dated 24-12-80 provide that where adequate number of Scheduled Caste/Tribe candidates are not available within the normal field of choice, the field of choice may be extended to 5 times the number of vacancies and the Scheduled Caste/Tribe candidates coming within the extended period of choice should be considered against vacancies reserved for them. Officers belonging to Scheduled Caste/Tribe communities selected for promotion against vacancies reserved for them from out of the extended field of choice would however be placed *en bloc* below all the other officers selected from within normal field of choice. Orders of the Department of Personnel and Administrative Reforms are being followed by the Ordnance Factories Organisation.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

#### Recommendation (Sl. No. 18, Para No. 2.51)

The Committee are distressed to note that as many as 69 Scheduled Caste and Scheduled Tribe employees in Group 'C' and 22 in Group 'D' had been superseded during 1973 to 1980. The Committee consider it to be indicative of the fact that the prescribed relaxation and concessions have not been given to Scheduled Caste and Scheduled Tribe employees. The Committee would like the Ordnance Factory Board to examine what further relaxations/concessions should

be given to Scheduled Caste and Scheduled Tribe so as to avoid their supersession in future promotions. They would also like the Ordnance Factory Board to make concerted efforts to help the Scheduled Caste and Scheduled Tribe employees to improve their performance with a view to become eligible for higher posts by imparting to them specialised in-service training etc. The Committee have no doubt that if a sympathetic approach is adopted towards Scheduled Caste and Scheduled Tribe employees such a great number of supersessions can be avoided in future. The Committee also recommend that no Scheduled Caste/Scheduled Tribe employee should be superseded without first giving him in-service training and without the approval of the Department of Defence Production.

### **Reply of Government**

The procedure prescribed vide para 12.7 of the Brochure on Reservation for Scheduled Caste/Scheduled Tribe in Services regarding safeguards against supersession of Scheduled Castes and Scheduled Tribes in promotion provided that in promotions to and in Group 'C' & 'D', the case of supersession should be reported to the Head of Department, if the appointing authority is lower than the level of the Head of Department and where the Head of the Department is himself the Appointing Authority to the Secretary of the Administrative Ministry/Department. Attention of Ordnance Factory Board has been drawn to this requirement for a strict compliance.

Ordnance Factory Board have also been advised to provide adequate facilities for in-service training for Scheduled Castes and Scheduled Tribes employees so that supersession of reserved category of candidates are avoided.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendation (Sl. No. 19, Para No. 2.59)**

The Committee are unhappy to note that a large number of reserved vacancies have been dereserved in various grades during the last five years (1976 to 1980) and the process of dereservation of reserved vacancies has been constantly on the increase. The Committee are basically opposed to dereservation of vacancies reserved for Scheduled Castes and Scheduled Tribes but they expect that when dereservations become inevitable, the procedure laid down by the Department of Personnel for dereservation of vacancies

should be strictly followed. The Committee hope that the Department of Defence Production will review this situation and if necessary issue fresh instructions to all concerned so that dereservations are avoided as far as possible.

### **Reply of Government**

Instructions have been issued to explore all possible measures for locating suitable SC/ST candidates against reserved posts before resorting to dereservation. All proposals for dereservation are being examined thoroughly by the SC/ST Cell in the Department of Defence Production.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendation (Sl. No. 20, Para No. 2.60)**

The Committee are perturbed to find that even in Group C & D, 51 and 35 vacancies had to be dereserved during the above period, for want of suitable SC/ST candidates. The Committee recommend that concerted and repeated efforts should be made to locate suitable SC and ST candidates to fill the reserved vacancies before resorting to dereservations. The Ordnance Factory Board and Ordnance Factories should strengthen their publicity drive and find out ways and means to establish close contacts with as many as possible SCs & STs and the Organisations connected with their welfare. Also special recruitment teams should be sent to areas of Scheduled Caste/Scheduled Tribe concentrations to establish direct contact with them to increase their in-take in services.

### **Reply of Government**

The suggestion made by the Committee has been noted for implementation.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendation (Sl. No. 21, Para No. 2.64)**

The Committee note that one member belonging to SC/ST community is included in the Selection Committees set up for recruitment. The Committee trust that in all Selection Committees and DPCs a Member belonging to SC/ST community will be included invariably with a view to instil confidence in the SC/ST employees. In case Scheduled Caste/Scheduled Tribe Officer of the required status is not available in a particular Ordnance Factory, a Scheduled Caste/Scheduled Tribe Officer from another Ordnance Factory or

from another Department of Central/State Government should be associated with the Selection Committee so that the service interests of persons belonging to these communities are adequately safeguarded.

### **Reply of Government**

The recommendations made by the Committee has been noted for implementation in the Ordnance Factories Organisations.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendaton (Sl. No. 22, Para No. 2.69)**

The Committee note with concern that out of the 26 deputationists working at present with the Ordnance Factory Board, none belongs to Scheduled Caste/Scheduled Tribe community. The Committee would like to emphasise that even though there is no reservation in case of deputation posts, the Ordnance Factory Board Organisation should have sympathetic attitude towards Scheduled Caste/Scheduled Tribe employees who want to come on deputation from other Departments or want to go on deputation to other departments from the Ordnance Factories. In either case, the claims of Scheduled Caste/Scheduled Tribe employees should not be ignored on the plea that there is no reservation in vacancies filled by deputation.

### **Reply of Government**

The applications of SC/ST employees for filling up the vacancies by deputation are given due consideration. While forwarding lists of the officers for deputation to the Centre and other Organisations, the names of the eligible SC/ST officers are included. The recommendation of the committee has however been noted and instructions have been issued to Ordnance Factory Board for giving a special consideration to the SC/ST officers for taking and sending on deputation.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

### **Recommendation (Sl. No. 23, Para No. 3.24)**

The Committee are perturbed to note that the various steps listed by the Department of Defence Production for improving the representation of Scheduled Castes and Scheduled Tribes in Ordnance Factory Board Organisation and Ordnance Factory Board Headquarters did not yield the desired results. To committee these



measures appear to be only routine things which cannot be considered as special efforts on the part of the management. The Committee strongly feel that sincere and concerted efforts will have to be made to improve the representation of Scheduled Castes and especially Scheduled Tribes in all categories of posts in Ordnance Factory Board Organisation and Board Headquarters and the concerned authorities should follow a time bound programme to achieve this objective.

### **Reply of Government**

The suggestion made by the Committee has been noted.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82].

### **Recommendation (Sl. No. 25, Para No. 3.26)**

The Committee also recommend that the Ordnance Factory Board Organisation and the Board Headquarters should maintain close liaison with the Tribal and Social Welfare Department of the concerned States for getting their assistance in locating suitable Scheduled Caste and Scheduled Tribe candidates particularly for the various technical posts for which there is difficulty in finding suitable Scheduled Caste and Scheduled Tribe candidates. The Committee feel that if the State Departments of Social Welfare/Tribal Welfare do not give a helping hand in locating Scheduled Caste and Scheduled Tribe candidates the matter should be pursued at the highest level with the State Government concerned. This will pin point the lapse on the part of officials of the State Government who will ultimately realise their duty and obligation towards the down-trodden section of society.

### **Reply of Government**

The Re-recommendation made by the Committee has been noted. The copies of the advertisements for recruitment of SC/ST candidates are endorsed to the State Tribal and Social Welfare Departments also for sponsoring reserved category candidates to meet the requirements of Ordnance Factories.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82].

### **Recommendation (Sl. No. 26, Para No. 3.27)**

From the perusal of comparative figures of the total staff strength and percentage of Scheduled Caste/Scheduled Tribe employees among them in Ordnance Factories Organisation in 1979 and 1980 excluding the pre-1953 entrants, the Committee appreciate the

efforts made by the Organisation for effecting improvement in the representation of Scheduled Castes and Scheduled Tribes during the last ten years. The Committee, however, feel that the Administration of O.F.B. should not feel complacent as a lot of lee-way has still to be made in order to achieve the required percentage in various categories of posts. The Committee, therefore, desire that all-out efforts should be made by the Ordnance Factories Board Organisation to increase the intake of Scheduled Castes and Scheduled Tribes so that the existing shortfalls could be wiped out as early as possible.

### **Reply of Government**

The views expressed by the Committee have been noted.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82].

### **Recommendation (Sl. No. 28, Para No. 3.43)**

The Committee note that Trade Apprentices and Graduate and Diploma Holder Engineering Apprentices are recruited annually in the Ordnance Factory Board Organisation. Though there is no statutory obligation on the part of the Ordnance Factories to absorb all the trained apprentices yet the Committee strongly recommend that all out efforts should be made to absorb as many trained apprentices belonging to Scheduled Castes and Scheduled Tribes as possible in the Ordnance Factories with a view to improve their representation in the technical categories and to wipe out the shortfalls.

### **Reply of Government**

While recruiting the trade apprentices, Graduate and Diploma Holders Engineering apprentices, all efforts are made to include the required number of Scheduled Caste and Scheduled Tribe candidates as prescribed by the Government. Efforts are also made to absorb the qualified apprentices in the Organisation depending on the vacancies available.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82].

### **Recommendation (Sl. No. 29, Para No. 3.44)**

The Committee need hardly stress that while recruiting apprentices for various trades in Ordnance Factory Board Organisation, the interests of Scheduled Castes and Scheduled Tribes will be kept in view and sufficient number of Scheduled Caste and Scheduled Tribe apprentices will be recruited so that their percentage to the total number does not decline.

### Reply of Government

While recruiting trade apprentices the interest of SC/ST candidates are kept in view. The suggestion of the Committee has been noted.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82].

#### Recommendation (Sl. No. 30, Para No. 4.6)

The Committee have been suggesting time and again that the organisations, which have bulk of employees belonging to Scheduled Caste and Scheduled Tribe communities, should have a proper system of receiving and recording complaints from them. The Committee regret that in spite of their repeated recommendation, no separate complaint registers had been maintained in the Ordnance Factories. It was only in October, 1981, when a Study Group of the Committee visited a few Ordnance Factories and made a suggestion in that regard, the instructions were issued by the Ordnance Factory Board Headquarters for the opening of complaint registers. The Committee need hardly stress that to instil confidence amongst the employees of the weaker sections, it is essential to have a foolproof system for registering their complaints/representations and recording the action taken on those complaints/representations. The Committee would also like the Liaison Officers in the Ordnance Factories and the Liaison Officer of the Ordnance Factory Board to examine these complaint registers during the course of their inspections with a view to ensure prompt disposal of complaints/representations received from the Scheduled Caste and Scheduled Tribe employees. They would also suggest that periodical analysis of the nature of complaints received in each Ordnance Factory should be made and if it is found that majority of complaints related to a particular aspect, steps should be taken to eliminate that.

### Reply of Government

The grievances of the Scheduled Caste and Scheduled Tribe employees are being looked into through the Scheduled Caste/Scheduled Tribes Cell under the control of the Liaison Officers. The Scheduled Caste employees grievances are listed in a Register and examined for appropriate action on merits of each case. Besides, there is also a well laid down machinery for redressal of grievances of all employees through which the Scheduled Caste/Scheduled Tribe employees also get redressal. The Scheduled Caste/Scheduled Tribe employees also represent their grievances to the GM of

the factories who looks into these for taking appropriate action. Labour Officers posted in the factories also help the aggrieved persons for redressal of their grievances. Besides, on the shop floor of the factories a grievance Register is maintained where the employees' grievances are noted and processed by the head of the Section.

[Ministry of Defence, O.M. No. 5(20)82-SCT dated 3-9-82]

**Recommendation (Sl. No. 31, Para No. 4.7)**

The Committee also suggest that annual reports should be submitted by Ordnance Factory Board to the Department of Defence Production in this regard.

**Reply of Government**

The ~~recomm~~endation made by the Committee have been noted.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82]

**CHAPTER III**

**RECOMMENDATIONS/OBSERVATIONS WHICH THE COM-  
MITTEE DO NOT DESIRE TO PURSUE IN VIEW OF  
GOVERNMENT'S REPLIES**

**—NIL—**

## CHAPTER IV

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

#### **Recommendation (Sl. No. 15, Para No. 2.44)**

The Committee are surprised to note that during 1980 out of 220 officers promoted in Class I, six Scheduled Castes and only one Scheduled Tribe employee could get promotion. Whereas in Class II fourteen officers were promoted but none belonged to Scheduled Caste/Tribe. According to them, this presents a dismal picture, they, therefore, suggest that Ordnance Factory Board should examine in depth the causes of less promotions of Scheduled Caste/Tribe employees in higher posts and take necessary steps to remedy the situation. If necessary, UPSC be requested to conduct special recruitment for Scheduled Castes and Scheduled Tribes.

#### **Reply of Government**

Out of 220 vacancies filled up by promotion, 101 were by selection within Group 'A' for which there is no reservation. The low figure of promotee is apparently due to non-availability of adequate number of suitable and qualified candidates in the feeder grades. However, an in-depth examination of the causes of less number of promotions of Scheduled Caste/Tribe officers is being under-taken.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82]

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

(Please see Chapter 1 Para 1.4)

#### **Recommendation (Sl. No. 24, Para No. 3.25)**

The Committee need hardly stress that in order to improve the intake of Scheduled Tribe candidates in different categories of posts in Ordnance Factory Board Organisation, special recruitment teams should be sent to areas of tribal concentration so as to pick up suitable Scheduled Tribe candidates on the spot. The Committee also feel that the publicity for recruitment to various categories of posts reserved for Scheduled Tribes will have to be made through all

possible media in a more vigorous manner. Recruitment notices should be issued not only in the leading English, Hindi Newspapers but also in regional language newspapers of the tribal areas. The Committee have no doubt that unless the tribal people come to know about the vacancies reserved for them they will not be able to avail of the benefits intended for them.

### **Reply of Government**

Wide publicity is given to the advertisement issued for recruitment of SC/ST candidates. The advertisements are also published in regional language newspapers, besides the leading All India papers.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82]

### **Comments of the Committee**

Please see Chapter I Para 1.7.

### **Recommendation (Sl. No. 27, Para No. 3.42)**

The Committee are glad to note that the suggestion made by their study, Group that in service training programmes should be arranged exclusively for Scheduled Caste/Scheduled Tribe employees to improve their technical skills is under consideration of the Department of Defence Production. The Committee would like to be apprised of the final outcome in this regard.

### **Reply of Government**

The Scheme for providing in-service training of the SC/ST employees to improve their standards is under active consideration and will be implemented very shortly.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82]

### **Comments of the Committee**

Please see Chapter I Para 1.10

### **Recommendation (Sl. No. 32 Para No. 4.16)**

The Committee note that though there is no reservation in the allotment of residential accommodation to Scheduled Castes and Scheduled Tribe employees working in the Ordnance Factories and Ordnance Equipment Factories, 25 per cent of the available quarters have been allotted to Scheduled Caste/Tribe employees in Type I and in Type II, 13 per cent have been allotted to them. The Committee appreciate this gesture on the part of the Ordnance Factories

and Ordnance Equipment Factories. They would, however, suggest that looking to the general conditions of living of the Scheduled Castes and Scheduled Tribes a higher percentage of available quarters should be allotted to the employees belonging to these communities.

The Committee also suggest that while sanctioning house-building loans claims of Scheduled Caste and Scheduled Tribe employees should specially be kept in view so that they could be helped to build their own houses and achieve better standard of living. The Committee do not feel happy that during 1980-81 out of 160 employees who were sanctioned house-building loans only 11 employees belonged to Scheduled Caste/Scheduled Tribe communities.

### **Reply of Government**

The Proposal for reservation of quarters for Scheduled Caste and Scheduled Tribe employees is being examined by the Ordnance Factory Board. The recommendation of the Committee in regard to sanction of House-building Advance to Scheduled Caste and Scheduled Tribe employees has been noted.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82]

### **Comments of the Committee**

(Please see Chapter I Para 1.13)

### **Recommendation (SL No. 33, Para No. 4.18)**

The Committee recommend that for socio-economic development of Scheduled Castes and Scheduled Tribes, schemes like giving scholarship for higher/technical studies to the children of Scheduled Caste/Tribe employees working in Ordnance Factories should be introduced. The Committee would like that the villages in the vicinity of the Ordnance Factories which are inhabited primarily by Scheduled Castes and Scheduled Tribes should be adopted for their overall development and educational and medical facilities should particularly be extended to such villages as a welfare measure.

### **Reply of Government**

While the recommendation of the Committee are noted for introduction of socio-economic development scheme for the Scheduled Caste/Scheduled Tribe communities, existing rules do not cater for introduction of such schemes in the Organisation on departmental



basis. Voluntary Welfare Organisations are being advised to examine the possibility and viability of adopting neighbourhood habitats for development of Scheduled Caste/Scheduled Tribe.

The recommendation for giving scholarship for higher education to the children of Scheduled Caste/Scheduled Tribe employees, which is a general policy matter in respect of Central Government employees has been forwarded to the Department of Personnel & Administrative Reforms, Ministry of Home Affairs for their consideration and issue of appropriate orders.

[Ministry of Defence O.M. No. 5(20)82-SCT, dated 3-9-82]

**Comments of the Committee**

Please see Chapter I Para 1.16.

NEW DELHI;

7th October, 1982

15th Asvina, 1904 (S)

A.C. DAS,

Chairman

Committee on the Welfare of Scheduled  
Castes and Scheduled Tribes

## APPENDIX

Analysis of the Action Taken by the Government on the Recommendations contained in the Nineteenth Report of the Committee.

	PAGE
1. Total number of recommendations . . . . .	33
2. Recommendations which have been accepted by Government ( <i>vide</i> Recommendations at Sl. Nos. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 25, 26, 28, 29, 30 and 31 . . . . .	
Number . . . . .	28
Percentage to total . . . . .	84.8
3. Recommendations in respect of which final replies of Government have not been accepted by Committee and which require reiteration ( <i>vide</i> Recommendations at Sl. Nos. 15, 24, 27, 28 and 32) . . . . .	
Number . . . . .	5
Percentage to total . . . . .	15.2