

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

(SEVENTH LOK SABHA)

TWENTY-EIGHTH REPORT

MINISTRY OF COMMUNICATIONS

Action taken by Government on the recommendations contained in the Twenty-fourth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Communications Reservations for, and employment of Scheduled Castes and Scheduled Tribes in Posts and Telegraphs Department.



Presented to Lok Sabha on 12/2/83

Laid in Rajya Sabha on 10/2/83

**LOK SABHA SECRETARIAT
NEW DELHI .**

February, 1983/Magha, 1904 (S)

Price : Rs. 1.25

43R

CORRIGENDA TO TWENTY EIGHTH REPORT OF
THE COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES/TRIBES (SEVENTH LOK
SABHA)

<u>Page</u> <u>no.</u>	<u>Para</u> <u>no.</u>	<u>Line</u>	<u>For</u>	<u>Read</u>
3	1.8	24	Suggesction	Suggestion
14	2	19	Suffiant	Sufficient
17	1	16	Caste	Castes
17	1	16	Tribe	Tribes
17	3	30	Castes	Caste
17	3	30	Tribes	Tribe

CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(v)
CHAPTER I Report	1
CHAPTER II Recommendations/Observations which have been accepted by Government	4
CHAPTER III Recommendations/observations which the Committee do not desire to pursue in view of the Government's replies	13
CHAPTER IV Recommendations/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration	17
CHAPTER V Recommendations/observations in respect of which final replies have not been received	20
APPENDIX Analysis of the action taken by Government on the recommendations	23

PARLIAMENT LIBRARY
Central Govt. Public
Doc. No. MC. 6219
Date..... 26.2.83

301.43R
11/2/83

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(1962-83)**

Shri A. C. Das—Chairman

MEMBERS

Lok Sabha

2. Shri Dileep Singh Bhuria
3. Shrimati Vidya Chennupati
4. Shri N. Dennis
5. Shri Chhittubhai Gamit
6. Shri Jagpal Singh
7. Shri Jaipal Singh Kashyap
8. Dr. V. Kulandaivelu
9. Shri R. P. Mahala
10. Shri Mohendra Ngangom
11. Shri Bhola Raut
12. Shri Bajju Ban Riyan
13. Shri Ashkaran Sankhwar
14. Prof. Nirmala Kumari Shaktawat
15. Shri Nathu Ram Shakyawar
16. Shri D. B. Shingda
17. Shri Sunder Singh
18. Shri Suraj Bhan
19. Shri Narsing Suryawanshi
20. Shri Nandi Yellaiah

Rajya Sabha

21. Shri Piare Lall Kureel *urj*
Piare Lall Talib Unnavi
22. Shri Bijoy Krishna Handique

23. Shri V. C. Kesava Rao
24. Shri Leonard Soloman Saring
25. Shri H. Hanumanthappa
26. Shri Murasoli Maran
27. Shri Gulam Mohi-ud-din Shawl
28. Dr. (Shrimati) Rajinder Kaur
29. Shri Dinesh Goswami
30. Shri Pandurang Dharmaji Jadhav

SECRETARIAT

1. Shri D. C. Pande—*Chief Legislative Committee Officer.*
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-Eighth Report (Seventh Lok Sabha) on Action Taken by Government on the recommendations contained in the Twenty-fourth Report (Seventh Lok Sabha) on the Ministry of Communications—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Posts and Telegraphs Department.

2. The Draft Report was considered and adopted by the Committee on the 11th December, 1982.

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 replies.

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

V. Recommendations/Observations in respect of which final replies of Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Twenty-fourth Report of the Committee is given in Appendix. It would be observed therefrom that out of 27 recommendations made in the Report, 15 recommenda-

tions, i.e. 55.5 per cent have been accepted by Government; the Committee do not desire to pursue five recommendations, i.e. 18.5 per cent of the recommendations in view of Government's replies; four recommendations, i.e. 15 per cent, in respect of which replies of Government have not been accepted by the Committee require reiteration; and final replies of Government in respect of three recommendations, i.e. 11 per cent have not been received.

e.

NEW DELHI;

January 14, 1983

Pansa 17, 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 Twenty-fourth Report (Seventh Lok Sabha) of the Committee on the Ministry of Communications—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Posts and Telegraphs Department.

1.2 In paras 1.15 and 1.16 of the Twenty-fourth Report, the Committee had observed that neither there was any Scheduled Caste/Scheduled Tribe representative in the P&T Board nor there was any possibility of appointing such representative in the near future as no Senior Officer of these communities was available for such a high post. The Committee noted that no specific member of the Board had been entrusted with the job of looking after the interests of Scheduled Caste/Scheduled Tribe employees in the Posts and Telegraphs Department. As such the Committee had recommended that one member of the Board should be specifically entrusted with the responsibility of looking after the implementation of reservation orders and other relaxations and concessions provided to the Scheduled Castes and Scheduled Tribes.

1.3 In their reply dated 13th September, 1962, the Ministry of Communications have stated that it is true that at present no member of the P&T Board belongs to any of the Scheduled Castes/Scheduled Tribes. However, P&T Department has been taking special case to faithfully adhere to and ensure the timely implementation of reservation orders and other concessions provided to Scheduled Caste/Scheduled Tribe candidates and employees. In

the P&T Department this responsibility is vested with the Secretary of the P&T Board, who is of the rank of Joint Secretary. The Department of Personnel and Administrative Reforms have laid down that an officer of the rank of Deputy Secretary may be designated for this purpose in each Ministry. In view of the above, it does not appear to be necessary to nominate one Member of the Board to look after the reservation orders and other related matters.

1.4 The Committee are not satisfied with the reply of the Government and they reiterate their earlier recommendation that one member of the Board should be specifically entrusted with the responsibility of looking after the implementation of reservation orders and other relaxations and concessions provided to the Scheduled Castes and Scheduled Tribes.

1.5 In para 2.25 of the Report, the Committee did not feel convinced of the reasons advanced by the Secretary, Ministry of Communications during evidence that it was difficult to send copies of advertisements to Scheduled Castes/Scheduled Tribes MLAs and M.Ps. The Committee had felt that it was through their representatives both in the Legislative Assemblies and in the Parliament that they could be more conveniently informed about the number and nature of posts vacant/reserved for them. As such, the Committee had desired that copies of advertisement notices should be sent to the Members of Parliament and State Assemblies belonging to Scheduled Castes and Scheduled Tribes of the region where recruitment was proposed to be held. They had also desired that these notices should be sent to the Members of the Committees of the State Assemblies and Parliament on the Welfare of Scheduled Castes and Scheduled Tribes and to State authorities looking after the welfare of Scheduled Castes and Scheduled Tribes.

1.6 In their reply dated 13th September, 1982, the Ministry of Communications have stated that the matter was referred to the Department of Personnel and Administrative Reforms who deal with all policy matters relating to reservation for Scheduled Castes/Scheduled Tribes. That Department have found the suggestion to be unacceptable. The Ministry of Communications have stated that in view of the decision conveyed by the Department of Personnel and Administrative Reforms it will not be possible for P & T Department to adopt a contrary policy.

1.7 The Committee do not accept the reply of Government. They reiterate their earlier recommendation that copies of advertisement notices should be sent to local MPs/MLAs of the region where recruitment is being held and also to the Members of the State Committee and Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

The Committee further desire that copies of the Communication sent by the P&T Department to the Department of Personnel and Administrative Reforms in this regard and the reply received from that Department should be furnished to the Committee.

1.8 In para 3.18 of the Report, the Committee had noted that on 1st January, 1980, the percentage of Scheduled Caste employees in Group A was 7 and of Scheduled Tribes was 0.9. While the percentage of Scheduled Caste employees in Group B was 11.8, it was only 1 in the case of Scheduled Tribe employees. They had noted that there was a huge shortfall of 15541 Scheduled Tribe employees in Group C although Secretary, Ministry of Communications had tried to explain that the figure of 15,541 in Group C represented the total number of vacancies which remained unfilled during the last 25 years or so and that actual backlog as on 1-1-80 was 1790. The Committee considered even the backlog of 1790 posts too high and had recommended that special recruitment should be held in P & T Department to clear the backlog. They however agreed with the suggestion made by the Secretary, Ministry of Communications that the special recruitment would be spread over a period of three years to avoid the problem of age congestion and reduction in chances of future promotion.

1.9 In their reply dated 13th September, 1982, the Ministry of Communications have stated that the backlog of 1790 posts reserved for Scheduled Tribes in Group C as on 1-1-1980 largely consists of posts which are to be filled up by promotion and as promotion posts in the P & T Department require certain qualifying period of service it may not be possible for the Department to reduce the qualifying length of service for promotion posts. Any special drive to clear backlog is therefore also not likely to be of much practical use.

1.10 The Committee do not accept the reply of the Government as during the evidence the representative of the P&T Department had not stated that 1790 posts reserved for Scheduled Tribes in Group 'C' largely consisted of posts which were to be filled up by promotion. As such, they reiterate their earlier recommendation that Special recruitment should be held in P&T Department to clear the backlog in Group 'C'.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 3 Para No. 1.23)

The Committee note that as on 1-1-1982, 84 officers in Group 'C' and 'D' have been sent on deputation from P&T Department to other departments and there are only 5 Scheduled Caste Officers and 1 Scheduled Tribe Officer among them who have been sent on deputation.

Recommendation (Sl. No. 4 Para No. 1.24)

The Committee are aware that there is no reservation for Scheduled Castes and Scheduled Tribes in deputation posts. But they feel unhappy that the instructions issued by Department of Personnel and Administrative Reforms that "Whenever a Ministry/Department etc., propose to depute in the public interest officers serving in or under them to a post in or under another Ministry/Department etc. the Scheduled Caste/Scheduled Tribe employees serving in or under the Ministry/Department concerned, who are eligible to be sent on deputation, should also be considered along with other eligible employees, for such deputation" have not been observed by the P&T Department.

Recommendation (Sl. No. 5 Para No. 1.25)

The Committee recommend that P&T Department should issue necessary guidelines to all Postal Circles/Telephone Districts etc. to keep in view the interests of the Scheduled Castes and Scheduled Tribes while sponsoring officers from P&T Department to other Departments on deputation.

Reply of Government

Communications received from other Departments inviting applications for filling up posts on deputation are widely circulated in the Department. Applications from eligible employees including those from Scheduled Castes/Scheduled Tribes are also forwarded.

Selection of candidates in most cases is done by the borrowing Department/organisation. P&T Department, normally do not have a say in the final selection of candidates required by other Departments/organisations. However, Heads of Circles/Districts are being advised to ensure that names of eligible and willing SC/ST employees are forwarded whenever they apply for deputation outside the Department. The interests of Scheduled Castes and Scheduled Tribes employees will, of course, be kept in view when selection is to be made by P&T Department.

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Recommendation (Sl. No. 6, Para No. 1.33)

The Committee note that in the Posts and Telegraphs Department there is a reservation Cell which is headed by a Joint Secretary. But the Cell in the Ministry of Communications which is at present headed by a Deputy Secretary is not exclusively looking after the reservation work. The Deputy Secretary has to perform other duties also.

Reply of Government

The Deputy Secretary in the Ministry of Communications in-charge of implementation of reservation orders will in addition to his other duties continue to look after this work for the various units under the Ministry and the public sector undertakings under its administrative control. Looking to the quantum of work and nature of responsibilities this arrangement is considered adequate. The Ministry, besides having the Wireless Planning and Coordination wing in the secretariat has under its control two subordinate offices:

Overseas Communication Service, Monitoring organisation, and two public undertakings, namely,

- (a) Indian Telephone Industries Ltd.
- (b) Hindustan Teleprinters Ltd.

While the Ministry coordinates and controls the activities of the organisations directly reporting to it, it has only minimal coordinating functions as far as P&T Department is concerned.

So far as appointments in the various services in the P&T Department are concerned that Department functions independently. The

Ministry exercises control only in respect of CSS, CSSS and CSCS cadres recruitment to which is made by the Department of Personnel and Administrative Reforms. Thus Ministry does not exercise control on the activities of the P&T Department particularly in the matters of appointment/recruitments. It will, therefore, not be appropriate for the Cell in the Ministry to look after the reservation work in the P&T Department.

It is also felt that there is no need to entrust the task of overseeing and coordinating the work relating to reservation in services to the Deputy Secretary in the Ministry as that work in the P&T Department is being looked after by an officer of the rank of Joint Secretary and his work is supervised by the Secretary of the Ministry.

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Recommendation (Sl. No. 8 Para No. 2.18)

The Committee note that out of 1042 Junior Engineers recruited during the period 1978 to 1980, 167 (16 per cent) belonged to Scheduled Castes and only 14 (1.3 per cent) were from Scheduled Tribes. The Committee also note that in 1981, the outside quota of the Junior Engineers (in Civil and Electrical) to be filled up by the open competition was 433, out of which 80 posts had been earmarked for Scheduled Castes and 134 for Scheduled Tribes. The Committee desire that these posts should be publicised widely and all possible measures should be taken to attract maximum number of candidates from Scheduled Caste and Scheduled Tribe communities so that all the posts reserved for them could be filled up.

Recommendation (Sl. No. 9 Para No. 2.19)

The Committee need hardly stress that unless adequate number of Engineers at the stage of initial recruitment are selected there will always be a shortfall in the higher categories, which after passage of time, will be difficult to wipe out.

Reply of Government

"Noted"

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Comments of the Committee

The Committee desire that Government should clearly state whether the recommendations have been accepted and avoid the use of the expression 'Noted'.

Recommendation (Sl. No. 15 Para No. 2.47)

The Committee regret that the inspection of rosters in the P&T Department was started only in 1980 and no periodicity of inspection had been fixed, although the Ministry of Home Affairs had issued instructions in September, 1970 suggesting "annual inspections of the rosters maintained in the Ministry/Department and Offices under the control of the Ministry/Department with a view to ensuring proper implementation of reservation orders". The Committee also note that the inspections carried out by the Liaison Officers and the Officers of the inspection organisation have indicated discrepancies in the maintenance of rosters. The Committee need hardly stress that rosters are the only and the main mechanism on which the implementation of reservation orders rests. Unless these rosters are properly maintained and periodically checked, maintenance of rosters will not serve any useful purpose. The Committee, therefore, strongly recommend that the Ministry of Communications/P&T Department should ensure proper maintenance of rosters and their periodic inspections by the Liaison Officers and the Officers of the inspection units. As laid down by the Ministry of Home Affairs the rosters must be checked once in a year and the discrepancies noticed during inspections should be immediately attended to and rectified.

Reply of Government

The inspection of rosters started in 1980 was in the nature of special inspections conducted by teams deputed by Secretary (P&T Board) to the P&T Circle Offices. These inspections were in addition to the regular inspections of circle offices carried out by the Inspection Branch of the P&T Directorate once in five years and annual inspections conducted by the Liaison Officers of the Circle Offices in accordance with the instructions issued by D.O.P. & A.R. from time to time. With a view to further ensuring that rosters are maintained properly and defects noticed during inspections are rectified promptly, instructions have been issued that copies of the annual inspection reports submitted by the Liaison Officers to the

Heads of Circles should also be furnished to the SCT Cell of the P&T Directorate.

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Recommendation (Sl. No. 15, Para No. 2.52)

The Committee note the improvement in promotion of Scheduled Castes in certain groups from 1977 onwards. They are however, surprised to find the decline in promotions in 1980. But so far as promotion of Scheduled Tribe employees is concerned, the Committee find that there has been a constant decline. The Committee feel that with the spread of education and awareness amongst the Scheduled Castes and Scheduled Tribes their intake in services should gradually increase rather decrease. They would like the Ministry of Communications/P&T Department to go into the matter and find out the actual reasons for the fall in the percentages of promotions of Scheduled Castes and Scheduled Tribes.

Reply of Government

The P&T Department accept the recommendation of the Committee to make an in-depth analysis of promotion of Scheduled Castes and Scheduled Tribes employees with a view to finding out the reasons for fluctuation in the percentage of promotions from year to year.

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Recommendation (Sl. No. 16, Para No. 2.56)

The Committee are unhappy to note that in Posts and Telegraphs Department a large number of Scheduled Caste/Scheduled Tribe employees have been superseded during the years 1979, 1980 and 1981, without the knowledge of Posts and Telegraphs Directorate, even though there are instructions that cases of supersession of Scheduled Caste/Scheduled Tribe employees should be forwarded to that Directorate.

Recommendation (Sl. No. 17, Para No. 2.57)

The Committee recommend that the matter should be investigated as to how supersessions took place without complying with the standing instructions in this regard and all cases of supersessions should be reviewed.

Reply of Government

The standing instructions on supersession of SC/ST employees are being followed scrupulously by the P&T Department. According to the existing policy cases of supersession of SC/ST employees in promotions to Group 'A' and Group 'B' posts are submitted to Minister (Communications). The cases of supersession in Group 'C' and Group 'D' are reviewed by Heads of Circles/Telephone Districts in accordance with the existing instructions. The instructions are being reiterated to Heads of Circles/Telephone Districts requiring them to *personally review* every case of supersession of SC/ST employees in Group 'C' and Group 'D' promotions.

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Recommendation (Sl. No. 18, Para No. 2.62)

The Committee recommend that Scheduled Caste/Scheduled Tribe candidates who are appointed by direct recruitment on a temporary basis should be confirmed against the reserved vacancies as soon as their period of probation is over. Any delay in confirmation might effect their seniority *vis-a-vis* other community candidates.

Reply of Government

Normally confirmation of SC&ST employees is not delayed. Heads of Circles/Districts have recently been instructed to process the cases of confirmation without any avoidable delay. They have also been instructed to ensure that seniority of any employee, particularly of SC & ST employees, is not affected due to delay in confirmation.

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Recommendation (Sl. No. 23, Para No. 43)

The Committee note that separate annual reports of Postal Circles/Telephone Districts are not printed but the annual Report of Posts and Telegraphs Department gives the figures and percentages of employment of Scheduled Castes and Scheduled Tribes in all categories of posts. The Committee desire that the Liaison Officers of various Circles/Districts should ensure submission of annual statements within the stipulated time limit so that the data

can be analysed properly and in time by the P&T Directorate. The Cell in the Ministry of Communications should also carry out a test check of the statements received from the Postal Circles/Telephone Districts in order to see that the figures regarding employment of Scheduled Castes/Scheduled Tribes published in the Annual Report of P&T Department reflect the correct position.

Reply of Government

The P&T Department has issued orders asking Subordinate Offices to send returns on employment of Scheduled Castes/Scheduled Tribe candidates bi-annually and not once in a year as prescribed by DOP & AR, for frequent monitoring. The Department has also organised a training programme for Liaison Officers of Telecom Wing to make them aware of various aspects of SC/ST reservation. A similar programme is also being organised for Liaison Officers of Postal Wing. The Department accept the suggestion of the Committee to examine the statements received from the Subordinate Offices with a view to ensuring full compliance of the orders on the subject.

[Ministry of Communications O.M. No. 3-15/82-SCT
Dated 13-9-1982]

Recommendation (Sl. No. 24, Para No. 4.17)

The Committee note that complaint registers are being maintained by the Staff Grievances Cell in every Circle/District of the Posts and Telegraphs Department. But no complaint registers are being maintained at the Headquarters of P & T Directorate. The Committee recommend that separate registers for registering complaints/representations received from the Scheduled Caste and Scheduled Tribe employees should also be maintained at the Headquarters of P & T Directorate and suitable procedure should be laid down to deal with such complaints/representations. With a view to create confidence among the Scheduled Caste and Scheduled Tribe employees and to ensure that their interests are looked after well, their complaints/representations should be processed and disposed of judiciously and expeditiously.

Recommendation (Sl. No. 25, Para No. 4.18)

The Committee recommend that the nature of complaints received both at the Headquarters and in Circle/Districts should be analysed properly with a view to take necessary corrective measures.

Reply of Government

The P & T Department accepted the recommendation even when the representatives of the Department were being examined by the Committee. A register has been opened in the SC/ST Cell of P & T Directorate in which every complaint/representation received from SC/ST employees or their organisations is registered before being forwarded to the concerned staff branches. The staff branches have also been advised to process and dispose of all such complaints/representations without any avoidable delay. The Department accept the recommendation of the Committee regarding periodical analysis of the nature of such complaints with a view to taking necessary corrective measures.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 13-9-1982]

Recommendation (Sl. No. 28, Para No. 4.22)

The Committee are happy that reservation orders are being observed in the Post and Telegraphs Department in regard to award of scholarships. The rate of scholarship should be linked with the cost of living and a formula for the revision of scholarships should be worked out by implementing authorities taking into account all the prevailing conditions. All complaints received from Scheduled Castes/Scheduled Tribes students regarding non-payment of scholarships should be promptly looked into and necessary action taken thereon.

Reply of Government

The rates of scholarships have been increased from time to time keeping in view the cost of living. The rates of technical scholarships were enhanced on 25-11-1981 from Rs. 75/- per month to Rs. 100/- per month for Degree Courses and from Rs. 40/- per month to Rs. 50/- per month for Diploma Courses. The rate of non-technical scholarships has also been enhanced from Rs. 30/- per month to Rs. 40/- per month on 17-5-1982.

The complaints regarding non-payment of scholarship are decided immediately on their receipt. At present no such complaint would appear to be pending with this office.

[Ministry of Communications O.M. No. B. 15011/8/82—WL
Dated 13-9-1982].

Comments of the Committee

The Committee are of the view that the revised rates of scholarships are still not adequate keeping in view the present cost of living. The Committee would like Government to consider the question of further enhancing the rates of scholarships both for technical and non-technical courses.

CHAPTER III

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

Recommendation (Sl. No. 12, Para No. 2.35)

The Committee note the various concessions and relaxations given to the Scheduled Castes and Scheduled Tribes for recruitment in the Posts and Telegraphs Department. They hope that the concessions and relaxations available for these communities will be genuinely granted to them, so that there is no difficulty in getting required number of Scheduled Castes and Scheduled Tribes for the reserved posts.

Recommendation (Sl. No. 13, Para No. 2.36)

The Committee recommend that in the light of poor representation of Scheduled Castes in Group A and B and of Scheduled Tribes in all Groups in P & T Department, the question of giving further relaxation in the conditions of length of service, etc., prescribed for promotion to various posts should be examined in consultation with the Department of Personnel and Administrative Reforms with a view to promote more Scheduled Caste/Scheduled Tribe employees in that Department.

Reply of Government

The Posts and Telegraphs Department will continue to make the concessions and relaxations available to Scheduled Caste and Scheduled Tribe candidates. The recommendation of the Committee for giving further relaxation in the conditions relating to requisite length of service etc. prescribed for promotion posts, was referred to D.O.P. and A.R. for advice. They have intimated that as per existing instructions, the eligibility condition prescribed in the recruitment rules cannot be relaxed for SC/ST employees only as for the purpose of eligibility conditions, they are at par with the general category candidates.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 23-10-1982].

Recommendation (Sl. No. 19, Para No. 2.70)

The Committee regret to note that a large number of posts have been de-reserved in the Post and Telegraph Department. Even non-technical posts in Group C have been de-reserved where Scheduled Caste/Scheduled Tribe candidates are easily available. The Committee emphasise that no vacancy reserved for Scheduled Castes and Scheduled Tribes should normally be de-reserved as the Committee is basically opposed to the principal of de-reservation. However where de-reservation becomes inescapable prior approval of the P & T Board should be obtained.

Reply of Government

It may be mentioned that there has been a gradual decline in de-reservation of posts in P & T Department. It is ensured that the procedure for recruitment to posts reserved for Scheduled Castes and Scheduled Tribes is scrupulously followed before a proposal for de-reservation is considered. Such proposals are also referred to the Department of Personnel and Administrative Reforms and the Commissioner for Scheduled Castes and Scheduled Tribes for favour of Comments. Sufficient safeguards have been provided in the procedure to avoid malpractices and miscarriage of justice. A general decision that vacancies reserved for SCs and STs would not be de-reserved would lead to vacancy remaining unfilled for more than 1 year in anticipation of SC/ST candidate. According to the present rules, no gaps can be left in the roster and if the reserved vacancies are kept unfilled for a number of years, further recruitment in any subsequent year to all posts in the cadre, whether reserved for SCs/STs or not, will have to be stopped till it has become possible to fill up the reserved vacancy of the previous year. This is likely to seriously impair working of the department. Therefore the department regret its inability to accept this suggestion. At present there is a Scheduled Castes and Scheduled Tribes Cell in the P & T Directorate, headed by the Secretary (P & T Board), which examines in detail the proposals of de-reservation, in consultation with the Department of Personnel and Administrative Reforms wherever necessary. This arrangement is considered adequate to safeguard candidates/employees. Hence it is felt that there is no necessity to take every case of de-reservation to the P & T Board (at a formal meeting of the board) for its prior approval.

Recommendation (Sl. No. 22, Para No. 3.22)

The Committee recommend that there should be a separate training Scheme for SC/ST employees who are recruited for Groups C and D posts. The scheme should aim at providing intensive training particularly to those who are recruited with relaxed standards to improve their technical skill and performance.

Reply of Government

The P & T Department agree to provide intensive training to Scheduled Castes and Scheduled Tribes employees who are recruited for Groups 'C' and 'D' posts with relaxed standards. The Department, however, do not agree to a separate training scheme for SC/ST employees as it might lead to a feeling of segregation and alienation. All training establishments of the Department have been instructed to make during the induction training programme, a special effort for intensive training of SC/ST employees in Groups 'C' and 'D' who have been recruited with relaxed standards.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 13-9-1982].

Recommendation (Sl. No. 27, Para No. 4.23)

The Committee also note that even in the case of non-technical scholarships the reserved quota for Scheduled Castes/Scheduled Tribes has not been fully utilised. The Committee recommended that as far as possible all the reserved scholarships both technical and non-technical should be given to students belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

The P & T Department has sanctioned non-technical scholarships @Rs. 30/- per month (Now Rs. 40/- per month from academic year 1982-83) for non-technical (graduation) courses. For becoming eligible for grant of non-technical scholarships reserved for the Scheduled Castes and Scheduled Tribes the candidate should have obtained minimum 50 per cent marks. In the past, some scholarships reserved for the Scheduled Castes/Scheduled Tribes candidates have remained unutilised as the number of eligible candidates for grant of scholarships was less than the number of scholarships reserved for them. This could be due to the reason that the scholarships to the Scheduled Castes/Scheduled Tribes candidates are admissible from other sources also and some of the candidates prefer

to avail the scholarships sanctioned by other such institutions etc. as the same may be beneficial to them.

In the case of technical scholarships (Rs. 50/- per month for Diploma Courses and Rs. 100/- per month for Degree Courses) no minimum percentage of marks has been fixed.

[Ministry of Communications O.M. No. B. 15011/8/82—WL
Dated 13-9-1982].

Comments of the Committee

The Committee feel that all the reserved non-technical scholarships should go to Scheduled Castes and Scheduled Tribes. For doing that, Government may consider relaxing the condition of minimum 50 per cent marks to 45 per cent.

CHAPTER IV

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

Recommendation (Sl. No. 1, Para No. 1.15)

The Committee regret that at present there is no representative of Scheduled Caste/Scheduled Tribe in the P & T Board and there is no possibility of appointing any Scheduled Caste/Scheduled Tribe as a member of the Board in the near future as no senior officer of these communities is available for such a high post. They also regret that no specific member of the Board has been entrusted with the job of looking after the interests of Scheduled Caste/Scheduled Tribe employees in the organisation. The Committee feel that P & T Board which is an apex body for the P & T Department and looks after all the matters relating to Administration, Financial, etc. of the Department should make a special point to see that the reservations provided in favour of Scheduled Caste and Scheduled Tribe are faithfully adhered to in the P&T Department so that the Officers belonging to these communities do not suffer from any apprehension on account of the absence of their representative in the Board.

Recommendation (Sl. No. 2, Para No. 1.16)

The Committee would also like that one member of the Board should be specifically entrusted with the responsibility of looking after the implementation of reservation orders and other relaxations and concessions provided to the Scheduled Castes and Scheduled Tribes.

Reply of Government

It is true that at present no Member of the P & T Board belongs to any of the Scheduled Castes/Scheduled Tribes. However, P & T Department has been taking special care to faithfully adhere to and ensure the timely implementation of reservation orders and other concessions provided to Scheduled Castes and Scheduled Tribes candidates and employees. In the P & T Department this responsibility is vested with the Secretary of the P & T Board, who is of the rank of Joint Secretary. The Department of Personnel and A.R. have

laid down that an officer of the rank of Deputy Secretary may be designated for this purpose in each Ministry. In view of the above, it does not appear to be necessary to nominate one Member of the Board to look after the reservation orders and other related matters.

2. It may also be mentioned that important cases relating to SC/ST reservations etc. are seen by Member (Administration), Secretary (Communications), Minister of State and Minister for Communications to ensure timely implementation of the Government orders in this regard.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 13-9-1982].

Comments of the Committee

Please see Chapter I (Para 1.4).

Recommendation (Sl. No. 10, Para No. 2.25)

The Committee are not convinced of the reasons advanced by the Secretary, Ministry of Communications, during evidence that it is difficult to send copies of advertisements to Scheduled Castes/Scheduled Tribes, M.L.As. and MPs. Most of the Scheduled Castes and almost all the Scheduled Tribes live in remote areas which do not have modern means of communications. Therefore to reach these communities special efforts will have to be made and all means of publicity will have to be adopted. The Committee feel that it is through their representatives both in the Legislative Assemblies and in the Parliament, that they could be more conveniently informed about the number and nature of posts vacant/reserved for them. In these circumstances, the Committee feel that it is imperative that copies of the advertisement notices should be sent to the Members of Parliament and State Assemblies belonging to Scheduled Castes and Scheduled Tribes of the region where recruitment is proposed to be held. The Committee would also like that these notices should be sent to the Members of the Committees of the State Assemblies and Parliament on the Welfare of Scheduled Castes and Scheduled Tribes and to the State Authorities looking after the Welfare of Scheduled Castes and Scheduled Tribes.

Reply of Government

A reference in this regard was made by P & T Department to the Department of Personnel and A.R. who deal with all policy matters relating to reservation for SC/ST. That Department have examined

this suggestion and have found it to be unacceptable. In view of the decision conveyed by DOP and AR it will not be possible for P & T Department to adopt a contrary policy.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 13-9-1982].

Comments of the Committee

Please see Chapter I (Para 1.7).

Recommendation (Sl. No. 20, Para No. 3.18)

The Committee note that on 1st January, 1980, the percentage of Scheduled Caste employees in Group A was 7 and of Scheduled Tribes 0.9. In Group B the percentage of Scheduled Caste employees was 11.8 while for Scheduled Tribe it was only 1. The Committee further note the huge shortfall of 15,541 Scheduled Tribes employees in Group C. During evidence, Secretary, Ministry of Communications tried to explain that the figure of 15,541 in Group C represented the total number of vacancies which remained unfilled during the long period of 25 years or so and as on 1-1-1980 the actual backlog was 1790 posts in Group 'C'. The Committee feel that even the backlog of 1790 posts is too high. They, therefore, recommend that special recruitment should be held in P & T Department to clear the backlog. The Committee expect that as suggested by the Secretary, Ministry of Communications the special recruitment should be spread over a period of three years to avoid the problem of age congestion and reduction in the changes of future promotion.

Reply of Government

The backlog of 1790 posts reserved for Scheduled Tribes in Group 'C' as on 1-1-1980 largely consists of posts which are to be filled up by promotion. As, promotion posts in the P & T Department require certain qualifying period of service, it may not be possible for the Department to reduce the qualifying length of service for promotion posts. Any special drive to clear this backlog is therefore, also not likely to be of much practical use. It is, however, expected that this backlog will get reduced in future as more and more employees belonging to Scheduled Tribes become eligible for promotion.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 13-9-1982].

Comments of the Committee

Please see Chapter I (Para 1.10).

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 7, Para No. 1.34)

The Committee recommend that the Cell in the Ministry should be adequately strengthened and it should look after the reservation work both in P & T Department and the Public Sector Undertakings under the control of the Ministry. Preferably a Senior Officer belonging to Scheduled Caste/Scheduled Tribe community should be in-charge of this Cell. In view of the fact that Secretary, Ministry of Communications is also the Chairman of P & T Board, the Committee feel that the Cell in the Ministry can serve a very useful purpose both in achieving proper coordination and implementation of the reservation orders.

Reply of Government

The Deputy Secretary in the Ministry of Communications in-charge of implementation of reservation orders will in addition to his other duties continue to look after this work for the various units under the Ministry and the public sector undertakings under its administrative control. Looking to the quantum of work and nature of responsibilities this arrangement is considered adequate. The Ministry, besides having the wireless Planning and Coordination wing in the secretariat has under its control two subordinate offices.

Overseas Communication Service, Monitoring organisation, and two public undertakings, namely,

(a) Indian Telephone Industries Ltd.

(b) Hindustan Teleprinters Ltd.

While the Ministry coordinates and controls the activities of the organisations directly reporting to it, it has only minimal coordinating functions as far as P & T Department is concerned.

So far as appointments in the various services in the P & T Department are concerned that Department functions independently.

The Ministry exercises control only in respect of CSS, CSSS and CSCS cadres recruitment to which is made by the Department of Personnel and Administrative Reforms. Thus Ministry does not exercise control on the activities of the P & T Department particularly in the matters of appointment/recruitments. It will, therefore, not be appropriate for the Cell in the Ministry to look after the reservation work in the P & T Department.

It is also felt that there is no need to entrust the task of overseeing and coordinating the work relating to reservation in services to the Deputy Secretary in the Ministry as that work in the P & T Department is being looked after by an officer of the rank of Joint Secretary and his work is supervised by the Secretary of the Ministry.

As regards strengthening of the SC/ST Cell in the Ministry, a proposal is under consideration.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 13-9-1982]

Comments of the Committee

The Committee may be apprised of the final decision regarding strengthening of the Cell in the Ministry.

Recommendation (Sl. No. 11; Para No. 2.31)

The Committee recommend that a Scheduled Caste or Scheduled Tribe Officer should invariably be included in the various Departmental Recruitment/Promotion Committees in the Posts and Telegraphs Department so that there is no apprehension among the Scheduled Caste and Scheduled Tribe employees that their interests are not being safeguarded properly. If Scheduled Caste/Scheduled Tribe officer of the required level is not available in the P & T Department, another Scheduled Caste/Scheduled Tribe officer of the required status from other Central or State Departments might be included in the Departmental Recruitment/Promotion Committees.

Reply of Government

Reply not received.

Recommendation (Sl. No. 21, Para No. 3.19)

The Committee also recommend that in order to wipe out the shortfall in Groups A and B the Ministry of Home Affairs while allocating the selected candidates to various Ministries/Departments should give the utmost priority to the carried forward vacancies—so that these vacancies do not lapse on account of the completion of the prescribed period of three years under the carried forward procedure.

Reply of Government

As regards the shortfall in Group 'A' and 'B', the recommendation of the Committee has been forwarded to the Ministry of Home Affairs for appropriate action.

[Ministry of Communications O.M. No. 3—15/82—SCT.
Dated 13-9-1982].

Comments of the Committee

The Committee may be apprised of the action taken by the Ministry of Home Affairs on the recommendation.

NEW DELHI;
January 14, 1983
Pausa 17, 1904 (S)

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

APPENDIX

(Vide Para 4 of Introduction)

Analysis of the Action Taken by Government on the recommendations contained in the Twenty-fourth Report (Seventh Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes

I.	Total No. of Recommendations	27
II.	Recommendations/Observations which have been accepted by Government (Vide Recommendations Sl. Nos. 3, 4, 5, 6, 8, 9, 14, 15, 16, 17, 18, 23, 24, 25 and 26) :	
	Number	15
	Percentage to total	55.5
III.	Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies (Vide recommendations Sl. Nos. 12, 13, 19, 22 and 27) :	
	Number	5
	Percentage to total	18.5
IV.	Recommendations in respect of which replies of Government have not been accepted and which require reiteration (Vide Recommendations Sl. Nos. 1, 2, 10 and 20) :	
	Number	4
	Percentage to total	15
V.	Recommendations in respect of which final replies have not been received from Government (Vide Recommendations Sl. Nos. 7, 11 and 21) :	
	Number	3
	Percentage to total	11