

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1983-84)**

(SEVENTH LOK SABHA)

FIFTY-SIXTH REPORT

MINISTRY OF COMMERCE
(DEPARTMENT OF TEXTILES)

90

**Reservations for, and Employment of, Scheduled Castes and
Scheduled Tribes in National Textiles Corporation Ltd.
with Special Reference to National Textile Corporation
(West Bengal, Assam, Bihar and Orissa) Ltd.**

Presented to Lok Sabha on 30 April, 1984

Laid in Rajya Sabha on 30 April, 1984



**LOK SABHA SECRETARIAT
NEW DELHI**

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(1983-84) (VII L.S.)

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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES**

(1983-84)

Shri A.C. Das—Chairman

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3. Shri Kuldip Sahai—*Senior Legislative Committee Officer.*

*Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 9th April, 1984.

**Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 12th April, 1984.

***Ceased to be Member of the Committee on his retirement from Rajya Sabha with effect from 2nd April, 1984.

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 Fifty-sixth Report (Seventh Lok Sabha) on the Ministry of Commerce (Department of Textiles)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in National Textile Corporation Ltd. with special reference to National Textile Corporation (West Bengal, Assam, Bihar and Orissa) Ltd.

2. The Committee took evidence of the representatives of the Ministry of Commerce (Department of Textiles), National Textile Corporation Ltd., National Textile Corporation (West Bengal, Assam, Bihar and Orissa) Ltd. and other Subsidiary Corporations of NTC on 2nd, 3rd, 30th and 31st January, 1984. The Committee wish to express their thanks to the officers of the Ministry of Commerce (Department of Textiles), National Textile Corporation Ltd. and its Subsidiary Corporations, for placing before the Committee material and information the Committee wanted in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee on the 18th April, 1984.

4. Summary of conclusions/recommendations contained in the Report is appended (Appendix VIII).

NEW DELHI :

April 24, 1984

Vaisakha 4, 1906(S)

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

CHAPTER I

INTRODUCTORY

A. Organisational set up

The Committee have been informed that the National Textile Corporation Limited was incorporated in April, 1968. It was set up with the main objective of managing the affairs of the Sick Textile Undertakings taken over by the Government. It was also proposed to rehabilitate, modernise these mills after the takeover and wherever necessary to extend them with a view to making them economically viable.

1.2 At the time of incorporation of the National Textile Corporation, there were only 16 mills under Government management. The number increased to 103 by 1972-73. All these Government managed mills were nationalised by an Act of Parliament in December, 1974. Management of 22 more mills came to be vested in NTC subsequently, thus bringing the total number of mills under its control to 125.

1.3 NTC is structured as a conglomerate of 9 Subsidiary Corporations and a Holding Company as follows :

1. National Textile Corporation (Holding Company), New Delhi.
2. National Textile Corporation (Andhra Pradesh, Karnataka, Kerala and Mahe) Ltd., Bangalore.
3. National Textile Corporation (Delhi, Punjab and Rajasthan) Ltd., New Delhi.
4. National Textile Corporation (Gujarat) Ltd., Ahmedabad.
5. National Textile Corporation (Maharashtra North) Ltd., Bombay.
6. National Textile Corporation (Madhya Pradesh) Ltd., Indore.
7. National Textile Corporation (South Maharashtra) Ltd., Bombay.
8. National Textile Corporation (Tamil Nadu and Pondicherry) Ltd., Colmbatore.
9. National Textile Corporation (Uttar Pradesh) Ltd., Kanpur.

10. National Textile Corporation (West Bengal, Assam, Bihar and Orissa) Ltd., Calcutta.

B. Board of Directors

1.4 The organisational set up of NTC Ltd., includes a Chairman (Part-time) and Managing Director who is the Chief Executive of the Corporation. There are four Functional Directors viz. Director (Finance), Director (Technical), Director (Personnel) and Director (Marketing) who assist the Managing Director in his day to day functioning. There are Chief Adviser, Adviser, Managers, Deputy Managers and Assistant Managers in their respective disciplines who assist the Functional Directors in their day to day working.

1.5 The NTC (Holding Company) and the nine subsidiary Corporations have their own Board of Directors. The Board of Directors of the National Textile Corporation (Holding Company) Ltd. consists of the following :—

- | | |
|---|----------------------|
| 1. Shri A.H. Mehta | Chairman (Part-time) |
| 2. Dr. H.P. Bhattacharya | Managing Director |
| 3. Vacant | Director (Technical) |
| 4. Shri B.R. Bhatia | Director (Finance) |
| 5. Sri V.P. Jayakumar | Director (Personnel) |
| 6. Shri R.R. Gupta,
Additional Secretary and Financial
Adviser, Ministry of Commerce. | Director |
| 7. Shri Prabhat Kumar
(Jt. Secretary, Ministry of Commerce) | Director |
| 8. Shri K.D. Dudhmal,
General Manager, IDBI, Bombay | Director |
| 9. Shri N.S. Kulkarni,
CMD, Cotton Corporation of India,
Bombay. | Director |

1.6 In reply to question it has also been stated that there is no member from the Sheded Castes and Scheduled Tribes on the Board of Directors.

1.7 The Committee desired to know the criterion for selection of Members on the Board of Directors. The representative of the Ministry of Commerce has informed the Committee during evidence that some of the Directors are full time employees of the Corporation and are known as functional Directors, e.g., Director (Technical), Director (Personnel), Director (Marketing), Director (Finance) etc. There are 3-4 other Directors who hold office by virtue of the position they were holding in the Ministry. They are Additional Secretary, Financial Adviser, Joint Secretary dealing with National Textile Corporation, Managing Director of National Textile Corporation and a nominee of the Financial Institution.

The selection of functional Directors is made from a panel of names suggested by Public Enterprises Selection Board (PESB) with the approval of the Appointment Committee of the Cabinet.

1.8 When the Committee pointed out that there was no member belonging to Scheduled Castes/Scheduled Tribes on the Board of Directors of National Textile Corporation Ltd., and asked whether there was any proposal to have a Scheduled Caste/Scheduled Tribe member on the Board, the representative of the Ministry of Commerce has stated during evidence that earlier Shri J.R. Solanki, Director (Marketing) belonging to Scheduled Caste was a member of the Board of Directors for 2½ years prior to May 1983.

In this connection the representative of the Ministry of Commerce further added as follows :

“The Committee’s recommendation will be very valuable in this context. Today we have been working within the parameter of some policy which has been laid down. Beyond that the provisions do not apply in full, but also it is our duty to see that to the maximum extent possible we should induct a member of Scheduled Caste/Scheduled Tribe. I can give this assurance that, within the Selection Committee procedure where we could, we will try to give preference to Scheduled Caste/Scheduled Tribe. There is another type of Director for the purpose of overseeing the working of the Corporation. In this case, we will carry out a minimum review with an objective of seeing in what manner we could induct any member of the Scheduled Caste/Scheduled Tribe into the Board of Directors.”

1.9 The Committee note that the Board of Directors of National Textile Corporation (Holding Company) Ltd. consists of a Chairman (part-time), four functional Directors and four non-functional Directors. The functional Directors are selected from a panel of names suggested by the Public Enterprises Selection

Board (PESB) with the approval of the Appointment Committee of the Cabinet, while the non-functional Directors hold office by virtue of their position in the Ministry. But none of the members on the present Board of Directors belongs to Scheduled Caste/Scheduled Tribe. The Committee recommend that atleast one person belonging to Scheduled Caste/Scheduled Tribes should be appointed on the Board of Directors of the Holding Company to look after the interests of these communities.

1.10 The Committee further recommend that at least one SC/ST person should be nominated on the Board of Directors of each subsidiary corporation of National Textile Corporation.

C. Role of the Departments of Textiles

1.11 The Committee have been informed that all the orders/returns concerning Public Sector Undertakings are dealt with either in Foreign Trade (State Trading) Section in respect of Public Sector Undertakings under the Department of Commerce or in the respective administrative section of the Department of Textiles. It is the primary responsibility of administrative section concerned to ensure strict observance of the instructions of the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises pertaining to Scheduled Caste/Scheduled Tribe matters.

1.12 As per the instructions issued by the Government from time to time, a Liaison Officer has been nominated for the work relating to Scheduled Castes/Scheduled Tribes in the National Textile Corporation Ltd., New Delhi. The Liaison Officer nominated in the Holding Company looks after the work relating to the representation of Scheduled Castes/Scheduled Tribes in service. Rosters are being maintained as per the instructions contained in the "Brochure on reservation of Scheduled Caste/Scheduled Tribe candidates in services." These rosters are inspected by the Liaison Officer of the National Textile Corporation (Holding Company) from time to time.

1.13 Directives are issued by the Bureau of Public Enterprises/Department of Personnel and Administrative Reforms pertaining to Scheduled Caste/Scheduled Tribe matters. These are communicated to the Corporation by the concerned administrative Section in the Department of Textiles, for strict compliance.

1.14 It has been stated by the representative of the Ministry of Commerce, Department of Textiles during evidence that in the Ministry there are two Departments—Department of Commerce and Department of Textiles. In each of these two Departments there is an administrative wing dealing with public

sector undertakings under its control. These two sections are basically responsible for whatever work has to be done in regard to the public sector undertakings including the question of reservations, etc.

He has further stated that the E-III Section in the Ministry of Commerce generally coordinate with the concerned administrative divisions on all matters relating to the instructions regarding Scheduled Castes and Scheduled Tribes. In addition, an officer of the Ministry of Commerce has been nominated as Liaison officer in respect of Scheduled Castes and Scheduled Tribes.

1.15 In reply to a specific question, the representative of the Ministry of Commerce has stated during evidence that there is no separate cell nor any proposal has been made for creating a special cell.

He has further added :

“Frankly we would be greatly assisted by you and, if as a result of the Committee’s deliberations if the decision of the Committee is for setting up a separate cell, we shall have to do so. Although we are making all efforts, perhaps, these fall short of the mark.”

1.16 Asked how many persons were dealing with the matters connected with Scheduled Castes/Scheduled Tribes and what were their designations and rank, the representative of the Ministry of Commerce has stated during evidence that the Liaison Officer for the Ministry is a Director level officer to the Government of India. The work in respect of Scheduled Castes and Scheduled Tribes is looked after by a section called E-III Section which is a full fledged section with one section officer and 3-4 Assistants to look after this work in addition to the general personnel matters dealt with in the Ministry.

1.17 When the Committee enquired about the other duties performed by the Liaison Officer, the Committee has been informed that the Liaison Officer is the incharge of E. III Section and is dealing with general personnel matters. One person has been specifically earmarked to look after the problems of Scheduled Castes and Scheduled Tribes and to assist the Liaison Officer in this regard.

1.18 When asked about the machinery in the Ministry of Commerce (Department of Textiles) to ensure implementation of reservation orders in the National Textile Corporation Ltd., it has been stated that there is a section in the National Textile Corporation whose responsibility includes to see implementation of Scheduled Castes/Scheduled Tribes reservation orders. The main accent has been on making public sector itself responsible. They are as

much responsible as any body else to see that the orders are implemented. Of course, there have been some difficulties because National Textile Corporation took over the concerns which were already run under private management. But, we are not on that point just now.

The National Textile Corporation itself has got an exclusive arrangement and set up with the Liaison Officer and with a certain number of Staff.

1.19 When the Committee pointed out that there is no machinery in the Ministry of Commerce to look after the welfare and interests of the Scheduled Castes and Scheduled Tribes in National Textile Corporation Ltd. having nine Subsidiaries, the witness admitted that :

“No single Cell or officer is incharge.”

He however, added :

“There is nobody specifically entrusted with only this work. That I must admit. But, that does not dilute NTC's responsibility to see that the orders are implemented.”

1.20 When the Committee desired to know whether the Ministry of Commerce (Department of Textiles) had adequate powers to issue directives for enforcement of reservation Orders for Scheduled Castes and Scheduled Tribes in NTC Ltd., the representative of the Ministry of Commerce stated as follows :—

“The Bureau of Public Enterprises lays down the regulations in respect of all public enterprises including ours. If the question is whether any separate orders for enforcement are issued by us, the answer is ‘No.’ But we are as much bound by the general directives of reservation. We do not issue certain directives. It is a question whether we are monitoring or not. The Committee may take the view that if the arrangements are not sufficient, they are to be strengthened. The question of issuing any separate directive from our side would not arise because it is all contained in general terms.”

1.21 When the Committee enquired about the action taken if the orders are not implemented, the representative of the Ministry of Commerce has informed the Committee during evidence as follows :—

“In 1982, we had, every three months, done an analysis of the vacancies of Scheduled Castes and Tribes which were not properly utilised, particularly in NTC. We have done this exercise on behalf of them. We have taken such reports to the Minister. We informed that the existing agencies are not implementing the orders in letter and spirit. I had called a meeting of

the representatives of the agencies in the Ministry of Commerce including the NTC. This was done some time in 1983."

1.22 The Committee note that a Director in the Ministry of Commerce (Department of Textiles) has been nominated as Liaison Officer to look after the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes and other facilities/concessions available to them. The Committee were informed during evidence that E-III Section in the Ministry consisting of a Section Officer and a few assistants look after the personnel matters in general. One person in that Section has been entrusted with the work relating to Scheduled Castes and Scheduled Tribes. There is no separate cell in the Ministry to assist the Liaison Officer to discharge his duties effectively in so far as implementation of reservation policy is concerned.

The Committee fail to understand how one person can do full justice to the work relating to proper representation of Scheduled Castes/Scheduled Tribes in services of all the nine subsidiaries of National Textile Corporation and other public sector undertakings which are under the administrative control of the Ministry.

The Committee are concerned to note that Department of Textiles had carried out an analysis in 1982 and had come to the conclusion that vacancies reserved for Scheduled Castes/Scheduled Tribes were not properly utilised, particularly in National Textile Corporation. This only shows that adequate arrangements do not exist in the Ministry to watch the proper implementation of reservation orders in public sector undertakings under its control.

The Committee recommend that as per standing instructions laid down in O.M. No. 27/22/68-Est. (SCT) dated 19.4.1969, a separate cell with adequate staff should be set up immediately in the Ministry of Commerce (Department of Textiles) which should function under the direct control of the Liaison Officer of the Ministry. This cell should keep a close watch on the implementation of reservation orders in the Ministry as well as in the public sector undertakings and other offices under its administrative control.

CHAPTER II

NATIONAL TEXTILE CORPORATION (HOLDING COMPANY) LTD.

A. Implementation of Reservation Orders

2.1 It has been stated that reservation orders in favour of Scheduled Castes/Scheduled Tribes were received from the Administrative Ministry in 1971 and 1975 and are being implemented since then in NTC (Holding Company). National Textile Corporation (NTC) Ltd. was incorporated in April, 1968 for managing the affairs of sick textile mills. Government managed mills were nationalised in December, 1974.

2.2 The following nine textile undertakings are under the direct administrative control of NTC Ltd. for management and they have not been nationalised :

Name of Textile Undertaking	Date of take-over of Possession
1. Laxmi Rattan Cotton Mill, Kanpur	21.7.1976
2. Atherton West Mill, Kanpur. The Management of these two Mills was taken over under Laxmi Rattan and Atherton West Cotton Mills (Taking over of Management) Act, 1976.	21.7.1976
3. Swadeshi Cotton Mills Co. Ltd., Kanpur.	14.4.1978
4. Swadeshi Cotton Mill, Naini.	14.4.1978
5. Swadeshi Cotton Mill, Mounath Bhanjan.	14.4.1978
6. Swadeshi Cotton Mill, Pondicherry.	14.4.1978
7. Udaipur Cotton Mill, Udaipur (Raj.).	14.4.1978
8. Raibareli Textile Mills. Raibareli.	14.4.1978
9. Mohini Mills, Belgharia (West Bengal). Management of 7 mills at S. No. 3 to 9 was taken over under Industries. (Development and Regulation) Act, 1951.	24.10.1981

2.3 During evidence when the Committee enquired whether the reservation orders were implemented in the nine Textile Mills managed by National Textile Corporation Ltd., the Secretary, Textiles has stated that the reservation orders are not formally extended to these Mills as these are still under the ownership of private persons and extensive recruitment have not taken place because of uncertainty about their future. In this connection, the witness has further informed the Committee as follows :—

“So far as reservation is concerned, once a decision is taken in favour of nationalisation, then automatically the provisions will apply. But if there is any delay, we will take note of the observations of the Hon. Members and see if reservation orders are implemented, to begin with, at least in respect of new recruitment, extending it gradually to other sectors.”

2.4 The Committee note that National Textile Corporation (HC) was set up in April, 1968 to manage the affairs of sick Textile Mills which were nationalised in December, 1974. The Committee find that nine Textile Mills are under the direct management of NTC (HC) but they have not been nationalised. The Committee recommend that early decision should be taken to nationalise these mills so that reservation orders are made applicable to them. If there is delay in the nationalisation, the proposal to extend the reservation orders at least in the case of new recruitments in the nine NTC managed textile mills, as agreed to by the Secretary, Textiles during evidence, might be considered.

2.5 The Committee are concerned to note that reservation orders were conveyed by the Administrative Ministry to NTC (HC) Ltd. during the 1971/1975, although it was set up in 1968.

The Committee recommend that all orders/instructions issued by the Department of personnel and Administrative Reforms/Bureau of Public Enterprises which have a bearing on the reservation policy should be communicated to all the Public Sector Undertakings without any loss of time.

B. Liaison Officer/Cell

2.6 The Committee have been informed that as per the instructions issued by the Government from time to time, a Liaison Officer has been nominated for the work relating to Scheduled Caste/Scheduled Tribe in the National Textile Corporation Ltd., New Delhi. The Liaison Officer nominated in the Holding Company looks after the work relating to the representation of Scheduled Castes/Scheduled Tribes in services.

There is a Scheduled Caste/Scheduled Tribe Cell with a Liaison Officer for

the work relating to the representation of Scheduled Castes/Scheduled Tribes, The Liaison Officer inspects the rosters and other relevant records relating to Scheduled Castes/Scheduled Tribes. He also points out the discrepancies found at the time of inspection. The Liaison Officer collects all types of information pertaining to Scheduled Castes/Scheduled Tribes from all the Subsidiary Corporation of NTC and submits various returns to the Government in respect of the entire National Textile Corporation Group.

2.7 The Committee desired to know what was the composition of the Cell in National Textile Corporation (Holding Company) Ltd., how many persons employed in the Cell belonged to Scheduled Castes/Scheduled Tribes and what were their designations. The representative of the National Textile Corporation (HC) Ltd. has stated during evidence that the Cell consists of one Deputy Manager, one Senior Assistant, one Assistant and one Junior Assistant. The Senior Assistant belongs to Scheduled Caste community.

2.8 It has also been stated during evidence that the primary duty of the *Deputy Manager who is the Liaison Officer, is to look after the work relating to Scheduled Castes and Scheduled Tribes but in addition he has also been looking after some work relating to personnel matters.

2.9 When asked whether the Liaison Officer was looking after the personnel matters of the Holding Company only or the Subsidiaries also, the representative of the National Textile Corporation Ltd. has stated as follows :

“The holding company’s Cell monitors the implementation of the directives for the subsidiaries also. We get periodical returns and reports from the subsidiaries and our Liaison Officer inspects the rosters in subsidiary offices.”

2.10 The Committee enquired about the Subsidiaries inspected by the Liaison Officers, the discrepancies pointed out by him and the remedial action taken to remove the discrepancies. The representative of National Textile Corporation (HC) Ltd. has stated as follows :

“In December 1983 our Liaison Cell people had inspected the Maharashtra North and South and have submitted their reports which have already been filed as additional material with this Committee. Earlier also they had inspected West Bengal and Uttar Pradesh in the course of the last one year.”

*At the time of factual verification Ministry of Commerce (Department of Textiles) has intimated vide O.M.No. 23012/3/83 NTC dated 23.4.84 that an officer of the rank of Manager (Industrial Relations) has since been designated as Liaison Officer.

In this connection he has added that inspection reports relate to the maintenance of rosters, guard files etc. pertaining to Scheduled Castes and Scheduled Tribes. The compliance report from the Maharashtra subsidiary is yet to come, but from the UP Subsidiary it has already come. The three inspection reports, as furnished to the Committee, are at Appendix I.

2.11 When asked about the norms fixed for inspection, the witness has informed the Committee that there is no fixed periodicity for inspection but efforts are there to cover as many subsidiaries as possible in one year.

2.12 When the Committee desired to know the defects orally pointed out as mentioned in the inspection reports, the Director (Personnel), National Textile Corporation Ltd. has stated that at the time of inspection itself some mistakes were orally pointed out which were later reproduced in the report. In this connection the Chairman, National Textile Corporation Ltd. added as follows :—

“Since it came to my notice, I have instructed them that we must discontinue the oral complaint and that it should be in writing. I had a meeting with the CMD and referred it to him.”

2.13 When the Committee pointed out that it appears from the inspection Reports that the inspections had been done in a perfunctory manner, the representative of National Textile Corporation Ltd. has stated that these inspections are being carried out as per the fixed format and admitted that improvements are needed in the report.

In this connection the Secretary, Textiles has stated as follows :

“Sir, taking the view of the hon. Committee, it is something that will certainly be done in future. That is the Officer who inspects will be of sufficiently senior level. He will have a team of people and his report will be a substantial report of what has been done or not done in a particular Subsidiary. Thus we can ensure that once a year inspection will be done by an officer who will be decided internally.”

He has further added as follows :

“Sir, we will also implement your suggestion that the persons who constitute the liaison group they be trained suitably so that they follow up the implementation of the orders relating to Scheduled Castes and Scheduled Tribes.”

2.14 When asked how the work relating to recruitment, promotion of staff in the Subsidiaries was coordinated, the Chairman, NTC (HC) Ltd. has stated as follows :—

“As regards promotion within the limits, it is looked after by the mills and the liaison officer located in the mill takes care of that. Similarly, the recruitment at the higher level is done by the Subsidiary office. As regards coordination of the work, the holding company’s liaison officer certainly coordinates the work of not only recruitment and promotion, but also sees that proper ratios are kept, proper rules are followed and so on, and therefore, the liaison officer [from the Holding Company] goes to the subsidiaries periodically to see whether all the records are kept properly. Coordination is certainly there.”

2.15 The Committee note that there is a Scheduled Caste/Scheduled Tribe Cell at the Headquarters of NTC (HC) Ltd. under a Deputy Manager who has been nominated as Liaison Officer to look after the work relating to the representation of Scheduled Castes/Scheduled Tribes in the National Textile Corporation. The Cell consists of three officials one Senior Assistant, one Assistant and one Junior Assistant. The Liaison Officer inspects the rosters and other relevant records relating to Scheduled Castes/Scheduled Tribes and points out the discrepancies found at the time of inspection. The Liaison Officer also collects all types of information pertaining to Scheduled Castes/Scheduled Tribes from all the National Textile Corporation’s Subsidiary Corporations and submits various returns to the Government in respect of entire National Textile Corporation group. During evidence the Committee was informed that the Liaison Officer was looking after some work of personnel matters in addition to the work relating to Scheduled Castes/Scheduled Tribes entrusted to him.

The Committee are constrained to note that during the year 1983 inspections have been carried out in only 4 out of 9 subsidiaries and that too in a perfunctory manner at the level of Senior Assistant/Assistant working in the Scheduled Caste/Scheduled Tribe Cell.

The Committee recommend that as promised by the Secretary, Ministry of Commerce (Department of Textiles) an officer of sufficiently senior level should be entrusted with the work of making inspections in the various Subsidiaries. The Liaison Officer should conduct the inspections of rosters of all the Subsidiaries at least once a year and that is possible only if the Liaison Officer has adequate supporting staff. The Committee recommend that the Inspection Reports should not only deal with the defects but should also suggest remedial measures for rectification of discrepancies. The Inspection Reports should also be put up to the Managing Director, NTC (HC) Ltd. for information and for giving directions.

2.16 The Committee also recommend that the staff working in the Scheduled Caste/Scheduled Tribe Cell in the Holding Company should be well conversant

with the orders/instructions relating to reservation for Scheduled Castes and Scheduled Tribes in services so that they can give necessary guidance to the staff working in the Subsidiaries.

C. Staff Strength and Shortfalls

2.17 The total number of employees in various categories of posts in the National Textile Corporation (Holding Company) Ltd. including the Staff College, Coimbatore and the number of Scheduled Castes and Scheduled Tribes among them as on 1.1.1983 has been stated to be as follows :

Category of posts	Total No. of employees	No. of SCs	No. of STs	Percentage		Shortfalls	
				SC	ST	SC	ST
Group—A	79	5	—	6.4%	—	6	5
Group—B	74	8	1	10.4%	1.6%	2	4
Group—C	171	19	2	11.1%	1.2%	16	3
Group—D	61	22	5	36%	8.2%	—	—
Group—D(S)	4	4	—	100%	—	—	—

2.17A The staff strength of the NTC (HC) Ltd. as on 1.1.1983 and the number of Scheduled Castes and Scheduled Tribes among them, based on caste certificates produced by the employees, has been stated, to be as follows :

Group	Total	No. of employees	
		SC	ST
A	74	5	—
B	73	9	1
C	167	18	2
D	67	23	5
D(S)	6	6	—

2.18 Asked about the reasons for shortfall in the representation of Scheduled Castes and Scheduled Tribes in various categories of posts, it has been stated that the reasons for shortfall in Group 'A' and 'B' posts in direct recruitment is due to the fact that in the beginning keeping in view the needs of the Corporation and in the interest of work, posts in N.T.C. (Holding Company) were filled by drawing people on deputation from Government/Public Sector

Undertakings. There is, however, no reservation quota fixed in deputation posts. Secondly, most of these posts are in Technical/Finance disciplines where requisite number of candidates belonging to Scheduled Castes and Scheduled Tribes with qualification viz. B. Text., Chartered/Cost Accountant were not available. In Group 'C', there is a shortfall only in cadre of Senior/Junior Stenographers. Efforts to get suitable Scheduled Caste/Scheduled Tribe candidates in these categories even after our repeated and exclusive advertisements have not borne fruits.

2.19 When the Committee desired to know the efforts being made to wipe out the shortfall, the representative of the Ministry of Commerce (Department of Textiles) has stated during evidence as follows :—

“We issue advertisements, wherever necessary, exclusively for Scheduled Caste and Scheduled Tribe candidates to fill up these posts and we have had difficulty in the past in getting those candidates. Many a time, there was not much response to these advertisements.”

In this connection, the representative of the National Textile Corporation Ltd. has stated that recently management trainee scheme has been started by them and in that connection 200 applications from Scheduled Caste/Scheduled Tribe candidates have been received.

2.20 When the Committee pointed out that some percentage of vacancies should be reserved for Scheduled Castes/Scheduled Tribes, the witness has stated as follows :—

“That can be done only after the vacancies are identified. We hope out of this exercise we will be able to get more than the required quota. This is the first time that this kind of massive response has come to our advertisement.”

In this connection, the Secretary, Textiles has added as follows :—

“They are yet to get firm requirements. But I think they have done the right thing in inviting applications. They have got a staff college also. And I assure you that we will not stick to reservation percentage but we will give the maximum advantage to Scheduled Caste/Scheduled Tribe. This will give result over a period of time.”

2.21 When asked [about efforts being made by NTC (Holding Company) to wipe out the shortfalls in the category of Junior/Senior Stenographers it has been stated in a note furnished to the Committee that the following steps were

taken to remove the shortfall of Scheduled Caste/Scheduled Tribe employees in the posts of Senior/Junior Stenographers in NTC (Holding Company).

- (i) In November, 1978, 7 posts of Junior Stenographers were advertised out of which 2 posts were reserved for Scheduled Caste and one post for Scheduled Tribe candidates.
- (ii) In June, 1979, NTC (Holding Company) wrote to 13 Scheduled Caste/Scheduled Tribe Welfare Associations/Organisations recognised by the Government of India to suggest names of suitable Scheduled Caste/Scheduled Tribe candidates for empanelment in various posts in different disciplines including Junior/Senior Stenographers.
- (iii) In August, 1979, an exclusive consolidated advertisement was issued for preparing a panel of Scheduled Caste/Scheduled Tribe candidates selected for various posts. This advertisement also covered the posts of Senior/Junior Stenographers. These vacancies were subsequently notified to Employment Exchange, Delhi.
- (iv) Posts of Senior Stenographers were notified to Bhartiya Adimjati Sevak Sangh in September, 1979.
- (v) In January, 1980, 6 posts of Junior Stenographers and 3 posts of Senior Stenographers were notified to Employment Exchange. These posts were notified also to Commissioner of Backward Classes, New Delhi. Commissioner of Scheduled Caste/Scheduled Tribe and Office Secretary, Bhartiya Adimjati Sevak Sangh, New Delhi and other recognised Scheduled Caste/Scheduled Tribe organisations.
- (vi) In January, 1980, an all India advertisement was issued where 3 posts of Senior Stenographers (all Reserved for Scheduled Caste/Scheduled Tribe) and 10 posts of Junior Stenographers (6 reserved for Scheduled Caste/Scheduled Tribe) were advertised.
- (vii) In November, 1980, 6 posts of Junior Stenographers (all reserved for Scheduled Caste/Scheduled Tribe) were notified to Employment Exchange.
- (viii) An exclusive advertisement calling for applications from Scheduled Caste/Scheduled Tribe candidates for three posts of Junior Stenographers (one in Hindi and two in English) was issued in November, 1982.

2 22 Despite taking all these steps including issue of exclusive advertise-

ments for Scheduled Caste/Scheduled Tribe candidates National Textile Corporation have not been able to find suitable candidates belonging to these communities for appointment against the posts of Senior Stenographers and Junior Stenographers. Candidates who had applied in response to the advertisements as well as those recommended by the Scheduled Caste/Scheduled Tribe Welfare Associations were called for type/Shorthand test. However, on each occasion the number of applicants who had actually appeared for the Shorthand/Type test was very low, and further none of those who appeared for the test could qualify in the tests.

2.23 When the Committee enquired about the relaxations being given by the Holding Company and the Subsidiaries to Scheduled Caste/Scheduled Tribe candidates for recruitment of Junior/Senior Stenographers, the Director (Personnel), National Textile Corporation Ltd. has stated that uniform relaxation of 5 years in age and 2 years in experience are given to Scheduled Caste/Scheduled Tribe candidates. But in speed, there is no relaxation.

2.24 When the Committee enquired why it was necessary to have a large number of deputationists in National Textile Corporation, the Secretary (Textiles) stated as under :

“As a policy, we are discouraging deputationists. Employees of public sector undertakings are quite keen that there should be no deputationists. There are hardly any deputationists left in the National Textile Corporation. Also, we have got the Government of India’s general instructions. Any Government officer who wishes to go on deputation to public sector undertaking will have to exercise his option, immediately on joining it. He cannot go on for years together in public undertaking while retaining his lien on parent department. We will take note of the views of the Committee very much for our future planning.”

2.25 The Committee note that in the first statement relating to staff strength of NTC (HC) as on 1.1.1983 it has been stated that total number of employees in Group A,B,C, D and D (Sweepers) are 79, 74, 171, 61 and 4 respectively. When the Committee insisted that the Scheduled Caste and Scheduled Tribe employees should be asked to produce caste certificate, Holding Company has furnished a revised statement indicating 74, 73, 167, 67 and 6 employees in Groups A, B, C, D and D (Sweepers) respectively as on 1.1.1984. The Committee fail to understand how the figures about the total number of staff in different Groups have changed in the second statement prepared on the basis of caste certificates produced by the employees. The Committee further note that the number of Scheduled Caste employees also do not tally in the two statements. As there are

hardly 400 employees in the Holding Company, the Committee are constrained to observe that proper records have not been maintained regarding the total staff strength in the Holding Company.

The Committee would like the Government to look into the matter so as to reconcile the discrepancy in the two statements relating to staff strength. The Committee also recommend that at the time of filling up of reserved posts the caste of each employee should invariably be verified from caste certificate issued by the competent authority and in case of any doubt proper investigation should be done from the State Government concerned at the earliest.

2.26 The Committee are constrained to note that the representation of Scheduled Castes in Group A, B and C posts is not up to the mark and the representation of Scheduled Tribes in Group A is nil and their representation is quite insignificant in Groups B and C posts. The Committee are of the opinion that no serious efforts have so far been made by the NTC (HC) Ltd. to make good the shortfalls in Group A and B posts. The Committee have been informed during evidence that the Corporation has recently started Management Trainee Scheme and in that connection 200 applications from Scheduled Caste/Scheduled Tribe candidates have been received. The Committee recommend that the NTC (HC) Ltd. should clear the entire backlog in Group A and B posts by appointing maximum number of Scheduled Caste/Scheduled Tribe candidates under the Management Trainee Scheme. The Committee trust that as assured by the Secretary, Textiles during the course of evidence, the Corporation will not stick to the prescribed percentages of reservation but will fill the quota to the maximum.

2.27 The Committee have been informed that in Group 'C' there is a shortage in the cadre of Junior and Senior Stenographers. The Corporation could not find suitable Scheduled Caste/Scheduled Tribe candidates inspite of the fact that they had issued exclusive advertisements for Scheduled Caste/Scheduled Tribe candidates and had also approached recognised Scheduled Caste/Scheduled Tribe organisations to suggest names of suitable Scheduled Caste/Scheduled Tribe candidates for empanelment. The Committee are pained to observe that Scheduled Caste/Scheduled Tribes candidates were not given any relaxation in shorthand/typing speed on the ground that in the instructions issued by the Government there is no specific provision for giving such relaxation. Even so, the Committee are of the view that on the analogy of relaxation in marks given to Scheduled Caste/Scheduled Tribe candidates in written test/interview, there should be no objection to giving relaxation in shorthand/typing speed if the required number of reserved category candidates do not become available according to the prescribed speed criteria. As for instance, if the speed in shorthand required for general category candidates is 100 w.p.m. it could be relaxed to 80 w.p.m. in the case of Scheduled

Caste/Scheduled Tribe candidates. Similarly, if the typing speed required for general category candidates is 40 w.p.m. the same could be relaxed to 35 w.p.m. in the case of Scheduled Caste/Scheduled Tribe candidates. The Committee recommend that this matter may be taken up with the Department of Personnel and Administrative Reforms for issue of general instructions in this regard.

2.28 The Committee note that in the beginning, keeping in view the needs of the Corporation and in the interest of work, posts in NTC (HC) were filled up by drawing people on deputation from Government/Public Sector Undertakings. There is no reservation quota fixed in deputation posts. During evidence the Secretary, Textiles has informed the Committee that as a policy they are discouraging deputationists. The Committee would urge that in accordance with the instructions issued by the Department of Personnel and Administrative Reforms *vide* their Office Memorandum No. 36012/7/77-Estt. (SCT), dated the 21st January, 1978 where the number of posts to be filled on deputation is fairly substantial, NTC (HC) should ensure that a fair proportion of such posts are filled by employees belonging to Scheduled Castes/Scheduled Tribes.

CHAPTER III

NATIONAL TEXTILE CORPORATION (WEST BENGAL, ASSAM, BIHAR AND ORISSA) LTD. AND OTHER SUBSIDIARIES

A. Implementation of Reservation Orders

3.1 Under the Sick Textile Undertaking (Nationalisation) Act, 1974, 18 mills were nationalised from 1.4.74 and National Textile Corporation (West Bengal, Assam, Bihar and Orissa) Ltd., a Subsidiary Corporation was set up and made responsible for running these 18 mills, 14 mills in West Bengal, 1 mill in Assam, 2 mills in Bihar and 1 mill in Orissa.

3.2 The names of the textile mills under the Subsidiary and the date of their take over are stated to be as follows :—

Name of the mill	Date of take over
(i) Arati Cotton Mills	9.11.72
(ii) Associated Industries (Assam)	16.6.72
(iii) Bangasri Cotton Mills	31.10.72
(iv) Bengal Textile Mills	3.3.72
(v) Bengal Luxmi Cotton Mills	7.6.72
(vi) Bihar Co-operative Weavers' Spinning Mills	24.8.72
(vii) Bengal Fine Spg. & Wvg. Mills No. 1	16.3.72
(viii) Bengal Fine Spg. & Wvg. Mills No. 2	13.1.72
(ix) Central Cotton Mills	3.3.72
	(Possession taken on 16.8.73)
(x) Gaya Cotton & Jute Mills	11.11.72
(xi) Jyoti Weaving Factory	7.11.72
(xii) Kanoria Industries (CMS)	1.11.72
(xiii) Luxmi Narayan Cotton Mills	13.10.72
(xiv) Manindra Mills	3.3.72
(xv) Orissa Cotton Mills	10.11.72
(xvi) Rampooria Cotton Mills	5.10.72
(xvii) Sharee Mahalaxmi Cotton Mills	12.6.72
(xviii) Sodepore Cotton Mills	7.11.72

3.3 The percentage of reservations made in favour of Scheduled Caste/Scheduled Tribe in NTC (WBAB&O) Ltd. is as under :

Group	Post filled by Direct Recruitment		Post filled by Promotion					
	SC	ST	SC	ST				
Group 'A' & Group 'B' (By open competition without test)	16-2/3%	7½%	15%	7½%				
	West Bengal		Assam		Bihar		Orissa	
	SC	ST	SC	ST	SC	ST	SC	ST
Group 'C' & 'D' (posts normally (D) attracting candidates from a locality or a region)	20%	6%	6%	11%	14%	9%	15%	23%
(P)	15%	7½%	15%	7%	15%	7%	15%	7%
	Abbreviation used=D=Direct Recruitment P=Promotion							

3.4 In reply to a question, it has been stated that the reservation order in favour of Scheduled Castes/Scheduled Tribes came into force from 1.1.77 in NTC (WBABO) Ltd.

3.5 When asked about the reasons for delay in enforcing the reservation orders, it has been stated in a note furnished to the Committee that the reservation orders and Directives were received from the Holding Company in February, 1976. On receipt of the Directives with regard to Scheduled Castes/Scheduled Tribes reservation and its regulation was studied in length and it was decided by the Management to implement the reservation orders from the beginning of the year i.e. from 1-1-77.

3.6 The Committee are distressed to note that although the NTC (West Bengal, Assam, Bihar and Orissa) Ltd., a Subsidiary Corporation was set up in 1974, reservation orders and Government directive on reservations in favour of Scheduled Castes/Scheduled Tribes were sent to this Subsidiary Corporation in February 1976 by the NTC (Holding Company). The NTC (WBABO) Ltd. took another one year to enforce implementation of reservation orders. This delay of about three years has deprived many Scheduled Caste/Scheduled Tribe persons of the opportunity of getting employment in the Corporation. The Committee, therefore, recommend that all orders/instructions pertaining to reservation for Scheduled Castes/Scheduled Tribes issued by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises should be communicated immediately by the NTC (Holding Company) to its Subsidiaries and the Subsidiary Corporations should enforce those orders in their organisations from the date of issuance of the orders.

3.7 The Committee are constrained to observe that Ministry of Commerce (Department of Textiles) should have ensured that Government instructions relating to reservation in services are implemented in all Government undertakings under their administrative control without any loss of time.

B. Liaison Officer/Cell

3.8 It has been stated that Mills' Personnel Officers/Welfare Officers/Chief Welfare Officers/Labour Officers have been made Liaison Officers for each unit under one Dy. Manager (IR), who has been made Liaison Officer for the Subsidiary Head Office. Their functions are detailed below :

- (i) Ensuring due compliance of the Reservation orders by the appointing authorities and other benefits admissible to them ;
- (ii) Submission of Annual Report showing total number of employees and the total number of Scheduled Caste/Scheduled Tribe amongst them ;
- (iii) Scrutiny and consolidation of the annual statements ;
- (iv) Ensuring necessary assistance to the Commissioner for Scheduled Caste/Scheduled Tribe in the investigation of complaints received by the Commissioner in regard to service matters and in the collection of information for his annual report ;
- (v) Conducting annual inspection of the Rosters ;
- (vi) Acting as Liaison Officer and supplying of other information, and answering Parliament Questions relating to Scheduled Caste/

Scheduled Tribe employees, and other queries and clearing doubts in regard to matters covered by the Reservation Orders.

It has also been stated that the Liaison Officers ensure the following :

- (i) Issue of advertisements to newspapers indicating clearly the relaxation available to Scheduled Caste/Scheduled Tribe candidates for appointment.
- (ii) Intimation of the Vacancies to Employment Exchange with the request to sponsor Scheduled Caste/Scheduled Tribe candidates.

3.9 In reply to a question, it has been stated that a Cell has been set up under the direct control of the Liaison Officer.

3.10 The Committee note that Deputy Manager (IR) has been appointed Liaison Officer for the NTC (WBABO) Subsidiary Head Office and a Cell has also been set up under the direct control of the Liaison Officer to ensure due compliance of the reservation orders in favour of Scheduled Castes/Scheduled Tribes and other benefits admissible to them. At the Unit level, Mills' Personnel Officers/Welfare Officers/Chief Welfare Officers/Labour Officers have been appointed as Liaison Officer for each unit. The Committee need hardly stress that mere appointment of a Liaison Officer and creation of a Cell is not enough. What is needed is concerted action on the part of the Liaison Officer to ensure that all orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them are complied with by all appointing authorities in Mills as well as at the Head-quarters of the subsidiary Corporation.

The Committee recommend that the Liaison Officer at the Headquarters should visit the Mills periodically and discuss various problems relating to reservation in services with the Liaison Officers of the Mills. The Committee hope that this mutual exchange of ideas will be helpful in sorting out various problems and also lead to better coordination.

C. Recruitment and Promotion

3.11 The procedure followed for recruitment of staff in various categories of posts in NTC (WBABO) Ltd. is given below :

- Group 'A' & 'B'—Advertisement is made in newspapers (All India)
- Group 'C' —Employment Exchange is notified and Advertisement is made in local newspapers.
- Group 'D' —Employment Exchange is notified.

3.12 Promotions are made through Departmental promotion Committee, constituted by the competent authority and sometime by open competition through a Selection Committee.

The following concessions/relaxations are given to Scheduled Castes/Scheduled Tribes at the time of recruitment/promotion etc :

- (i) Relaxation of age by 5 years.
- (ii) Relaxation of experience.
- (iii) Scheduled Caste/Scheduled Tribe candidates with requisite qualifications are given preference over others.
- (iv) T.A. is allowed for attending interview.

3.13 During evidence when the Committee enquired about the relaxations/concessions given by NTC (WBABO) Ltd. to Scheduled Castes/Scheduled Tribes at the time of recruitment and promotion, the Director (Personnel) NTC (WBABO) Ltd. has stated as follows :

"I would like to say that relaxation of age by 5 years is given, for experience also five years relaxation is there. Based on different categories of nomenclature we have a list with us. In the case of Chief Executive and General Manager and Adviser the age relaxation is by five years and experience by five years. In the case of Production Manager, Deputy Chief Executive Officer, Deputy Chief Manager the age relaxation is five years, and experience by 10 years and in the case of Weaving Superintendent, Master Technician, Dyeing Masters, Managerial Personnel age is given five years relaxation and experience needed is also reduced by five years. In the matter of Deputy Spinning Master age is relaxed by five years ; experience by 5 years. For Assistant Manager the experience is relaxed by three years and age by five years. In the case of Senior Technical Officer relaxation of experience is by one year and age by five years. In the other bottom posts we have no relaxation in the experience because it is the starting of the job."

3.14 When asked about the variations in relaxation, the witness has informed the Committee that the variations have been given for the benefit of Scheduled Caste/Scheduled Tribe candidates.

3.15 During the visit of the Study Group I of the Committee to Bomby in June-July, 1983 the Chairman NTC (MN) Ltd. had informed that the Grades were different for up-country Mills and Bombay Mills. He had agreed to place the case before the Central Government for creating uniform grades in up-country mills and Bombay mills for the same post.

3.16 Asked about the difference in grades applicable to Bombay mills and up-country mills, the following information has been furnished to the Committee :

	Bombay	Up-country
Grade-I	Rs. 905-50-1305	Rs. 570-25-720-40-960-50-1360.
Grade-II	Rs. 695-40-895-50-1195	Rs. 455-25-605-40-845-50-1045.
Grade-III	Rs. 395-20-495-25-695-40-975	Rs. 395-20-495-25-695-40-975.

3.17 When asked about the policy followed by National Textile Corporation Ltd. and its Subsidiaries in the matter of filling up of vacancies in Group A and B by direct recruitment and promotion, the representative of the National Textile Corporation Ltd. has informed the Committee during evidence that in the Holding Company 25% vacancies are filled by direct recruitment and 75% by promotion but in Subsidiaries such a restriction does not exist. He has admitted that no clear cut policy has been laid down for direct recruitment and promotion in the Subsidiaries. The representative of the Ministry of Commerce (Department of Textiles) has informed the Committee during the course of evidence as follows :

“Units in the different Subsidiaries have been taken over at different times. Their pay-scales have been widely varying. Today, for example, in 13 mills in Bombay which have been taken over, for the same level of persons we find that their salaries are ranging from Rs. 7,500 to Rs. 2,000. We have not been able to tackle the problem so far but we are trying to evolve some policy for this. So far as the question of Scheduled Castes/Scheduled Tribes is concerned, that is a different aspect but so far as general policy is concerned, we have not been able to come to a conclusion about the subsidiaries. We are working on it and it will take some time to finalise it. For Holding Company it is easy because they are all in the headquarters office but each subsidiary consists of about 7 to 20 mills.”

In this connection the Chairman, NTC (WBABO) Ltd. has stated that the Subsidiary is coming out with a policy of 75% by direct recruitment and 25% by promotion and the same is at draft stage.

3.18 In a note furnished to the Committee it has been stated that in NTC (APKK&M) Ltd. promotion policy is under formulation. The orders/instructions issued by Government shall be given due consideration and incorporated in the rules.

3.19 Asked when this Subsidiary was set up, it has been stated that it was incorporated as a subsidiary of the NTC in 1974.

3.20 During evidence when the Committee desired to know whether a centralised Selection Board on the part of the banks will be considered, the representative of the ministry of Commerce (Department of Textiles) has stated during evidence that at present they do not propose to do it on a centralised basis as it will not be a prompt method for various reasons.

3.21 Asked whether uniform recruitment policy for all Subsidiaries would be considered, the Chairman National Textile Corporation Ltd. has stated during evidence as follows :

“We are examining this question. Now, category 1, CMDs are appointed by PESB. For each Subsidiary, we are recruiting the Directors centrally at the holding company. As regards General Managers' posts in category A, we have filled up these posts in the holding company in the last few days and this could be done at the central level. But below that, it should be done at the Subsidiary headquarters level.”

3.22 When the Committee desired to know whether some appointments in Group 'A' & 'B' were made without any advertisement and interview, the Chairman NTC (SM) has stated during evidence as follows :

“In categories 'A' and 'B', by and large, we need technical people, leave aside the shortage. We have a shortage of general candidates. By and large, people are not responsive to this field of education. We have a less number of candidates. We have a system. If we receive applications of their own, we do consider them, but interviews are definitely taken by the selection panel and the procedure thereafter is follows.”

The Secretary (Textiles), however, has assured the Committee during evidence that in future no such recruitments will be made without advertisement and reservations in favour of Scheduled Castes/Scheduled Tribes will be followed.

3.23 It has been stated that in NTC (WBABO) Ltd., promotions are made through Departmental promotion Committee constituted by the Competent Authority and some times by open competition through a Selection Committee. According to the present procedure, promotion is made on the basis of the recommendations of a Departmental Promotion Committee which considers candidates on the basis of past experience and present work *vis-a-vis* his age and qualifications. 75% of the vacancies would be filled in by promotion.

3.24 A statement showing the promotions made by National Textile Corporation (WBABO) Ltd. in various categories of posts during the years

1980, 1981 and 1982 is at Appendix-II/From the statement it is seen that the total vacancies filled by promotion and the share of Scheduled Caste/Scheduled Tribe during each year is as under :

Year	Group A			Group B			Group C			Group D		
	Total	SC	ST	Total	SC	ST	Total	SC	ST	Total	SC	ST
1980	27	—	—	16	—	—	1	—	—	—	—	—
1981	13	1	—	17	—	—	5	—	—	—	—	—
1982	4	—	—	3	—	—	1	—	—	—	—	—
	44	1	—	36	—	—	7	—	—	—	—	—

3.25 In reply to a question it has been stated that previously zone of consideration had been 1 : 3. the adoption of the promotion Rules the zone of consideration is as follows ;

“For Group ‘A’, ‘B’, ‘C’ it is 1:5, 2:8 and 3:10 i.e. in the matters of one vacancy five (5) personnel would be considered, in the matters of two (2) vacancies eight (8) personnel would be considered and when the number of vacancies is three (3) 10 personnel would be considered. In case of non-availability of Scheduled caste/Scheduled Tribe candidates in the consideration zone it may be extended upto five times the number of vacancies. If the promotions are made purely on seniority-cum-fitness basis the eligibility period of the candidate is considered.”

3.26 It has been stated that in NTC (WBABO) Ltd. the composition of Recruitment Board/Departmental Promotion Committee varies in each selection depending on various factors. However in each Selection Committee and Departmental Promotion Committee representative from Scheduled Caste Community is associated.

3.27 In a note furnished to the Committee the composition of the Selection Committee for Group A & B posts is stated to be as follows :

1. Functional Director.
2. Manager from Personnel Management Division.
3. One officer from Finance Division.
4. Chief Executive Officer of the concerned mill.
5. Shri S.K. Saha, Dy. Chief Executive Officer from Bengal Fine Spinning and Weaving Mill No. 1 as a Scheduled Caste representative.

3.28 The posts in Group 'C' and 'D' are filled by the respective mills. As such, the Selection Committee for these posts consist of the Chief Executive/General Manager of the Mill who is the Head of the Selection Committee. In addition one representative from the Personnel Management Division of the Subsidiary Corporation is associated. Liaison Officer for Scheduled Caste/Scheduled Tribe Call of the mill and concerned Regional Employment Exchange officers are also members of the Selection Committee. Further, Shri S.K. Saha, Deputy Chief Executive officer of Bengal Fine Spinning and Weaving Mill No. 1 is also associated since he belongs to Scheduled Cast community, in respect of mills situated in and around Calcutta only.

3.29 However, there are 4 mills situated at Gauhati in Assam, 2 in Bihar at Mukhma and Gaya and 1 in Orissa at Cuttack. Action is being taken in respect of these mills also that a representative from respective Scheduled Caste/Scheduled Tribe Commissioner's office is associated in future.

3.30 The Committee are unhappy to note that no clear-cut policy has so far been laid down for direct recruitment and promotion in the Subsidiaries of National Textile Corporation although about 10 years have elapsed since these Subsidiaries were incorporated. The Committee fail to understand how the Subsidiaries can do full Justice to Scheduled Castes/Scheduled Tribes in the matter of recruitment and promotion against reserved vacancies in the absence of a clear-cut recruitment and promotion policy. The Committee recommend that all the Subsidiaries should fix the quotas for direct recruitment and promotion in various categories of posts and also frame rules and regulations for the procedure to be followed in that regard. While framing the recruitment rules a saving clause may be included as laid down in Department of Personnel and Administrative Reforms O.M. No. 36011/9/76-Estt. (SC) dated 7.3.1978 to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee would like the Holding Company to evolve a uniform policy for recruitment and promotion in all the Subsidiary Corporations. The Committee are concerned to note that in NTC (APKM) Ltd. the promotion policy is still under formulation even though it was set up in 1974.

3.31 The Committee feel surprised that NTC (Maharashtra South) has been recruiting persons in Group 'A' and 'B' post without advertising the posts. On the one hand it is argued that candidates with the requisite technical qualifications are not available for the Textile mills but on the other hand posts have been filled even without advertising them in the press. The Committee feel that in the light of shortage of technical people it becomes all the more necessary to give wider publicity to the vacancies. This will also ensure larger

number of applications from Scheduled Caste/Scheduled Tribe candidates to fill the reserved vacancies. The Committee, therefore, stress that all posts in Group 'A' and 'B' to be filled by direct recruitment should be given wide publicity in all the national dailies and also announced over the All India Radio.

3.32 The Committee are constrained to note that in NTC (WBABO) Ltd. out of the total number of 44 candidates promoted in Group 'A' during the years 1980, 1981 and 1982 only one Scheduled Caste candidate was promoted in 1981. In Group 'B' 36 employees and in Group 'C' 7 employees were promoted but not a single Scheduled Caste/Scheduled Tribe employee was promoted during these three years.

The Committee, therefore, urge the NTC (WBABO) Ltd. to ensure that the orders on the reservation in promotions issued by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises from time to time should be rigidly followed and liberal concessions/relaxations given to Scheduled Caste/Scheduled Tribe employees at the time of promotion so that the vacancies reserved for Scheduled Castes/Scheduled Tribes are actually filled in by them and the shortfalls are obliterated at the earliest.

3.33 The Committee have been informed that a Deputy Chief Executive Officer who belongs to Scheduled Caste community has been associated with the Selection Committee for Group 'A' and 'B' posts. The same Officer has also been included in the Selection Committee for Group 'C' and 'D' posts in respect of mills situated in and around Calcutta only. Action is being taken to include a representative from the respective offices of the Commissioner for Scheduled Castes and Scheduled Tribes in the Selection Committee for Group C and D posts in respect of mills situated in Assam, Bihar and Orissa.

The Committee recommend that an officer belonging to Scheduled Caste/Scheduled Tribe community should invariably be included in all the Selection Committees as per Government orders on the subject.

D. Staff Strength and Shortfalls

(i) NTC (WBABO) Ltd.

3.34 The total number of employees in various categories of posts in NTC (WBABO) Ltd. and the number of Scheduled Castes and Scheduled

Tribes among them as on 1.1.1983 have been stated to be as follows :—

Category of posts	Total No. of emp- loyees	No. of SCs	No. of STs	Percentage		Shortfalls	
				SC	ST	SC	ST
NTC (WBABO) Ltd., CALCUTTA							
Group-A	114	1	—	0.88%	—	28	10
Group-B	291	4	—	1.33%	—	54	26
Group-C	*1349	14	1	1.00%	0.07%	213	110
Group-D	16707	1714	107	10.25%	0.61%	1446	1045
Group-D (S)	106	106	—	100%	—	—	—

The break-up of the staff employed in NTC (WBABO) Ltd. unit-wise as on 1.1.1983 is at Appendix—III.

3.35 The staff strength of NTC (WBABO) Ltd. as on 1.1.1977 in the States of West Bengal, Assam, Bihar and Orissa is stated to be as under :—

* At the time of factual verification, Ministry of Commerce (Department of Textiles) has intimated vide O.M. No. 23012/3/83—NTC dated 26.4.1984 that the correct figure is 1309.

State	Category of posts	Total No. of		No. of		Percentage		Shortfalls in number	
		employees	SCs	STs	SCs	STs	SCs	STs	
1	2	3	4	5	6	7	8	9	
West Bengal	A	80	1	—	1.25%	—	15	5	
	B	133	2	—	1.5%	—	25	8	
	C	1028	—	—	—	—	206	62	
	D	*14857	922	7	6.21%	0.05%	2049	884	
	Sweeper	66	56	10	84.84%	15.16%	—	—	
Assam	A	2	—	—	—	—	—	—	
	B	3	—	—	—	—	—	—	
	C	109	—	—	—	—	—	—	
	D	343	36	38	10.50%	11.07%	7	12	
	Sweeper	4	4	—	100%	—	—	—	
Bihar	A	9	—	—	—	—	1	1	
	B	13	—	—	—	—	1	1	
	C	112	—	—	—	—	16	10	
	D	1091	60	—	5.50%	—	93	98	
	Sweeper	7	7	—	100%	—	—	—	

Orissa	A	2	—	—	—	—	—	—	—
	B	4	—	—	—	—	—	4	1
	C	65	—	—	—	—	—	10	15
	D	317	12	4	3.76%	1.26%	—	36	69
	Sweeper	3	3	—	100%	—	—	—	—

It will be seen that the total number of staff in NTC (WBABO) Ltd. and the number of Scheduled Castes and Scheduled Tribes among them as on 1.1.77 was as follows :—

Group	Total No. of employees	No. of	
		SC	ST
A	93	1	—
B	153	2	—
C	1314	—	—
D	16,608	1030	49
Sweeper	80	70	10

* At the time of factual verification, the Ministry of Commerce (Deptt. of Textiles) has intimated vide O.M. No. 23012/3/83—NC dt. 26.4.84 that the correct figure is 14847.

3.36. When asked about the reasons for shortfall in NTC (WBABO) Ltd. and the steps being taken/proposed to be taken to remove shortfalls, it has been stated that in 'A' and 'B' category of posts there is shortfall in percentage due to death of personnel with requisite qualifications from Scheduled Caste/Scheduled Tribe communities. Efforts are being made to recruit Scheduled Caste/Scheduled Tribe officers by issuing special advertisements exclusively for them in the leading dailies. Voluntary Associations are also being informed. A Scholarship scheme has been introduced for meritorious Scheduled Caste/Scheduled Tribe students who are studying in reputed Institutes of Textile Technology. In 'C' category of posts certain persons belonging to Junior Technical Assistants who are Textile Graduates in the grade of Rs. 425-700 and certain clerical positions have been filled up arising out of Die-in-Harness Scheme of the Government of India. In 'D' category Badlies have been regularised. Apart from these certain persons have been recruited as physically handicapped as per Government of India's instructions and Die-in-Harness Scheme. It may not be out of place to mention here that although the agreements with the unions relating to recruitment cannot override constitutional provisions, yet in certain circumstances the Management had to recruit persons on the dictum by pressure of groups in the overall interest of production and productivity. Nevertheless, efforts are being made by this Subsidiary Corporation constantly that the reservation orders are implemented strictly.

3.37 When asked to state why the Subsidiary Head Office could not find suitable Scheduled Caste/Scheduled Tribe candidates for employment in their Organisation, it has been stated in a note furnished to the Committee that the personnel who were manning the individual units belonging to the erstwhile Private Owners, on being nationalised, became the members of the personnel of the Subsidiary Head Office. In 'A' and 'B' category the shortfall have been more due to dearth of suitable Scheduled Caste/Scheduled Tribe candidates despite relaxation provided under the Government directives. Besides, vacancies were notified to all the recognised Scheduled Caste/Scheduled Tribe Welfare Associations/Organisation. Exclusive advertisement/notification which the Employment Exchange have been floated to overcome the backlog. The matters are in process and it is hoped that the Management will be able to locate suitable candidates from amongst the candidates who have applied against the notification. In the matter of Group 'D' only 15 personnel were recruited during the period from 1.1.1977 to 1.1.1983. Out of which three were Scheduled Castes. In Group 'C' the vacancies have been of Junior Technical Assistant, Labour Welfare Supervisor, Statistical Quality Control Supervisor, Labour Welfare Officer and Clerical Staff. They could get two Scheduled Caste candidates in Clerical staff out of 17 vacancies which is according to the Roster requirement. The Management are quite seized of the problem and to over come the backlog. Exclusive advertisement and reference to employ-

ment Exchange have been made. It is assured that in future vacancies due consideration would be given to Scheduled Caste/Scheduled Tribe candidates to fill up the backlog as far as practicable within the framework of the constitution reckoning the consistency with the maintenance of efficiency of the administration.

3.38 During evidence the representative of NTC (WBABO) Ltd. has informed the Committee that for Group 'A' and 'B' posts there is dearth of personnel and an advertisement exclusively for Scheduled Caste/Scheduled Tribe candidates has also been made in 1983.

3.39 When the Committee desired to know whether appointments could be made by the various unit offices instead of the Subsidiary head office as large number of Scheduled Castes/Scheduled Tribes were available there, the representative, NTC (WBABO) Ltd. has stated that besides local dailies, the advertisements are made in the regional papers also like Assam Tribune, Searchlight in Bihar and Statesman in Calcutta.

3.40 When the Committee pointed out that even in Group 'C' the performance was very poor, the witness has stated that this relates to junior Technical people where no application has been received. Textile Colleges have been requested to provide trainees. But they have received only one case from Behrampur Textile college recently.

3.41 In reply to a question the witness has stated during evidence that the number of Scheduled Tribes in and around Calcutta is insignificant. But in Orissa, inspite of the fact that the number of Scheduled Tribes is more, no application has been received in response to the exclusive advertisement made in 1983.

3.42 On being pointed out by the Committee that there were variations in the figures furnished to them regarding staff strength in category 'D' as on 1.1.1977 and as on 1.1.1983 (*see*—Appendices IV & III) in the Bangasri Cotton Mills and Bengal Fine Spinning Weaving Mills No. 1, the representative of NTC (WBABO) Ltd. has informed the Committee that the figures have been reconciled on zonal basis. He has added that the increase in the number of Scheduled Caste/Scheduled Tribe employees is due to the Caste declarations that have been taken from the employees as per the direction of the Study Group of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes during its visit to Calcutta in June-July, 1983.

3.43 It is noticed that the total number of employees on the basis of the staff strength in the units of NTC (WBABO) Ltd. as on 1.1.1983 do not tally with the consolidated figures given in paragraph 3.34.

3.44 When the Committee desired to know how many people were recruited during the last 3 years due to pressure from the Union and the proposal to overcome the problem, the representative of NTC (WBABO) Ltd. has informed the Committee during evidence as follows :—

“We have a plan to overcome this problem. We had a discussion at the divisional level. Since there is a Government directive, there will not be any problem hence forward. By reference to pressure groups, our intention was to explain that while recruiting the badlis, the cases of those existing employees who die in harness should be considered first ; then we can go for badlis. We never meant what you had in mind.”

3.45 The Committee note that as on 1.1.1983, in NTC (WBABO) Ltd., there is not a single Scheduled Tribe in Group A and B posts while the representation of Scheduled Castes in these groups is quite negligible. In Group C also, out of 1349 employees there are 14 Scheduled Castes and only 1 Scheduled Tribe. In Group D, out of 16707 employees there are only 1714 Scheduled Castes and 102 Scheduled Tribes. There are huge shortfalls in all the groups but particularly in Group D there is a shortfall of 1446 Scheduled Caste and 1045 Scheduled Tribe employees. It has been stated that the shortfall in category A and B is due to dearth of personnel with requisite qualifications. In Group 'C' certain number of posts were filled up under the Die-in-harness Scheme of the Government of India and they could get only 2 Scheduled Caste candidates in clerical position. The Committee have been further informed that an advertisement exclusively for Scheduled Caste/Scheduled Tribe candidates was made in 1983 for Group A and B posts. The Committee recommend that NTC (WBABO) Ltd. should make concerted efforts to wipe out the shortfalls.

3.46 The Committee were informed that during the period 1.1.1977 to 1.1.83 only 15 personnel were recruited in Group 'D'. But on comparing the staff strength in Group 'D' as on 1.1.77 and 1.1.83, it transpires that there is an increase of 99 employees in Group D. This leads the Committee to only one conclusion that in NTC (WBABO) Ltd. proper records are not being maintained and no ground has been prepared so far to implement the reservation policy.

3.47 The Committee feel that the Government orders on reservation in services have not been implemented at any stage in right earnest and adequate attention has not been paid to improve the situation. In view of the poor representation of Scheduled Caste/Scheduled Tribe in NTC (WBABO) Ltd. the Committee recommend that special recruitment should be held to recruit Scheduled Caste/Scheduled Tribe candidates with a view to clear the backlog. The

Committee need hardly point out that in order to wipe out the shortfalls, 50% of the fresh vacancies can be filled by Scheduled Caste/Scheduled Tribe candidates.

The Committee also suggest that while recruiting Scheduled Caste/Scheduled Tribe candidates, necessary relaxations should be kept in view and candidates who are eligible for appointment with relaxed standards should not be rejected on flimsy grounds.

3.48 The Committee desire that copies of advertisements should also be sent to the local Scheduled Caste/Scheduled Tribe MPs and MLAs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they can assist in sponsoring suitable Scheduled Caste/Scheduled Tribe candidates to fill the reserved vacancies.

3.49 The Committee feel unhappy that until it was pointed out by Study Group of the Committee during its visit to Calcutta in June-July, 1983, there was no practice to obtain declarations from the employees that they belong to Scheduled Caste/Scheduled Tribe community before appointing them against the reserved vacancies. The Committee recommend that NTC (Holding Company) should issue instructions to all its Subsidiaries that claims of Scheduled Caste/Scheduled Tribe candidates should invariable be verified from the certificates issued by the competent authority at the time of their appointment so that correct figures about their representation are available. There should be a regular system of verification whether or not a candidate belongs to Scheduled Caste/Scheduled Tribe Community and in case the declaration of the candidate is found to be untrue, his services should be terminated and disciplinary action taken against him.

(ii) Other Subsidiaries

3.50 The total number of employees in various categories of posts in the other eight Subsidiary Corporations of National Textile Corporation Ltd. and the Number of Scheduled Castes and Scheduled Tribes among them as on 1.1.83 have been stated to be as follows :

Category of posts	Total No. of employees	No. of SCs	No. of STs	Percentage		Shortfalls	
				SC	ST	SC	ST
1	2	3	4	5	6	7	8
(1) NTC (DP&R) LTD., New Delhi							
Group—A	121	2	—	2.5%	—	26	13
Group—B	155	3	—	2%	—	23	10
Group—C	1884	426	—	22.83%	—	34	22
Group—D	7606	2196	17	38%	3.32%	38	157
Group—D(s)	66	53	—	80.3%	—	—	—

	1	2	3	4	5	6	7	8
(2) NTC (UP) LTD., Kanpur								
Group—A	62	—	—	—	—	—	9	4
Group—B	101	1	—	—	1%	—	15	8
Group—C	6891	1204	3	3	18.50%	0.50%	—	513
Group—D	7570	2660	230	230	35.14%	3.38%	—	337
Group—D(s)	115	82	—	—	71.30%	—	—	6
(3) NTC (MN) LTD., Bombay								
Group—A	253	3	1	1	1.19%	0.39%	35	17
Group—B	338	9	7	7	2.66%	2.07%	42	1
Group—C	22149	2089	727	727	9.43%	3.28%	—	602
Group—D	9644	2683	900	900	27.82%	9.33%	—	—
Group—D(s)	81	81	—	—	100%	—	—	—
(4) NTC (MP) LTD., Indore								
Group—A	137	—	—	—	—	—	20	10
Group—B	276	—	—	—	—	—	42	20
Group—C	1333	48	6	6	1.60%	0.45%	122	272
Group—D	26562	7930	418	418	30%	1.58%	—	5160
Group—D(s)	105	105	—	—	100%	—	—	—
(5) NTC (SM) LTD., Bombay								
Group—A	172	—	1	1	—	0.58%	25	12
Group—B	286	—	1	1	—	0.34%	43	20
Group—C	19933	2109	605	605	10.58%	3.05%	—	590
Group—D	7288	1465	390	390	20.1%	5.35%	—	47
Group—D(s)	66	64	1	1	96.96%	1.51%	—	—
(6) NTC (TN&P) LTD., Coimbatore								
Group—A	81	1	—	—	1.19%	—	13	5
Group—B	75	2	—	—	2.66%	—	11	5
Group—C	1337	87	2	2	6.50%	0.15%	158	65
Group—D	13379	2132	9	9	16.30%	0.68%	222	644
Group—D(s)	42	32	—	—	76.16%	—	—	2
(7) NTC (APKK&M) LTD., Bangalore								
Group—A	149	—	—	—	—	—	25	11
Group—B	536	16	—	—	2.99%	—	73	40
Group—C	5574	400	107	107	7.18%	1.92%	301	172
Group—D	16486	3435	244	244	20.84%	1.48%	—	581
Group—D(s)	101	56	6	6	55.45%	5.94%	—	—

	1	2	3	4	5	6	7	8
(8) NTC (GUJARAT) LTD., AHMEDABAD								
Group—A	121	2	—	1.65%	—	18	9	
Group—B	106	10	1	9.43%	0.94%	10	6	
Group—C	10660	3716	294	34.85%	2.30%	—	—	
Group—D	4284	1154	17	26.93%	33.9%	—	—	
Group—D(s)	25	25	—	100%	—	—	—	

3.51 During evidence the Committee desired to know the reasons for poor representation of Scheduled Castes/Scheduled Tribes in Group 'A' and 'B' posts in the Subsidiaries of National Textile Corporation Ltd. and efforts made to clear the backlog. The Chairman, NTC (APKK&M) Ltd. has stated that efforts to secure more and more Scheduled Caste/Scheduled Tribe candidates for Group 'A' and 'B' posts have been intensified through special advertisements. But some people have left the organisation even after joining it.

3.52 Asked whether the offer of National Textile Corporation Ltd. was not attractive enough as compared to other public undertakings, the witness has stated that their offer is attractive but those who left had better opportunities elsewhere. In one case a Scheduled Caste candidate has left the Subsidiary on getting scholarship from abroad. But that does not stop them from making further efforts and people have responded now.

3.53 When the Committee desired to know the action taken on the suggestion made by one of the Study Groups during their visit to NTC (APKK&M) Ltd. to reserve 50 percent of the posts for Scheduled Castes/Scheduled Tribes till the backlog was cleared, the Chairman of NTC (APKK&M) Ltd. has informed the Committee during evidence that after the visit of the Committee in July, 1983 a decision has been taken in August to instruct all the mills to reserve 50 percent of the posts for Scheduled Castes/Scheduled Tribes till the backlog is cleared. In this connection the witness has further informed the Committee as follows :

“Even before your visit, we specifically took a number of steps including the issue of exclusive advertisements for Scheduled Castes and Scheduled Tribes. Over and above this statutory requirement, I have invited the Scheduled Caste/Scheduled Tribe candidates to meet me in person. We have made a large number of interviews on that basis and we have empanelled Scheduled Caste/Scheduled Tribe candidates.”

In this connection the representative of the Ministry of Commerce (Deptt. of Textiles) has stated as follows :

"I would also like to say that as has been done by the Karnataka Subsidiary we would like to have more motivational programme, stimulate more interests on the part of the Scheduled Caste and Scheduled Tribe candidates to join National Textile Corporation."

3.54 When the Committee pointed out that there were discrepancies in the figures, showing the staff strength, supplied originally and the figures furnished later pertaining to a number of Subsidiaries, the representative of National Textile Corporation Ltd. has stated during evidence as follows :

"Holding Company figures are given. Earlier figures reflected up-country mills not based in Bombay. I have said about that. Changes occurred in South Maharashtra, Maharashtra North and UP also. Even the figure originally given was revised."

In this connection, the witness has further informed the Committee that these are the figures as on 1.1.1983 and include people who were there prior to the take over of the units

3.55 During evidence when the Committee enquired about the number of Scheduled Caste/Scheduled Tribe employees who were there prior to the take over of the mills the representative of National Textile Corporation (HC) Ltd. has stated as follows :

"The practice of obtaining the caste certificates from the candidates has started after the takeover only, but some people have been identified as Scheduled Castes based on their surnames, but I agree that this may not be a scientific way of doing this."

In this connection, the representative of the Ministry of Commerce has added that after their meeting with the Committee they have gone into what has been entered in the card by the employee himself and whether the information furnished by the employee is based on supporting documents.

3.56 During evidence the Committee pointed out that the total number of employees in Group 'C' of NTC (MN) Ltd. was stated to be 19688 in the inspection report of December, 1988 (*Appendix-I*) and desired to know why the figure of 3061 was furnished to the Committee in January, 1984. (*Appendix-V*). The representative of National Textile Corporation Ltd. has stated as follows :

"That includes everybody. When we sent the material first to the Parliamentary Committee, we wrote to all the Subsidiaries. This is what has come from Maharashtra Only. Now, this somehow got lost sight of when we compiled the statistics. This is the beginning

of error in our case. That is why we submitted that we should be given an opportunity to revise these figures."

In this connection, the representative of the Ministry of Commerce (Deptt. of Textiles) has added as follows :

"In the case of Bombay, the people who had gone on strike came back. They are on the rott. They were allowed to return to duty. So there was no fresh employment."

He has further stated :

"These two are not contradictory in that sense. We will check them up. I think in Bombay there are two complicating factors. There may be an error somewhere, but it will not be of any magnitude. The figures basically are of today. There was no intention of giving wrong figures or misleading anybody. In January 1984, the number of people working in Bombay, in Maharashtra North and South, is given in this statement which is submitted to the Committee today."

3.57 On being further pointed out by the Committee that in NTC (UP) Ltd. also the figures in all the Groups varied in the two statements, the Chairman, NTC (UP) Ltd. has stated during evidence that the earlier statement include seven mills while the revised statement include only five mills which are the units of National Textile Corporation. In this connection the representative of the Ministry of Commerce (Department of Textiles) has further informed the Committee as follows :

"In the case of the U.P. Subsidiary again I may mention that the problem comes because we have no firm or uniform yardstick or method of doing it. In the case of U.P. it is to be remembered that they are not a part of our company. The NTC is only an administrative unit."

He has further stated that the reservation orders are not applicable unless and until the mills are nationalised. Therefore those figures have been taken out.

3.58 When asked about the procedure adopted to find out the caste of the employees, the Secretary, Ministry of Commerce has stated that the mills have been taken over on different dates. The reservation orders have been made applicable to all the mills from 1.1.1977 and the figures have been built up on the basis of information received after 1977. But now they are trying to find out the number of genuine Scheduled Castes/Scheduled Tribes.

3.59 The Committee feel unhappy about the poor representation of Scheduled Castes/Scheduled Tribes in Group A and B posts in all Subsidiaries and heavy shortfalls in Group C and D posts in a majority of the Subsidiary Corporations. The Committee are informed that a decision has been taken to instruct all the mills to reserve 50 percent of the posts for Scheduled Castes/Scheduled Tribes till the backlog is cleared as per the suggestion of the Study Group of the Committee made during its visit to Bangalore in June-July, 1983. The Committee hope that these instructions will not remain on paper only but will be implemented in letter and spirit, so that shortfall of Scheduled Castes/Scheduled Tribes in various categories of posts are wiped out in all Subsidiaries of National Textile Corporation Ltd. in the shortest possible time.

3.60 The Committee are concerned to note that there have been repeated changes in the figures supplied to the Committee regarding the staff strength in various subsidiaries of National Textile Corporation Ltd. The representative of National Textile Corporation Ltd. stated during evidence that the figures furnished earlier reflected the position as indicated by the Textile Mills and the figures given later were based on the Holding Company figures. This only shows the casual manner in which the information has been compiled for furnishing replies to the Committee's questionnaire.

The Committee further regret to note that in the preliminary material supplied to the Committee the total number of employees in category 'C' in NTC (MN) as on 1.1.83 were stated to be 3061 (see Appendix V) while in a subsequent statement supplied to the Committee these figures were revised and shown as 22149. The Committee found that the total number of employees in NTC (MN) as on 31.12.82 (or 1.1.83) were shown as 19688 in the Inspection Report of December, 1983 (see Appendix I) prepared by the staff working in Scheduled Caste/Scheduled Tribe Cell of NTC (Holding Company). Similar was the position with regard to NTC (UP), where different figures relating to total number of employees in different groups and the number of Scheduled Castes/Scheduled Tribes among them have been supplied to the Committee in the preliminary material and in post-evidence replies. It may be pointed out that supplying of wrong information amounts to misleading a Parliamentary Committee. The Committee therefore, stress that correct statistics should be maintained by all the Subsidiaries so that information supplied to the Committee is factually correct. The Committee would also like the Ministry of Commerce (Department of Textiles) to investigate as to why different figures have been supplied to the Committee on different occasions.

3.61 The Committee note that prior to nationalisation of mills no records about the employees belonging to Scheduled Castes/Scheduled Tribes were maintained in the National Textile Corporation Ltd. The Committee

have been informed that the practice of obtaining caste certificates from the candidates has started only after the take over of sick mills by Government, but some people have been identified as Scheduled Castes based on their surnames. The representative of NTC (HC) Ltd. admitted that this might not be a scientific way of doing this.

The Committee recommend that the National Textile Corporation Ltd. should not depend upon the surname for identification of caste of an employee, but it should be verified from the school certificates or the caste certificates issued by the competent authority in order to ensure that benefits of reservations go only to the genuine Scheduled Caste/Scheduled Tribe employees.

E. Badli Workers

3.62 It has been stated that the general practice of the Textile Industry in West Bengal is that candidates prefer their candidature at the respective mills labour office and get them enlisted as badli workman to work in short vacancies. Such personnel get acclimatised to the trade and the process of work.

3.63 Asked whether the reservations in favour of Schedule Castes/Scheduled Tribe were applied at the time of employment of badlies, it has been stated in a note furnished to the Committee that earlier there was no reservation in the matter of employment of Badlis. However, it has been decided, after the visit of the Parliamentary Committee on the Welfare of Scheduled Castes/Scheduled Tribes in June, 1983, by this Subsidiary that endeavour would be made to have reservation even at the Badli stage.

3.64 The number of Badli workers on the roll of NTC (WBABO) and other NTC Subsidiaries, and the number of Scheduled Castes/Scheduled Tribes among them has been stated to be as under :

Name of the Subsidiary Corporation	Number of Badli workers	Number of SCs	Number of STs
1	2	3	4
NTC (WBABO) Ltd , Calcutta	3,235	479	60
NTC (DPR) Ltd., New Delhi	1,159	52	—
NTC (MP) Ltd., Indore	10,332	4,328	226

1	2	3	4
NTC (APKKM) Ltd., Bangalore	5,683	1,157	106
NTC (Gujarat) Ltd., Ahmedabad	8,835	1,575	53
NTC (UP) Ltd., Kanpur	1,523	337	—
NTC (MN) Ltd., Bombay	6,746	1,025	481
NTC (SM) Ltd., Bombay	1,103	1,437	449
Total	46,616	10,390	1,375

The above table does not include the information pertaining to NTC (TN & P) Ltd., Coimbatore.

3.65 During evidence the Committee drew the attention to the total number of 5683 Badli workers in the NTC (APKKM) Ltd. and desired to know whether it was incumbent upon them to employ people from amongst them. The Chairman NTC (APKKM) Ltd. has replied during evidence in the affirmative and has added that the Subsidiaries are inducting Scheduled Caste/Scheduled Tribe candidates at the Badli stage and there is a separate list for the same.

3.66 When the Committee enquired whether Scheduled Caste/Scheduled Tribe candidates could be taken in preference to those general candidates who might be there the witness has informed the Committee that they are trying it now.

3.67 When the Committee pointed out that the representatives of various Subsidiaries of NTC had admitted during the visit of the Study Groups of the Committee that no record of Badli workers was maintained, the representative of the NTC (WBABO) Ltd. has admitted during evidence that earlier they had not done it. After the visit of the Study Group of the Committee they have started maintaining the record.

3.68 Asked whether caste certificates had been collected from Scheduled Castes/Scheduled Tribes people, the Chairman, NTC (WBABO) Ltd. has replied in negative.

3.69 When the Committee pointed out that in the absence of caste certificates how these figures could be relied upon, the Secretary, Textiles has state during evidence as follows :

"Today whatever figures are submitted they are like the census of the population. According to the figures a certain number in each case has been shown as belonging to the Scheduled Castes/Scheduled Tribes. This is a true depiction of the persons in position there. My submission is that these figures may kindly be considered as they are to show what is today's status. We are prepared to admit that enough improvement has not been made in the matter of reservations and still more requires to be done."

He has further stated as follows :

"We will have every one of these figures verified and re-checked. That is our duty. If there is any discrepancy in the figures, I will take the persons to task."

3.70 When the Committee enquired about the reservation in the Badli workers the representative of the Ministry of Commerce (Department of Textiles) has stated during evidence as that the Badli workers are largely the family members of the original workers. He has admitted that there is no reservation in Badli. In this connection the Chairman of the NTC Ltd. has stated as follows :

"If we do not have any reservation in badli, when a vacancy occurs how can we enforce reservation. This is a valid point. Kindly give us some time. We will examine it and we will discuss it with the unions and try to convince them on it and we will try to have some kind of reservation among badlis also."

3.71 During evidence the Committee desired to know whether the badli workers were permanent or temporary.

The representative of the Ministry of Commerce (Department of Textiles) has stated during evidence as follows :

"Conditions vary from region to region. Generally they are temporary workers. But if a badli worker has worked for a certain number of period, he is made regular. If we enforce reservation, then in a way we commit ourselves to employ them also. Now we are not obliged to give them full time employment. We will certainly give this our attention. But among the badlis there may be some Scheduled Castes. We will try to enforce the reservation at that stage."

3.72 In reply to a question the representative of the NTC (WBABO) Ltd. has informed the Committee that out of a total number of 2,416 badlis employed by the Subsidiary during the period from 1.1.1977 to 1.1.1983, 237

belong to Scheduled Castes and 41 belong to Scheduled Tribes and during that period 237 badlies belonging to Scheduled Castes were regularised. He had further stated as follows :

“Sir, in Orissa we have recruited after your visit 59 persons from the Scheduled Tribes. During your visit the matter was discussed with you elaborately. We said it is not possible for us to make up the shortfall but we gave an assurance that out of the future recruitments, we will try to make 40% recruitment of Scheduled Castes and Scheduled Tribes, and this is our performance that of 89 persons, 59 were from Scheduled Tribes.”

In reply to another question the Committee was informed that regularisation of badlies in NTC (WBABO) Ltd. was done on chronological basis.

3.73 During evidence when the Committee enquired whether reservation orders for Scheduled Castes and Scheduled Tribes could be implemented in badli workers, the witness has stated that the matter is to be discussed with the unions.

In this connection, the representative of the Ministry of Commerce (Department of Textiles) has stated as follows :

“And also it cannot be done in the case of one Subsidiary. Sir, we have to take other Subsidiaries also into consideration.”

3.74 When the Committee pointed out that agreements with the unions should not stand in the way of Government of India orders on reservations, the representative of the Ministry of Commerce (Department of Textiles) has stated as follows :

“We have carefully noted the suggestion. We will implement it to the last degree possible. Whatever has been mentioned, we will examine and take all possible action.”

3.75 When asked what was the position in the Maharashtra Subsidiaries, the Chairman, NTC (SM) Ltd. has stated during evidence as follows :

“There is a law in Maharashtra to govern this type of employment. In 1960 the Maharashtra Government passed an order. It is called Compulsory Notification of Vacancies Rules. One has to go to the De-casualisation office. We have to raise our indent for badli labour. We raised such an indent for Scheduled Castes and Scheduled Tribes. To the best of our knowledge there is no mechanism in

that office by which they can give us Scheduled Caste and Scheduled Tribe candidates separately. We have to take the people given by them in the chronological order."

3.76 Asked specifically whether it was not possible for the Maharashtra Subsidiaries to take Scheduled Caste/Scheduled Tribe candidates as Badli workers, the Chairman, NTC (SM) has stated that there is a representative union and things have to be decided in consultation with that union who does not agree to the induction of Scheduled Caste/Scheduled Tribe candidates on reservation basis and insists that it should be done on seniority basis.

But now the union has been informed and given notice of the change so that due process of law could be taken care of. In this connection the representative of the Ministry of Commerce (Department of Textiles) has stated as follows :

"There was textile strike going on in Bombay. Large numbers got affected ; then they started coming back ; many came ; but not all."

3.77 When the Committee pointed out that the indent of the NTC (SM) Ltd. did not specifically ask for Scheduled Castes/Scheduled Tribes, the representative of the Ministry of Commerce (Department of Textiles) has informed the Committee as follows :

"If the intention is that we should say that we will take only Scheduled Caste and Scheduled Tribe candidates, that is a different matter. But I think there is a question of filling up of the posts and the work has got to be done and that at this stage they are maintaining the register which does not necessarily show the reservation quota."

The witness has added that so far as the badlies are concerned, they are already on the register roll and they were to be given employment.

In this connection the Chairman, NTC (SM) also informed the Committee as follows :

"Sir, we are in excess of the reservation quota. We have already got 228% in Bombay and 28% in Maharashtra North. Sir, it does not mean that we only stick to the quota. It is not that we do not go beyond the quota also."

3.78 In reply to a question the representative of the Ministry of Commerce (Department of Textiles) has agreed to take up the problem of compulsory notification of vacancies rules in force in Maharashtra with the Ministry of Labour.

3.79 When asked by the Committee whether there was refusal from the decasualisation Office to send Scheduled Castes/Scheduled Tribes as badli workers, the Committee was informed that there was no refusal in writing on their part.

3.80 The Committee desired to know whether the Holding Company would consider a uniform policy in regard to Badli workers and by what time it would be finalised. The representative of National Textile Corporation Ltd. has stated as follows :

“The answer is yes. The only thing is that about the casual workers, it will have to be discussed with the Maharashtra government. As soon as he gets back and formally records it and writes to them in the light of the Constitution and the direction of the Committee we would like to follow such and such practice and we are giving that up both from outside to Badli and from Badli to the union employment.”

3.81 When asked about the procedure adopted to find out the total number of Badli workers employed by the Subsidiaries of National Textile Corporation Ltd. the Chairman, NTC (MN) has stated that in Maharashtra North the number is furnished on the basis of Badli cards that the workmen are holding.

3.82 When the Committee enquired about the method adopted to find out the number of Scheduled Castes/Scheduled Tribes among the Badli workers, the witness had informed the Committee, during evidence that it is now clearly identified on the basis of caste certificates produced by the workers.

3.83 The Committee pointed out that there were about 50,000 badli workers on the roll of subsidiaries of National Textile Corporation Ltd. without any assurance of a regular job and desired to know whether these people could be employed for at least 15 days in a month as a welfare measure. The representative of Ministry of Commerce (Department of Textiles) has informed the Committee as follows :

“In this matter we will have to go along with the textile industry as a whole. In Bombay the Badli system is prevalent for the last 100 years or so.”

When the Committee pointed out that the number of Badli workers could be reduced to such an extent who could be provided employment at least for 15-20 days a month, the representative of National Textile Corporation Ltd. has stated that it depends upon the absence of the regulars. He has

further stated that the rate of absentees vary during the crop season. In this connection, the representative of the NTC (MN) Ltd. has added that there is quite a bit of migration particularly during marriage season.

3.84 The Committee learnt during their on-the-spot study tour to various places that the Subsidiary Corporation of NTC had not been maintaining proper records of their Badli workers and they did not know about the exact number of Scheduled Castes and Scheduled Tribes among the Badli workers. The Subsidiary Corporations have also not been following the reservations in favour of Scheduled Castes and Scheduled Tribes while recruiting Badli workers and also at the time of their regularisation as it is done on chronological basis. During the course of evidence, when the Committee pointed out that agreements with the unions should not stand in the way of implementing Government orders on reservations, the Secretary, Ministry of Commerce (Department of Textiles) promised to examine the matter and implement it to the last degree possible. He, however, felt that the matter will have to be examined in the context of a uniform policy for all Subsidiaries.

The Committee recommend that in all Subsidiary Corporations reservation in favour of Scheduled Castes and Scheduled Tribes should be enforced at the initial stage of recruitment of Badli workers to obviate any difficulty to get requisite number of Scheduled Castes and Scheduled Tribes to fill the reserved quota at the time of regularisation of the Badlis.

3.85 The Committee also recommend that in order to ascertain the exact number of Scheduled Castes and Scheduled Tribes among the Badli workers at present, the claims of persons of their being a member of Scheduled Caste/Scheduled Tribe community should be verified on the basis of the caste certificate issued by the competent authority.

3.86 The Committee note that in Maharashtra under the Compulsory Notification of vacancies Rules, the indent for getting badli labour has to be placed with Decasualisation office, who have not introduced any system of providing reservation for Scheduled Castes/Scheduled Tribes in badli labour.

The Committee recommend that the Central Ministry of Labour should take up this matter with the Government of Maharashtra so that the reservation policy of Government of India can be implemented without hinderance in all the NTC mills located in maharashtra. It should be made clear to Government of Maharashtra that unless sufficient number of Scheduled Castes/Scheduled Tribes are inducted as badli labour in Textile mills it will not be possible to implement the reservations effectively at the time of regularising them as permanent employees.

F. Dereservations

3.87 It has been stated that NTC (WBABO) Ltd. has finally decided not to dereserve any post. In case of non-availability of Scheduled Caste/Scheduled Tribe candidates even for certain specialised fields such as, Technical, Accounts, Personnel Management, etc. appointments are made for meeting the exigencies and efforts are continued through special advertisements to recruit Scheduled Caste/Scheduled Tribe candidates in reserved posts. Hence the question of following any procedure for dereservation does not arise.

3.88 When specifically asked that under orders of the Government, the reserved post is required to be dereserved with the approval of the competent authority before the post is filled up by a general category candidate and whether these directions are being followed, the Committee have been informed in a separate note that under Orders of the Government, the reserved post may be dereserved with the approval of the competent authority but the Management in this Subsidiary, on principle, has decided not to de-reserve the post especially for the purpose of fulfilling the backlog in the various categories as in the event of dereservation carry forward is not permitted after 3 years whereas they are carrying forward the reserved vacancies for Scheduled Caste/Scheduled Tribe community from the time they have implemented it in this Subsidiary till date, only to clear the backlog as and when candidates from Scheduled Caste/Scheduled Tribe community are available. Therefore, the intention has not been to defy the Government Order but to fulfil Government directives in filling up the vacancies from amongst the suitable Scheduled Caste/Scheduled Tribe community. Moreso, till date there has been no occasion to lapse the Scheduled Caste/Scheduled Tribe posts. However, the principle of de-reservation would be strictly followed.

3.89 A statement showing the the number of reserved vacancies filled up in NTC (WBABO) Ltd. during the year 1982 is at Appendix-VI.

3.90 During the visit of Study Group I of the Committee to Bombay in June-July, 1983 it has been stated that since 1977 NTC (SM) Ltd. and NTC (MN) Ltd. have not allowed any post in Group A and B to lapse even after the expiry of three recruitment years. However, in a subsequent note furnished to the Committee the position regarding dereservation of vacancies reserved for Scheduled Castes/Scheduled Tribes in NTC (SM) Ltd. and NTC (MN) Ltd. has been stated to be as follows :

NTC (SM) Ltd.

As on December, 1982 :

	Without lapse		With lapse	
	SC	ST	SC	ST
Group A	24	11	13	6
Group B	17	7	8	4

NTC (MN) Ltd.

As on December 1982 :

	Without lapse		With lapse	
	SC	ST	SC	ST
Group A	32	12	13	4
Group B	43	18	14	4

3.91 The Committee regret to note that in NTC (WBABO) Ltd. during the year 1982, one post in Class III and 83 posts in Class, IV reserved for Scheduled Castes and one post in Class I one post in Class, III and 32 posts in Class IV reserved for Scheduled Tribes have been lapsed after carrying forward for three years. thus the claim made by NTC (WBABO) Ltd. that they are not dereserving any posts as a matter of principle is not borne out by the information furnished to the Committee, Lapsing of a vacancy takes place only after dereservation of reserved vacancy. The Committee further note that in NTC (SM) Ltd. 13 posts reserved for Scheduled Castes and 6 posts reserved for Scheduled Tribes in Group 'A' and 8 posts reserved for Scheduled Castes and 4 posts reserved for Scheduled Tribes in Group 'B' have also been allowed to lapse in December, 1982. In NTC (MN) Ltd. 13 posts reserved for Scheduled Castes and 4 posts reserved for Scheduled Tribes in Group 'A' and 14 posts reserved for Scheduled Castes and 4 posts reserved for Scheduled Tribes in Group 'B' have also lapsed, in December, 1982.

Lapsing of a large number of carried forward vacancies is a clear proof that sincere efforts have not been made to recruit Scheduled Caste/Scheduled Tribe candidates before the expiry of three recruitment years. The Committee are as a principle, opposed to dereservation. The Committee recommend that dereservation should be resorted to only when it is absolutely necessary and all efforts including special recruitment to locate suitable Scheduled Caste/Scheduled Tribe candidates have failed.

G. Rosters

3.92 It has been stated that in NTC (WBABO) Ltd. rosters are being maintained properly for each mill and Subsidiary Head Office to give effect to

reservation orders prescribed. Vacancies are marked as 'Reserved' or 'Unreserved' according to the model roster each of 40/100 points, as described below :

For 'A' & 'B' Group of posts—40 points.

For 'C' & 'D' Group of posts—100 points.

Rosters are being maintained for promotions also. These Rosters are maintained in a Register in the prescribed form.

3.93 Liaison Officers nominated for this purpose conduct annual inspection and send Annual Report to the Ministry and to the National Textile Corporation Ltd., New Delhi, at the end of each year.

3.94 During evidence when asked how many types of rosters were being maintained, the Chairman, National Textile Corporation (WBABO) Ltd. has stated that two types of rosters for Recruitment and Promotion are being maintained in their Subsidiary. But for confirmation no roster is maintained.

3.95 The Committee desired to know whether all people were confirmed after the period of probation if they were found suitable. The Chairman, NTC (WBABO) Ltd. has stated as follows ;

“Yes depending upon the vacancies. In fact, the recruitment is made according to vacancies only. Confirmation is made after one year usually.”

When asked to give details of cases where Scheduled Caste/Scheduled Tribe employees of NTC (WBABO) have not been confirmed after the usual period of probation of one year, it has been stated in a note furnished to the Committee that there is no case of an employee belonging to Scheduled Caste/Scheduled Tribe in NTC (WBABO) Ltd. whose services have not been confirmed on expiry of probation period.

3.96 During evidence when the Committee pointed out that the Study Group, during its visit to Bombay, checked some rosters maintained by NTC (MN) and found the rosters prepared in the same hand and same ink which showed that these were prepared fresh, the Director (Personnal), NTC (HC) Ltd. has informed the Committee that transference has been done from the old records to the new records on the eve of the visit of the Study Group.

3.97 When asked to clarify whether the rosters of NTC (MN) Ltd. were reconstructed from old records or prepared abresh on the eve of the visit of the Study Group of the Committee, it has been stated in a note submitted

to the Committee that the recruitment rosters prepared in 1977 had over a period of time deteriorated in condition in some of the mills. It has been observed:—

- (a) there is lack of uniformity in shape and size. The binding of the rosters is not adequate. Folio numbers are hand-written and not printed as it should have been. The few overwritings are due to lack of clear understanding of the instructions.
- (b) One roster is being maintained for all Groups and not separately for A, B, C, D and D (Sweepers).
- (c) The promotion rosters have not been prepared.

The Group-wise rosters have been re-constructed in 1982 from the old records wherever it became necessary so as to be in conformity with the requirements of the instructions.

No fresh and new rosters have been prepared on the eve of the visit of Parliamentary Committee in June, 1983.

Vide recommendation No. 102 of the Parliamentary Committee Report, the Chairman-cum-Managing Director has inspected the rosters in September, 1983 and has issued the following instructions.

“Duly bound and serially numbered rosters of Standard type for use in all the mill units for the purpose of maintaining uniformity be prepared. Every folio of the roster will contain printed prescribed tabulated heading at the top. The concerned liaison officers have been made responsible for the maintenance and up-keep of these rosters under the strict surveillance of mill heads and Corporate Office.”

Accordingly re-constructed rosters as on January, 1984 have been inspected by the Liaison Officer signed as on 23rd to 25th January, 1984.

3.98 The Committee have been informed that in NTC (MN) promotion rosters were not prepared and the recruitment rosters prepared in 1977 had over a period of time deteriorated in condition in some mills as these were not properly bound. Further, only one roster was being maintained for all Groups and not separately for A, B, C, D and D (Sweepers). Also there were few overwritings due to lack of clear understanding of the instructions. Groupwise rosters were reconstructed in 1982 from the old records wherever it became necessary so as to bring conformity with the requirement of instructions.

The Committee feel unhappy that proper attention had not been paid to Government instructions about the proper maintenance of rosters.

The Committee attach great importance to the proper maintenance of the rosters, as in their view, rosters are the only mechanism through which the representation of Scheduled Castes and Scheduled Tribes in services can be watched.

The Committee recommend that the position about the maintenance of rosters should be reviewed in all Subsidiary Corporations and NTC (Holding Company) should ensure that the staff entrusted with this work is well conversant with the orders/instructions issued by Government from time to time for the proper maintenance of rosters. If necessary, a training programme may be devised for the staff who are responsible for the maintenance of rosters. The Committee further recommend that rosters maintained by all the Subsidiary Corporations of NTC should be checked periodically at least twice a year, and discrepancies noticed in their maintenance should be rectified immediately.

CHAPTER IV MISCELLANEOUS

A. In-Service Training

4.1 It has been stated that in NTC (WBABO) Ltd., the management has introduced inplant training scheme for employees by which Scheduled Caste/Scheduled Tribe candidates will be involved in various training programmes conducted by various institutions (including NTC Staff College) and Government so that the employees belonging to these categories may be equipped with the knowledge and skill for higher and higher jobs within the organisation.

4.2 In a note furnished to the Committee it has been stated that in NTC (WBABO) Ltd. Inplant Training Scheme is there but specifically not for Scheduled Castes/Scheduled Tribes. During 1981-82 twenty (20) workmen from Scheduled Caste/Scheduled Tribe community have undergone training at Gaya Cotton & Jute Mills, Gaya.

4.3 In reply to a question it has been stated that the NTC Staff College, Coimbatore started functioning in December, 1978 Eight Officers including one Scheduled Caste Officer in Group 'A' have so far been imparted training by the NTC Staff College.

4.4 The details of Scheduled Caste/Scheduled Tribe officers who have been sponsored for various courses/training by NTC (MN) Ltd., have been stated to be as follows :

- (1) A Scheduled Caste Production Manager, was twice recommended to the Government for overseas training programme in Austrila in 1979 and again in 1981 to Poland under Colombo Plan. His name was not in the final list finalised by Government.
- (2) A Scheduled Caste Sales Officer was sponsored for a training programme in "Marketing Management" held under the aegis of NTC Staff College in February 1983. He did not attend.
- (3) A Scheduled Caste Cost Accountant, completed training programme in "Cost Control", in April 1983 under the aegis of NTC Staff College.
- (4) A Scheduled Caste Officer (Dyeing), completed 3 weeks, "General Management" training course at Coimbatore in December 1981, in NTC Staff College.

- (5) All the six "Management Trainees" were given opportunity rotate in their respective training assignment in eleven mill units, five of them locate in up country.

Two Scheduled Caste/Scheduled Tribe officers will attend course on Management of reservations and directives in Public Enterprises for Scheduled Castes/Scheduled Tribes during January/February, 1984.

4.5 The Committee note that in NTC (WBABO) Ltd. there is an in-plant training scheme for giving training to the employees. Officers of National Textile Corporation Ltd. are also sent to NTC Staff College, Coimbatore and to foreign countries for training. The Committee recommend that preference should be given to Scheduled Caste/Scheduled Tribe Officers for various training programmes both inside the country and abroad so as to expose them to modern methods of management and technology and thereby equip them to occupy higher executive posts in National Textile Corporation.

B. Apprenticeship Training

4.6 It has been stated that Apprenticeship training is given by National Textile Corporation (West Bengal, Assam, Bihar and Orissa) Ltd., as per the Apprentices Act, 1961.

4.7 The total number of persons and the number of Scheduled Castes and Scheduled Tribes among them who were given Apprenticeship Training in different trades during the years 1980, 1981 and 1982 have been stated to be as follows :

Sl. No. Name of Mills 1980 1981 1982

Apprentices engaged No. of persons engaged Apprentices engaged No. of persons engaged No. of persons engaged

1 2 3 4 5 6 7 8 9 10 11

SC ST

SC ST

SC ST

SC ST

- 1. Arati Cotton Mills
- 2. Associated Industries (Assam) Spg. Unit
- 3. Bihar Co-op-Weaver' Spg. Mills.
- 4. Bengal Laxmi Cotton Mills
- 5. Bengal Fine Spg. & Wvg. Mills No. 1.
- 6. Bengal Fine Spg. & Wvg. Mills, No. 2.

4.8 The Study Group of the Committee during its visit to NTC (APKK & M) Ltd., in June-July, 1983 had pointed out that the Ministry of Labour and Employment had issued orders that the employer should endeavour to absorb at least 50% of the Apprentices trained by it in the organisation itself. The representative of the National Textile Corporation Ltd., promised to look into the matter.

In a subsequent note furnished to the Committee, it has been stated that in NTC (APKK & M) Ltd., absorption of Apprentices depends on availability of vacancies at the time of completion of training period. However, preference shall be given to Scheduled Caste/Scheduled Tribe candidates in absorption as and when such a situation arises. All endeavours are made to absorb such Scheduled Caste/Scheduled Tribe candidates.

4.9 In the Apprentices Act, 1961, it has been provided that in every designated trade, training places shall be reserved by the employer for the Scheduled Castes and Scheduled Tribes. The Ministry of Labour have *vide* their O M. No. DGET-2(5)80-AP dated 28.5.1980, issued instructions that 50% of the direct recruitment vacancies should be filled by trained apprentices.

The Committee are unhappy to note that out of 59 apprentices engaged by the NTC (WBABO) Ltd. during the years 1980, 1981 and 1982 only 3 belonged to Scheduled Caste/Scheduled Tribe. The Committee need hardly stress that unless a large number of Scheduled Castes and Scheduled Tribes are taken as apprentices and subsequently absorbed in the services of National Textile Corporation Ltd. and its Subsidiaries the backlog can not be cleared in the near future. The Committee, therefore, recommend that a larger number of Scheduled Castes/Scheduled Tribes should be engaged as apprentices and they should be given preference for absorption after they are declared successful.

C. Housing Facilities

4.10 It has been stated that wherever housing facilities are available in NTC (WBABO) Ltd., the same are provided to Scheduled Caste/Scheduled Tribe employees at par with others.

4.11 Committee have been informed that 2649 employees have been provided accommodation by NTC (WBABO) Ltd., out of which 110 belong to Scheduled Caste Community and 19 from Scheduled Tribe community. The details are as follows :

Name of the Mill	SC	ST
1. Associated Industries (Assam) Spg. Unit.	22	18
2. Bangasri Cotton Mills	5	—
3. Bengal Fine Spg. & Wvg. Mill No. 1	20	—
4. Gaya Cotton & Jute Mills	40	—
5. Jyoti Weaving Factory	8	—
6. Luxmi Narayan Cotton Mills	10	—
7. Sodepore Cotton Mills	5	1

4.12 As regards NTC (APKK & M) Ltd., it has been stated that in Mysore Mills there are 176 quarters, 15 employees belonging to Scheduled Caste have been provided accommodation in these quarters.

4.13 During evidence when the Committee pointed out that agencies like HUDCO and Housing Boards were there and desired to know whether National Textile Corporation Ltd. could coordinate the work with those agencies so as to provide housing facilities to Scheduled Caste/Scheduled Tribe employees, the representative of the Ministry of Commerce (Deptt. of Textiles) has agreed to consider the proposal.

4.14 The Committee are unhappy to note that there is no reservation in the allotment of residential accommodation to Scheduled Castes and Scheduled Tribes in NTC (WBABO) Ltd. and NTC (APKKM) Ltd. Out of 2649 quarters in various mills of NTC (WBABO) only 129 have been allotted to Scheduled Caste and Scheduled Tribe Employees. Similarly out of 176 quarters only 15 have been allotted to Scheduled Castes and Scheduled Tribes by the NTC (APKK&M) Ltd.

The Committee recommend that as per instructions of the Ministry of Works and Housing atleast 10 per cent quarters should be reserved for Scheduled Caste and Scheduled Tribe employees by all the Subsidiary Corporations of National Textile Corporation Ltd.

4.15 The Committee also suggest that National Textile Corporation Ltd. and its Subsidiary Corporation should explore the possibility of constructing more quarters for their employees with the assistance of HUDCO and State Housing Boards.

D. Redressal of Grievances

4.16 It has been stated that in NTC (WBABO) Ltd. there is a cell for Scheduled Caste/Scheduled Tribe in the Subsidiary Head Office under the direct control of the Liaison Officer. Grievances received from Scheduled Caste/Scheduled Tribe employees are sorted out in the shortest possible time by making special efforts.

4.16A. In reply to a question it has also been stated in a note furnished to the Committee that a complaint/representation register is maintained in the Cell and checked by the Liaison officer periodically to ensure proper redressal of grievances of Scheduled Caste/Scheduled Tribe employees. During the last three years six representations, complaints were received by Scheduled Caste/Scheduled Tribe cell which mainly pertained to promotions.

4.17 During evidence when the Committee desired to know whether any case of harassment to the Scheduled Castes/Scheduled Tribes in Maharashtra, Bangalore and Calcutta Subsidiaries had come to notice, the representative of National Textile Corporation Ltd., has stated that a representation has been given by the Secretary of Scheduled Castes/Scheduled Tribes Association. The comments of the Subsidiary have been called for on receiving the complaint and then a team of two persons from the Holding Company has been sent to go into the details.

4.18 When asked to cite some cases of harassment, the witness has stated that there is a case of Production Manager requesting for transfer from Akola to Bombay which has been brought to the notice of the Subsidiary and the transfer has been effected.

4.19 When the Committee drew the attention to a complaint about harassment of Scheduled Caste/Scheduled Tribe employees in the Maharashtra Subsidiaries, the Chairman, NTC (MN) has informed the Committee during evidence as follows :

“As far as our Subsidiary in Maharashtra is concerned, I can say with full confidence that it is absolutely wrong ; there is no harassment whatsoever. They are our employees. We have been training them, promoting them and so on. There would hardly be any reason that the management should indulge in any harassment.”

The Chairman, NTC (SM) has further stated as follows :

“These reports have been investigated. Compliance reports have also been sent.”

4.20 When the Committee pointed out that there was no arrangements for the redressal of grievances of the Scheduled Caste/Scheduled Tribe

employees and desired to know whether setting up of Grievancer Cell at the level of the Holding Company would be considered, the Chairman of the NTC (HC) Ltd., has stated during evidence as follows :

“There should be a proper system to record their grievances and to keep a record of them, invite comments from the officer concerned or the department concerned or the Subsidiary concerned, and also it should be recorded that they are disposed of satisfactorily. I can assure you that we are going to define and lay down a system.”

4.21 The Committee note that there is a Scheduled Caste/Scheduled Tribe Cell in the Subsidiary Head Office of NTC (WBABO) Ltd. under the direct control of the Liaison Officer. Grievances received from Scheduled Caste/Scheduled Tribe employees are dealt with by the Cell. A complaint/representation register is maintained in the Cell and checked periodically by the Liaison Officer to ensure proper redressal of grievances of Scheduled Caste/Scheduled Tribe employees.

The Chairman, NTC (HC) Ltd. has agreed during evidence that there should be proper system to record the grievances of Scheduled Caste/Scheduled Tribe employees and to investigate them after obtaining comments from the Subsidiary concerned. He also assured the Committee to introduce a system for redressal of grievances of Scheduled Caste/Scheduled Tribe employees. The Committee trust that NTC (Holding Company) will issue necessary instructions in this regard. The Committee would like to be apprised of the action taken in the matter. The Commitctce suggest that in all the Subsidiary Corporations of NTC Complaint register should be checked by the concerned Liaison Officer and a periodical report on disposal of complaints should be submitted to Chairman and Managing Director of the Subsidiary to ensure that complaints/respresentations recieved from Scheduled Caste/Scheduled Tribe employees are disposed of promptly and judiciously.

E. Welfare Schemes

4.22 It has been stated that in NTC (WBABO) Ltd., it is rather obligatory on the part of the organisation to look after the interest of its employees in general and Scheduled Caste/Scheduled Tribe employees in particular. NTC (WBABO) Ltd., has introduced a scholarship scheme w.e.f. 1.1.1983 according to which four scholarship each of Rs. 300/- per month will be awarded to four deserving students already studying in Textile Technology Institutes at Berhampore, Serampore, West Bengal, after their successful completion of 1st year study.

The details of the Scholarship Scheme are at Appendix-VII. It is seen that the scheme is meant for Scheduled Caste/Scheduled Tribe students exclusively.

In reply to a question it has been stated that only one student belonging to Scheduled Caste Community has been benefited under the scholarship Scheme so far.

4.23 During the visit of the Study Group of the Committee to Bangalore in June-July, 1983, the Scheduled Caste/Scheduled Tribe employees of NTC (APKKM) Ltd., informed the Committee that no scholarships to the children of Scheduled Caste/Scheduled Tribe employees were given. In this connection it has been stated in a note furnished to the Committee that NTC (APKK & M) Ltd., have granted scholarships to the children of its employees. The amount of the scholarship is Rs 500/- per year. The details of the scholarships granted during the last three years have been stated to be follows—

Year	SC	ST	General	Total
1980-81	5	1	58	64
1981-82	6	1	63	70
1982-83	3	—	47	50
Total :	14	2	168	184

4.24 It has been stated that NTC (WBABO) Ltd., propose to set up more Retail Shops in the rural areas which has already been approved by the Board of Directors for supplying cloth worth Rs 3000/- to any Scheduled Caste/Scheduled Tribe candidate who may be interested. This amount will be treated as loan and the realisation will be made after the sale of cloth.

4.25 When the Committee pointed out that NTC (WBABO) has approved a proposal supply cloth worth Rs. 3000/- to any Scheduled Caste/Scheduled Tribe candidate who may be interested and desired to know the outcome of the proposal, it has been stated in a note furnished to the Committee that while publicity has been made but till now they have not received any application from amongst the Scheduled Caste/Scheduled Tribe community.

4.26 During evidence when the Committee drew the attention to various schemes under Integrated Rural Development Programmes and desired to

know the concessions extended to the Scheduled Castes/Scheduled Tribes to encourage them to enter in the business of marketing of National Textile Corporation Ltd., products, the Secretary (Textiles) has stated as follows :

“People will not be very keen to deal in textiles, because the whole industry is in doldrums. Many people are finding it difficult, because it is not moving. There will be problem in textile distribution. So far as the general distribution pattern is concerned, the MD will explain the position.”

4.27 When the Committee desired to know whether the marketing could be done through Scheduled Castes/Scheduled Tribes after imparting training in textile marketing to them, the witness has stated as follows :

“In the textile industry there are three sectors—handloom, powerloom and mill. The handlooms and powerlooms are today producing two-thirds of the requirements and all the mills together are producing just a little over one-third. The requirements of the local population in terms of their local wearing habits like sarees or dhotis in Orissa and Bengal are largely made by the handloom sector. Many facilities, benefits and marketing support are being given to the handloom sector. In addition, there is the Janta cloth scheme. Then the NTC and the private mills produce 350 million metres each of controlled cloth. These are the basic types of clothing which will meet the requirements of the poorer sections of the community. The question asked by the Committee is the manner in which we can encourage persons belonging to the Scheduled Castes and Scheduled Tribes to take to marketing in order to better their prospects. In that context I was saying that the sale and general movement of mill cloth is very sluggish. Ever since the Bombay strike, for the last 2-3 years it has not looked up at all. NTC is one of the worst sufferers because of the fact that they do not have the modern equipments and people mostly go by brand image. So, they have to cross over all those hurdles. I am not saying we should not encourage.”

The MD, National Textile Corporation Ltd., has further stated as follows :

“We are required to produce 300 thousand metres of controlled cloth. The present system is 1/3rd of the total production of NTC is through National Consumer Federation. It is entirely meant for the poor people. But distribution is not given in the hands of

individuals. That will remain as policy matter. We have retail shops scattered."

He has added that they have given cloth worth Rs. 3000/- to individuals and the response on that account has not been very encouraging as has been indicated by the Secretary.

4.28 When the Committee suggested that a stock worth of Rs. 20,000/- could be given to these individuals to enter the market, the Secretary (Textiles) has promised to consider the proposal. He has further stated that facilities can be given but the prosperity would depend upon the turn over the individual is able to achieve. In the last two or three years, except powerlooms, the market has been sluggish.

4.29 When the Committee pointed out that every mill had to conduct certain welfare activities, the Chairman, NTC (APKK&M) Ltd. has informed the Committee during evidence that in their Subsidiary they have taken a number of steps for the welfare of the Scheduled Caste/Scheduled Tribe employees.

4.30 When the Committee desired to know whether any uniform policy could be formulated, the Secretary (Textiles) has informed the Committee that National Textile Corporation Ltd. are incurring very heavy losses every year. In this connection the witness has further informed the Committee as follows :

"There are a number of difficulties, we have to attempt and remedy them. But on the point of welfare measures, we should like to do whatever we can but we have got financial constraints. Suppose if we say that we will give housing for Scheduled Caste and Scheduled Tribe employees and if we do not have funds, how is it possible?"

4.31 The Committee note that NTC (WBABO) Ltd. has introduced scholarship scheme w. a. f. 1. 1. 1983 under which 4 Scholarships of Rs. 300/- each per month will be awarded to four deserving student of Textile Technology Institutes in west Bengal after they successfully complete first year of their study. The Committee find that only one Scheduled Caste student has been granted the scholarship so far under this scheme. The Committee recommend that the scheme should not be confined to West Bengal only but it should be extended to other States covered by the subsidiary.

4.32 In NTC (APKKM) Ltd. there is another scheme of awarding scholarships @ Rs. 500/- per year to the children of the employees. During the year 1980-81 to 1982-83 out of 184 scholarships granted to the children of employee 16 scholarships have been given to the children of Scheduled Cast/Scheduled

Tribe employees, which comes to about 8.5%. The percentage of Scheduled Caste and Scheduled Tribe population both in Andhra Pradesh and Karnataka is 13 and 5 respectively, while in Kerala it is 9% and 5% respectively. The Committee recommend that NTC (APKK&M) Ltd. should ensure that the Scholarships awarded to the children of Scheduled Caste/Scheduled Tribe employees are in proportion to their population in the State concerned.

4.33 The Committee note that NTC (WBABO) Ltd. propose to set up more retail shops in rural areas and there is a proposal to supply cloth worth Rs. 3000/- to any Scheduled Caste/Scheduled Tribe person who may be interested to engage himself in this trade. The amount will be treated as loan and realisation would be made after sale of the cloth. The Committee feel surprised that no application has so far been received from Scheduled Caste/Scheduled Tribe persons under this scheme. When the Committee suggested that the amount of Rs. 3000/- was not enough to deal in cloth, the Secretary, (Textiles) promised to look into the matter. The Committee recommend that in order to make this scheme successful the amount of loan for purchase of cloth should be increased to Rs. 5000/-.

4.34 The Committee also recommend that various welfare schemes introduced by the Subsidiaries of NTC which aim at improving the socio-economic conditions of Scheduled Castes/Scheduled Tribes should be widely publicised so that maximum number of persons belonging to these communities can take advantage of them.

A.C. DAS

Chairman,

*Committee on the welfare
of Scheduled Castes and
Scheduled Tribes.*

NEW DELHI;

April 24, 1984
Vaisakha 4, 1906 (S).

APPENDIX-I

INSPECTION REPORT

*Report on the Implementaion of Rules Regarding Reservation of Posts
for Scheduled Castes and Scheduled Tribes in NTC (WBAB&O)
Ltd. Calcutta Dated 30-10-1983*

The undersigned and Shri S.C. Dogra, Assistant visited in October, 1983 NTC (WBAB&O) Ltd. Calcutta to help this Subsidiary Corporation in the matter of Scheduled Caste/Scheduled Tribe and other connected records to show how far the rules regarding reservation for Scheduled Castes and Scheduled Tribes are being implemented in that Office. The records were shown by Shri S.K. Chatterjee, Asstt. Manager (IR), Shri G.D. Datta, Sr. Asstt. and Shri Mandal, Assistant dealing with the subject matter in Subsidiary Office. Some defects were orally pointed out and the tour report is given below :

I. Rosters:

The rosters have been maintained in a register form for the posts filled by direct recruitment. The points in the rosters have been earmarked correctly in accordance with the model rosters. The carry-forward rule of unfilled reserved posts in case of direct recruitment have been followed correctly.

II. Guard File

The Subsidiary Corporation is maintaining a guard file containing substantial orders regarding reservation of Scheduled Castes/Scheduled Tribes. But some instructions received from the Holding Company were not circulated to National Textile Corporation Mills under them. The Subsidiary has been advised to circulate the instructions to all the National Textile Corporation Mills under them for necessary action and compliance.

III. Separate cell for SC/ST and Liaison Officer

As per Government of India's instructions every Public Sector Undertaking should set up a Cell under the direct control of Liaison Officer to enable him to discharge his duties effectively. Shri S.K. Chatterjee, Assistant Manager (IR) is acting as Liaison Officer in the Subsidiary Office/NTC (WBAB&O) Ltd., Calcutta.

IV. Staff Position in the NTC (WEAB&O) Ltd. Including Mills as on 1-1-1983

Groups	Total No. of employ ees	No. of SCs	No. of STs	Percentage		Shortfall	
				SC	ST	SC	ST
Group A	114	1	—	0.88%	—	28	10
Group B	301	4	—	1.33%	—	54	26
Group C	1349	14	1	1.04%	0.07%	213	110
Group D	16707	1714	102	10.25%	0.61%	1446	1045
Group D (S)	106	106	—	100%			

It will be seen from the above statement that the representation of Scheduled Caste/Scheduled Tribe in Group A, B and C posts is negligible. The attention of the Subsidiary Corporations was drawn to the poor representation of Scheduled Caste/Scheduled Tribe community candidates and advised them to make up the shortfall by advertising the reserved posts exclusively for Scheduled Caste/Scheduled Tribe.

V. Training Programmes :

It has been emphasised by the Government of India that while sponsoring names for training in Institutions in India and abroad due care should be taken to sponsor Class I Officers belonging to Scheduled Caste/Scheduled Tribe alongwith others. Likewise, while sending officers for attending conferences, seminars, etc. the Scheduled Caste/Scheduled Tribe Officers are also to be included. This is with a view to equip them with the necessary training to have a first hand knowledge about the development in a particular field so as to discharge their duties with confidence and decisiveness.

VI. Transfer of Sweepers/Frashes/Chowkidars to the Class IV Posts

According to the existing instructions of the Government of India, 25% of the vacancies of Peons are to be filled up by transfer from Sweepers/Frashes/Chowkidars. While no such provision has been made in the recruitment rules for Class IV categories of posts, promotional avenues have been provided for such categories of employees to the posts of Duplicat-

ing Machine Operator/Daftary alongwith Attendants. In this connection, it may be pointed out that appointment of Attendants is from Matriculates and as such it is felt that Sweepers, Chowkidars who are normally illiterates may not be in a position to compete with the Attendants for the posts of Duplicating Machine Operator/Daftary. It would, therefore, be in the interest of the weakest among the weak that 25% reservation is made for them on the lines of the Government instructions.

VII. *Travelling Allowance to SC/ST Candidates*

According to the Government instructions as contained in para 25 of the Boochure on reservation for Scheduled Caste/Scheduled Tribe in services (third Edition 1972) when Scheduled Caste/Scheduled Tribe candidates are called for interview/tests, (the recruiting authority is required to allow such candidates necessary travelling allowance. The Subsidiary Corporation is paying travelling allowance to Scheduled Caste/Scheduled Tribe candidates at the time of interview/tests. In fact, the admissibility of travelling allowance should be mentioned in the advertisement itself so that Scheduled Caste/Scheduled Tribe candidates come forward in adequate number.

VIII. *Exchange of Reservation :*

The procedure of exchange of vacancies between Scheduled Caste/Scheduled Tribe have not been followed. The authorities have been requested to follow the procedure of exchange of vacancies between Scheduled Caste/Scheduled Tribe as per guidelines issued by the Government. The reservation shall have to be carried forward to subsequent three years of recruitment. Recruitment year shall mean a 'Calendar Year' for the purpose of three years limit for carry-forward to reserved vacancies the year shall be in which the recruitment is actually made. When a reserved vacancy could not be filled by respective Scheduled Caste category employee even in the third year of recruitment the Scheduled Caste posts can be offered to Scheduled Tribe candidates and the Scheduled Tribe posts can be offered to Scheduled Caste candidates. For example, in a particular year, if 10 posts are to be filled, out of which 4 posts are reserved for Scheduled Caste and 2 posts are reserved for Scheduled Tribe (one of these two posts is in the third year of carried forward) and 4 posts for general candidates, the requisition should mentioned that against one of the reserved Scheduled Tribe, the Scheduled Caste candidate can also be considered in case of non-availability of Scheduled Tribe candidates.

2. From the above report, it is apparent that the representation of Scheduled Caste/Scheduled Tribe in National Textile Corporation (WBAB & O) Ltd., Calcutta is quite negligible. The authorities have been requested orally during the inspection to make special efforts to do something in the matter.

3. While sending a copy of the above report to Chairman-cum-Managing Director, NTC (WBAB & O) Ltd., Calcutta, we may request him to initiate urgent action to improve the representation of Scheduled Caste/Scheduled Tribe in the services of NTC (WBAB & O) Ltd., Calcutta including mills and send to us a compliance report by the end of December, 1983.

Sd/-

(S. C. DOGRA)

Sd/-

(O. P. SATOLIA)

Inspection Report on the Implementation of Rules Regarding Reservation of Posts for Scheduled Castes and Scheduled Tribes in NTC (Maharashtra North) Limited, Bombay—Dated 6.12.1983 & 7.12.1983

An inspection team consisting of Shri O. P. Satolia, Senior Assistant dealing with the subject matter of Scheduled Caste/Scheduled Tribe in National Textile Corporation Ltd., New Delhi and Shri S. K. Gupta, Assistant, Personnel Division visited National Textile Corporation (MN) Ltd. Bombay on 6.12.1983 and 7.12.1983 to see how far rules regarding reservation for Scheduled Caste/Scheduled Tribe are being implemented in that Subsidiary Corporation. The records were shown by Sh. P. N. Wagnare, Personnel Officer National Textile Corporation (MN) Ltd. when Sh. S. S. Wadhvani, Sr. Manager (Pers. Admn.) and Liaison Officer for Scheduled Caste/Scheduled Tribe Cell was present. The report's as under :—

I. Rosters :

The rosters have been maintained group-wise in a register form for the post filled by direct recruitment. The points in the rosters have been earmarked correctly in accordance with the model roster. The carry-forward rules of unfilled reserved post in case of direct recruitment have been carry-forwarded correctly. But they did not maintain the rosters post-wise. The promotion rosters have not been maintained by the Subsidiary Corporation. They have been pointed out to follow the reservation orders in case of posts filled by promotion and according to that they should maintain the rosters for group-wise and post-wise. The discrepancies found in the rosters have also been pointed out orally.

II. Guard File :

The subsidiary corporation is maintaining a guard file containing the substantial orders regarding reservation of Scheduled Caste/Scheduled Tribe. All the instructions received from Holding Company were circulated to their units.

It has also been noticed that the instructions received on the subject are not reaching their units in time and without complete instructions, they [are facing a lot of problems in implementing the instructions in regard to Scheduled Caste/Scheduled Tribe matters. They have been advised to strictly follow the procedure and circulate all the instructions/orders to their units in time for necessary action and compliance.

III. Separate Cell for Scheduled Cast/Scheduled Tribe and Liaison Officer

As per the Government of India Instructions/orders every Public Sector Undertaking should set up a Cell under the direct control of Liaison Officer to enable him to discharge his duties effectively. Shri S. S. Wadhvani, Sr. Manager (Pers. Admn.) is acting as Liaison Officer in the Subsidiary Office and handling this work in a proper way in implementing the instruction for Scheduled Caste/Scheduled Tribe.

IV. Staff Position in NTC (MN) Ltd., Bombay as on 31.12.82 Head Office Level :

Group	Year	Total No. of employees	No. of recruitment made for SC/ST		No. of SC/ST actually appointed		Remarks
A	1977	2	1	—	—	—	40 point roster
	1978	2	—	1	—	—	
	1979	10	2	—	—	1	
	1980	2	—	—	—	—	
	1981	9	1	1	4	2	
B	1977	1	1	—	—	—	40 point roster
	1978	3	—	1	—	—	
	1979	4	1	—	—	—	
	1980	4	—	—	—	—	
C	1977	8	1	1	—	—	100 point roster
	1978	1	—	—	1	—	
	1979	6	—	—	1	—	
	1980	16	1	1	3	—	
	1981	1	—	—	—	—	
D	No recruitment has been made since 1977.						

Staff Position in NTC (MN) Ltd. Bombay Including Mills

Group	Total No. of employees	No. of SC/ST		Shortfall SC/ST	
'A'	257	6	6	32	12
'B'	319	5	6	43	18
'C'	19688	2023	707	—	348
'D'	9468	2612	888	—	—
D (Sweepers)	77	77	—	—	—

It will be seen from pre-page that the representation of Scheduled Caste/Scheduled Tribe in Subsidiary Head Office is satisfactory but so far as Units of this Subsidiary Corporation are concerned the representation in Group 'A' and 'B' posts is poor. Attention of the subsidiary corporation was drawn to the poor representation of Scheduled Caste/Scheduled Tribe community candidates and advised them to make up shortfall by advertisement of vacancies as exclusively for Scheduled Caste/Scheduled Tribe candidates. The subsidiary Corporation is also approaching Scheduled Caste/Scheduled Tribe welfare Association in Bombay for Consoring the names of SC/ST candidates against various posts. A copy of the same may please be seen at F/A. Further the subsidiary corporation have issued special advertisement exclusively for Scheduled Caste/Scheduled Tribe on all India basis to cover up the shortfall for some posts, but the response from Scheduled Caste/Scheduled Tribe candidates are negligible. On going through the various advertisements issued by the subsidiary corporation the following discrepancies have been noted :—

- (i) Pay scale of each post have not been indicated.
- (ii) age limit prescribed for direct recruitment to service or post for candidates belonging to Scheduled Caste/Scheduled Tribe have not been indicated,
- (iii) TA for attending the interview/tests has not been indicated. In the absence of such provision Scheduled Caste/Scheduled Tribe candidates who are hailing in the rural areas/hilly areas may not apply for the post due to financial problems. In this regard they have been advised to insert this clause in the advertisement itself.

V. Training Programme :

It has been emphasised by the Government of India that while sponsoring names for training in Institutions in India and abroad due care should be taken

to sponsor Class 1 officers belonging to Scheduled Caste/Scheduled Tribe alongwith others. Like-wise, while sending of officers attending conference seminars, etc. the Scheduled Caste/Scheduled Tribe officers are also to be included. This is with a view to equip them with the necessary training to have a first hand knowledge about the development in a particular field so as to discharge their duties with confidence and decisiveness.

VI. Exchange of Reservation

The procedure of exchange of vacancies between Scheduled Caste/Scheduled Tribe have not been followed. The authorities have been requested to follow the procedure of exchange of vacancies between Scheduled Caste/Scheduled Tribe as per guidelines issued by the Government. The reservation shall have to be carried forward to subsequent three years of recruitment. Recruitment years shall mean a calendar year for the purpose of three year shall mean the year in which the recruitment is actually made. When a reserved vacancy could not be filled by respective Scheduled Caste category employee even in the third year of recruitment, the Scheduled Caste posts can be offered to Scheduled Tribe candidates. For example, in a particular year, if 10 posts are to be filled, out of which 4 posts are reserved for Scheduled Caste and 2 posts are reserved for Scheduled Tribe (one of these two posts in the third year of carried forward) these 4 posts for general candidates, the requisition should mention that against one of the reserved for Scheduled Tribe, the Scheduled Caste candidates can also be considered in case of non-availability of Scheduled Tribe candidates.

VI Transfer of Sweepers/Frashes/Chowkidars to the Class IV Posts :

According to the existing instructions of the Government of India 25% of these vacancies of peons are to be filled up by transfer from Sweepers/Frashes/Chowkidars. While no such provision has been made in the recruitment rules for Class IV categories of posts, promotional avenues have been provided for such categories of employees to the posts of Duplicating Machine Operators Daftary alongwith Attendants. In this connection, it may be pointed out that appointment of Attendants is from Matriculates and as such it is felt that Sweepers, Chowkidars who are normally illiterates may not be in a position to compete with the Attendants for the post of Duplicating Machine Operator/Daftary. It would, therefore be in the interest of weakest among the weak that 25% reservation is made on the lines of the Government instructions.

VII. SC/ST Officer in the DPC and Selection Committee

The Subsidiary Corporation is associating Scheduled Caste/Scheduled Tribe officer in the D.P.C. and Selection Committee. For Senior level posts they are inviting Mr. Rao, Director, Textile Commissioner Office, as a Scheduled Caste/Scheduled Tribe representative and Shri D.S. Patil, Senior Officer from Government of Maharashtra.

Gist :

In nutshell, it is mentioned that there is a huge shortfall of Scheduled Caste/Scheduled Tribe candidates in the services of National Textile Corporation Mills in Group 'A' and 'B' posts, Special efforts should be made by the Subsidiary Corporation by issuing special advertisement exclusively for Scheduled Caste/Scheduled Tribe candidates to make up Shortfall. In this connection it is also mentioned that Government of India is paying great attention to provide employment opportunity to Scheduled Caste/Scheduled Tribe candidates in the services of Public Sector Undertakings. They have not yet maintained the promotion rosters, the concerned authorities have been advised to maintain the promotion rosters also.

Inspection Report on the Implementation of Rules Regarding Reservation of Posts for Scheduled Castes and Scheduled Tribes in NTC (South Maharashtra) Ltd., Bombay Dated 8.12.1983 & 9.12.1983.

An inspection team consisting of Shri O. P. Satolia, Senior Assistant dealing with the subject matter of Scheduled Caste/Scheduled Tribe in National Textile Corporation Ltd. & Shri S. K. Gupta, Asst. visited the NTC (South Maharashtra) Ltd., Bombay on 8.12.83 and 9.12.83 to see how far the rules regarding reservation for Scheduled Castes and Scheduled Tribes are being implemented in that office and also help the Subsidiary Corporation in Scheduled Caste/Scheduled Tribe matter. The records were shown by Shri Mohan Kumar, Personnel Officer, NTC (SM) Ltd., Bombay when Shri P. N. Ambekar, Manager (IR) was also present, Shri V. S. Naidu Industrial Relations Officer is acting as Liaison Officer in the Subsidiary Head Office. The inspection report is as under :—

1. Rosters :

The Group-wise rosters for each group of post have been maintained in a register form for the posts filled by direct recruitment and promotion. The

points in the rosters have been earmarked correctly in accordance with the model rosters. The carry-forward rules of unfilled reserved posts in case of direct recruitment have been followed correctly but not in the case of promotion. They have been advised to maintain the rosters for Group-wise and post-wise both in direct recruitment and promotion. The relevant instructions regarding maintenance of rosters were orally pointed out to the authorities concerned.

2. *Guard File* :

The Subsidiary Corporation is maintaining a guard file containing substantial orders regarding reservation of Scheduled Castes/Scheduled Tribes. But some instructions on the subject received from the NTC (HC) were not circulated to National Textile Corporation mills under them. The subsidiary has been advised to circulate the instructions to all the National Textile Corporation Mills under their administrative control for necessary action and compliance.

3. *Separate Cell for SC/ST and Liaison Officer* :

As per Government of India's instructions every public Sector Undertaking should set up a Cell under the direct control of Liaison Officer to enable him to discharge his duties effectively. Shri V. S. Naidu, Industrial Relation Officer is acting as Liaison Officer in the Subsidiary Head Office/NTC (SM) Ltd., Bombay.

4. *Training Programmes* :

It has been emphasised by the Government of India that while sponsoring names for training in Institutions in India and abroad due care should be taken to sponsor Class I Officers belonging to Scheduled Caste/Scheduled Tribe Officers along with others. Like-wise, while sending officers for attending conference/seminars, etc., the Scheduled Caste/Scheduled Tribe Officers are also to be included. This is with a view to equip them with the necessary training to have a first hand knowledge about the development in a particular field so as to discharge their duties with confidence and decisiveness.

5. *Transfer of Sweepers/Frashes/Chowkidars to the Class IV Posts*

According to the existing instructions of the Government of India, 25% of the vacancies of peons are to be filled up by transfer from Sweepers/Frashes/Chowkidars. While no such provision has been made in the recruitment rules for Class IV categories of posts, promotional avenues have been provided for such categories of employees to the posts of Duplicating Machine Operator/ Daftary alongwith Attendants. In this connection, it may be pointed out that

appointment of Attendants is from Matriculates and as such it is felt that Sweepers, Chowkidars who are normally illiterates may not be in a position to compete with the Attendants for the posts of Duplicating Machine Operator/ Daftary. It would, therefore, be in the interest of the weakest among the weak that 25% reservation is made for them on the lines of the Government instructions.

6. Exchange of Reservation :

The procedure of exchange of vacancies between Scheduled Caste/Scheduled Tribe have not been followed. The authorities have been requested to follow the procedure of exchange of vacancies between Scheduled Caste/Scheduled Tribe as per guidelines issued by the Government. The reservation shall have to be carried forward to subsequent three years of recruitment—recruitment year shall mean a "Calendar year" for the purpose of three years shall mean the year in which the recruitment is actually made. When a reserved vacancy could not be filled by respective Scheduled Caste category employee even in the third year of recruitment, the Scheduled Caste posts can be offered to Scheduled Tribe candidates. For example, in a particular year, if 10 posts are to be filled out of which 4 posts are reserved for Scheduled Caste and 2 posts are reserved for Scheduled Tribe (one of these two posts is in the third year of carried forward) and 4 posts for general candidates, the requisition should mention that against one of the posts reserved for Scheduled Tribe, Scheduled Caste candidates can also be considered in case of non-availability of Scheduled Tribe candidates.

7. The staff Position in the NTC (SM) Ltd. Bombay is given below :

Group	Year	Total No. of Employees.	No. of recruitment and for SC/ST		No. of SC/ST appointed		Shortfall SC/ST	
			SC	ST	SC	ST	SC	ST
1	2	3	4	5	6	7	8	9
A	1977	25	5	2	—	—	5	2
	1978	12	2	1	—	—	2	1
	1979	21	3	2	—	—	2	1
	1980	19	4	1	—	—	4	1
	1981	14	2	1	—	—	2	1
	1982	20	3	2	—	—	3	2
	1983	18	3	1	—	—	3	1

1	2	3	4	5	6	7	8	9
B	1977	23	4	2	—	—	4	2
	1978	19	4	1	—	—	4	1
	1979	17	2	2	—	—	2	2
	1980	22	5	1	—	—	5	1
	1981	15	2	2	—	—	—	—
	1982	10	2	—	—	—	2	—
	1983	15	3	1	—	—	3	1
C	1977	6	1	1	—	—	1	1
	1978	2	—	—	—	—	—	—
	1979	3	—	—	—	—	—	—
	1980	4	—	—	—	—	—	—
	1981	3	1	—	—	—	—	—
	1982	2	—	—	—	—	—	—
	1983	2	—	—	—	—	—	—
D No recruitment has been made since 1977.								

It will be seen from the above statement that the representation of Scheduled Caste/Scheduled Tribe in Group A and B posts is nil. The attention of the Subsidiary Corporation was drawn to the poor representation of Scheduled Caste/Scheduled Tribe community candidates and advised to make up the shortfall by advertising the reserved posts exclusively for Scheduled Caste/Scheduled Tribe. To cover up the Subsidiary Corporation issued the special advertisement exclusively for Scheduled Caste/Scheduled Tribe and also approached the Scheduled Caste/Scheduled Tribe Welfare Association in Bombay which may please be seen at F/A for sponsoring Scheduled Caste/Scheduled Tribe candidates against reserved vacancies. On going through the advertisement the following discrepancies have been noticed :

- (i) The pay scales against each posts have not been mentioned.
- (ii) The maximum age-limit prescribed for direct recruitment to service or post shall be increased by 5 years. The posts for candidates belonging to Scheduled Caste/Scheduled Tribe have not been mentioned.

- (iii) No clause has been mentioned for relaxation in experience.
- (iv) TA for attending the interview/test has not been indicated in the absence of such a provision Scheduled Caste/Scheduled Tribe candidates who are hailing in the rural areas/hilly areas may not be able to apply for the posts due to. In this regard they have been advised to insert this clause in the advertisement itself. The Subsidiary has been advised to remove all the discrepancies as indicated above.

C. SC/ST Officer in the DPC/Selection Committee :

The subsidiary Corporation is associating Scheduled Caste/Scheduled Tribe Officer in the Selection Board at the time of interview but not in promotions.

Gist

In nutshell it is mentioned that there is a huge shortfall of Scheduled Caste/Scheduled Tribe candidates in the services of NTC (SM) including mills. Special efforts should be made by the Subsidiary Corporation by issuing Special Advertisement exclusively for Scheduled Caste/Scheduled Tribe candidates to cover up the shortfall. They have also advised to maintain the promotion rosters.

APPENDIX II

Group-wise statement showing the promotions made by National Textile Corporation (WBABO) Ltd., during the last three years (1980, 1981 & 1982)

Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies actually filled	Carried forward from previous year	No. of vacancies reserved for Sch. Castes		No. of vacancies reserved for Sch. Tribes		Reserved during the year	Total	Carried forward from previous year	Reserved during the year	Total	No. of Sch. Castes candidates appointed	No. of Sch. Tribes candidates appointed	No. of Sch. Castes vacancies carried forward	No. of Sch. Tribes vacancies carried forward	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15				
1980	A	27	27	2	4	6	1	1	2	—	—	6	2					
	B	16	16	4	3	7	2	1	3	—	—	7	3					
	C	1	1	1	—	1	—	—	—	—	—	1	—					
	D	—	—	—	—	—	—	—	—	—	—	—	—					

APPENDIX III

Statement showing Unit-wise Staff Strength in Category A, B, C and D as on 1.1.1983 in NTC (WBABO) Ltd.

Name of the unit	Category of posts	Total No. of employ-ees	No. of		Percentage		Shortfall in No.		
			SCs	STs	SCs	STs	SCs	STs	
1	2	3	4	5	6	7	8	9	
WEST BENGAL									
1. Arati Cotton Mills									
	A	1	—	—	—	—	1	—	
	B	8	1	—	12.50%	—	1	1	
	C	45	1	—	2.22%	—	8	3	
	D	613	44	1	7.81%	0.16%	79	36	
	Sweepers	5	5	—	100%	—	—	—	
2. Bangari Cotton Mills									
	A	3	—	—	—	—	1	—	
	B	12	—	—	—	—	2	1	
	C	31	1	—	3.23%	—	6	2	
	D	1042	27	—	2.59%	—	182	63	
	Sweepers	3	3	—	100%	—	—	—	

1

	2	3	4	5	6	7	8	9
3. Bengal Fine Spg. & Wvg. Mills No. 1								
A	5						1	1
B	14						3	1
C	160						32	10
D	1005		201		20.00%			61
Sweepers	8		8		100%			
4. Bengal Fine Spg. & Wvg. Mills No. 2								
A	2						1	
B	7						2	1
C	15						3	1
D	385		79		20.52%			23
Sweepers	1		1		100%			
5. Bengal Luxmi Cotton Mills								
A	15						3	1
B	32						6	3
C	71		1		1.41%		14	4
D	2125		69		3.25%	0.42%	356	119
Sweepers	27		27		100%			
6. Bengal Textile Mills								
A	1						1	

	C	10	—	—	—	—	—	—	2	1
	D	433	103	—	4	23.79%	0.92%	—	—	22
	Sweepers	2	2	—	—	100%	—	—	—	—
7. Central Cotton Mills	A	10	—	—	—	—	—	2	2	1
	B	19	—	—	—	—	—	3	3	1
	C	114	—	—	—	—	—	23	23	7
	D	2296	124	—	—	8.03%	—	276	276	138
	Sweepers	9	9	—	—	100%	—	—	—	—
8. Jyoti Weaving Factory	A	3	—	—	—	—	—	1	1	—
	B	16	—	—	—	—	—	3	3	1
	C	6	3	—	—	50.00%	—	—	—	1
	D	501	85	—	—	16.79%	—	16	16	30
	Sweepers	5	5	—	—	100%	—	—	—	—
9. Kanaria Industries (CMS)	A	1	—	—	—	—	—	1	1	—
	B	4	—	—	—	—	—	1	1	1
	C	7	—	—	—	—	—	2	2	1
	D	378	6	1	1	1.59%	0.26%	70	70	22
	Sweepers	2	2	—	—	100%	—	—	—	—
10. Luxmi Narayan Cotton Mills	A	2	—	—	—	—	—	1	1	—
	B	16	—	—	—	—	—	3	3	1
	C	102	2	—	—	1.96%	—	19	19	6

1	2	3	4	5	6	7	8	9
	D	989	43	—	4.35%	—	155	60
	Sweepers	4	4	—	100%	—	—	—
11. Manindra Mills	A	—	—	—	—	—	—	—
	B	1	—	—	—	—	1	—
	C	11	—	—	—	—	3	1
	D	543	114	—	20.99%	—	—	33
	Sweepers	3	3	—	100%	—	—	—
12. Rampooria Cotton Mills	A	7	—	—	—	—	2	1
	B	9	1	—	11.11%	—	1	1
	C	165	—	—	—	—	33	—
	D	2002	46	—	2.30%	—	355	120
	Sweepers	8	—	—	—	100%	—	—
13. Shree Mahalaxmi Cotton Mills	A	7	—	—	—	—	2	1
	B	38	—	—	—	—	7	3
	C	4	—	—	—	—	1	1
	D	1569	144	—	7.27%	—	200	94
	Sweepers	8	8	—	100%	—	—	—

14. Sodepore Cotton Mills	A	1	—	—	—	—	1	—	
	B	9	—	—	—	—	2	1	
	C	38	—	—	—	—	8	3	
	D	306	14	—	4.58%	—	34	19	
	Sweepers	2	2	—	100%	—	—	—	
15. Subsidiary Head Office	A	38	1	—	2.63%	—	6	3	
	B	46	1	—	1.17%	—	7	4	
	C	288	2	—	0.69%	—	56	17	
	D	134	4	—	2.99%	—	23	8	
	Sweepers	2	2	—	100%	—	—	—	
ASSAM									
16. Associated Industries (Assam) Spg. Unit	A	3	—	—	—	—	—	—	
	B	11	—	—	—	—	2	1	
	C	121	1	1	0.83%	8.83%	7	13	
	D	495	51	50	10.30%	10.10%	—	5	
	Sweepers	5	5	—	100%	—	—	—	
BIHAR									
17. Bihar Co-operative Weavers' Spinning Mills	A	3	—	—	—	—	1	—	
	B	13	—	—	—	—	3	1	
	C	64	2	—	3.13%	—	8	6	
	D	398	74	—	18.59%	—	—	36	

1	2	3	4	5	6	7	8	9
	Sweepers	3	3	—	100%	—	—	—
18. Gaya Cotton Jute Mills	A	6	—	—	—	—	1	1
	B	17	1	—	5.88%	—	2	2
	C	20	—	—	—	—	3	2
	D	999	360	—	36.04%	—	—	90
	Sweepers	4	4	—	100%	—	—	—
ORISSA								
19. Orissa Cotton Mills	A	6	—	—	—	—	1	1
	B	18	—	—	—	—	3	2
	C	37	1	—	2.70%	—	5	10
	D	494	93	37	18.83%	7.49%	—	78
	Sweepers	5	5	—	100%	—	—	—

APPENDIX IV

Statement showing Unit-wise Staff Strength in NTC (WBABO) Ltd. as on 1.1.1977

Name of the Unit	Category of post	Total No. of employ- yees	No. of		Percentage		Shortfalls in No.		
			SCs	STs	SCs	STs	SCs	STs	
1	2	3	4	5	6	7	8	9	
WEST BENGAL									
1. Arati Cotton Mills	A	4	—	—	—	—	1	1	5
	B	5	—	—	—	—	1	1	
	C	41	—	—	—	—	9	3	
	D	650	38	—	5.85%	—	92	39	
	Sweepers	3	—	—	—	—	—	—	
2. Bangasri Cotton Mills	A	9	—	—	—	—	2	1	
	B	6	—	—	—	—	1	1	
	C	46	—	—	—	—	10	3	
	D	1100	16	—	1.45%	—	204	66	
	Sweepers	1	1	—	100%	—	—	—	

	1	2	3	4	5	6	7	8	9
3. Bengal Fine Spg. & Wvg. Mills No. 1									
A		6						1	1
B		2						1	4
C		67						14	60
D		1029		131	2	12.73%	0.19%	75	
Sweepers		2		2		100%			
4. Bengal Fine Spg. & Wvg. Mills No. 2									
A		2						1	
B		2						1	3
C		14						3	1
D		300		59		19.67%		1	18
Sweepers		1		1	1	100%			
5. Bengal Luxmi Cotton Mills									
A		10						2	1
B		8						2	1
C		68						14	4
D		2200		50		2.21%		404	136
Sweepers		16		16		100%			
6. Bengal Textile Mills									
A		1						1	
B		1						1	
C		12						3	1
D		555		103	3	18.56%	0.54%	8	31
Sweepers		2		2		100%			

7. Central Cotton Mills	A	12	—	—	—	—	2	1
	B	23	—	—	—	—	4	2
	C	116	—	—	—	—	24	7
	D	2612	152	—	5.82%	—	371	156
	Sweepers	7	7	—	100%	—	—	—
8. Jyoti Weaving Factory	A	—	—	—	—	—	—	—
	B	3	1	—	33.33%	—	—	—
	C	43	—	—	—	—	9	3
	D	500	54	—	10.80%	—	46	30
	Sweepers	3	3	—	100%	—	—	—
9. Kenoria Industries (CMS)	A	1	—	—	—	—	1	—
	B	2	—	—	—	—	1	—
	C	23	—	—	—	—	5	2
	D	300	1	—	0.33%	—	59	18
	Sweepers	1	1	—	100%	—	—	—
10. Laxmi Narayan Cotton Mills	A	1	—	—	—	—	1	—
	B	1	—	—	—	—	1	—
	C	92	—	—	—	—	19	6
	D	1037	41	—	3.95%	—	167	62
	Sweepers	5	5	—	100%	—	—	—

1	2	3	4	5	6	7	8	9
11. Manindra Mills	A	—	—	—	—	—	—	—
	B	1	—	—	—	—	—	—
	C	13	—	—	—	—	3	1
	D	550	108	—	—	—	2	33
	Sweepers	2	2	—	—	—	—	—
					19.64%			
					100%			
12. Rampooria Cotton Mills	A	3	—	—	—	—	1	1
	B	9	—	—	—	—	2	1
	C	79	—	—	—	—	16	5
	D	2100	37	4	—	—	382	122
	Sweepers	12	5	7	—	—	—	—
					1.76%	0.19%		
					41.67%	48.33%		
13. Shree Mahalaxmi Cotton Mills	A	7	—	—	—	—	2	1
	B	7	—	—	—	—	2	1
	C	97	—	—	—	—	20	6
	D	1450	114	—	—	—	176	87
	Sweepers	10	0	—	—	—	—	—
					7.86%			
					100%			
14. Sodepore Cotton Mills	A	1	—	—	—	—	1	—
	B	3	—	—	—	—	1	—
	C	22	—	—	—	—	5	1
	D	350	14	—	—	—	46	18
	Sweepers	1	1	—	—	—	—	—
					4.67%			
					100%			

	2	3	4	5	6	7	8	9
15. Subsidary Head Office	A	23	1	—	4.35%	—	3	2
	B	60	2	—	3.33%	—	9	5
	C	295	—	—	—	—	59	18
	D	114	4	—	3.51%	—	19	7
	Sweepers	—	—	—	—	—	—	—
ASSAM								
16. Associated Industries (Assam) spg. Unit	A	2	—	—	—	—	1	—
	B	3	—	—	—	—	1	—
	C	109	—	—	—	—	7	1
	D	343	36	38	10.49%	11.08%	—	—
	Sweepers	4	4	—	100%	—	—	—
BIHAR								
17. Bihar Co-operative Weavers Spg. Mills	A	3	—	—	—	—	1	—
	B	4	—	—	—	—	1	1
	C	36	—	—	—	—	6	4
	D	442	60	—	13.57%	—	—	—
	Sweepers	3	3	—	100%	—	—	—

	1	2	3	4	5	6	7	8	9
18. Gaya Cotton & Jute Mills									
A			6					1	1
B			9					2	1
C			76					11	7
D			640					91	50
Sweepers			4	4		100%			
ORISSA									
19. Orissa Cotton Mills									
A			2					1	
B			4					1	1
C			65					10	17
D			317	12	4	3.78%	1.20%	33	70
Sweepers			3	3		100%			

APPENDIX V

Staff Strength of NTC Subsidiary Corporations as on 1.1.1983

Category of posts	Total No. of Empl-yees	No. of SCs	No. of STs	Percentage		Shortfall	
				SC	ST	SC	ST
1	2	3	4	5	6	7	8
NTC (DP & R) Ltd., New Delhi							
Group—A	121	3	—	2.41%	—	26	13
Group—B	166	6	—	3.61%	—	23	10
Group—C	2157	445	—	20.63%	—	34	22
Group—D	7694	2205	18	28.65%	0.23%	38	157
Group—D(S) (—66)	(—53)		—	—	—	—	—
NTC (U.P.) Ltd., Kanpur							
Group—A	109	1	—	0.91%	—	22	5
Group—B	215	2	—	0.93%	—	41	10
Group—C	6522	1288	214	19.74%	3.28%	41	99
Group—D	13610	4170	275	30.63%	2.01%	—	401
Group—D(S)	163	129	—	78%	—	—	—
NTC (MN) Ltd., Bombay							
Group—A	124	1	2	0.80%	1.61%	17	5
Group—B	146	8	5	5.47%	3.42%	13	5
Group—C	3061	534	195	17.44%	6.37%	2	2
Group—D	9565	2681	898	28.02%	9.38%	—	—
Group—D(S)	34	34	—	100%	—	—	—

	1	2	3	4	5	6	7	8
NTC (M.P.) Ltd., Indore								
Group --A	137	—	—	—	—	—	20	10
Group --B	276	—	—	—	—	—	42	20
Group --C	1333	48	6	3.60%	0.45%	122	272	
Group --D	26562	7930	418	30%	1.58%	—	5160	
Group --D(S)	105	105	—	100%	—	—	—	
NTC (SM) Ltd., Bombay								
Group --A	42	—	1	—	2.38%	7	2	
Group --B	41	—	—	—	—	7	3	
Group --C	3060	312	164	10.19%	5.35%	—	20	
Group --D	6855	1417	384	20.67%	5.60%	1	23	
Group --D(S)	25	23	1	92%	4%	—	—	
NTC (TN & P) Ltd., Combatore								
Group --A	81	1	—	1.19%	—	13	5	
Group --B	75	2	—	2.66%	—	11	5	
Group --C	1337	87	2	6.50%	0.15%	158	65	
Group --D	13079	2132	9	16.30%	0.68%	222	644	
Group --D(S)	42	32	—	76.16%	—	—	2	
NTC (WBAB & O) Ltd., Calcutta								
Group --A	114	1	—	0.88%	—	28	10	
Group --B	291	4	—	1.33%	—	54	26	
Group --C	*1349	14	1	1.04%	0.07	213	110	
Group --D	16737	1714	102	10.25%	0.61%	1446	1045	
Group --D(S)	105	106	—	100.00%	—	—	—	

1	2	3	4	5	6	7	8
NTC (APKK & M) Ltd., Bangalore							
Group —A	149	—	—	—	—	25	11
Group—B	536	16	—	2.99%	—	73	40
Group—C	5574	400	107	7.18%	1.92%	301	172
Group—D	16486	3435	244	20.84%	1.48%	—	581
Group— D(S)	101	56	6	55.45%	5.94%	—	—
NTC (GUJARAT) Ltd.. Ahemdabad							
Group —A	121	2	—	1.65%	—	18	9
Group—B	106	10	1	9.43%	0.94%	10	6
Group—C	10660	3716	294	34.85%	2.75%	—	—
Group—D	4284	1154	17	26.93%	0.39%	—	—
Group—D(S)	25	25	—	100%	—	—	—

*At the time of factual verification, Ministry of Commerce (Deptt. of Textiles) has intimated vide O.M. No. 23012/3/83-NTC dated 26.4.1984 that the correct figure is 1209.

APPENDIX VI

Statement showing the number of reserved vacancies Polled by members of Scheduled Castes and Scheduled Tribes in National Textile Corporation (W.B.A.B.Q) Ltd, during the year 1982.

Class of Total No. of vacancies reserved.	Scheduled Castes			Scheduled Tribes			Remarks.												
	No. of vacancies reserved.	No. of S. Cs candidates appointed.	No. of S. Cs vacancies carried forward from the previous year.	No. of S. Ts candidates appointed.	No. of S. Ts vacancies carried forward from the previous year.	No. of candidates appointed against vacancies reserved for STs in the 3rd year of carry forward		No. of reservation lapsed after carrying forward for three years.											
Notified	Out of Col. 2.	Out of Col. 2.	Out of Col. 3.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Filled	Out of Col. 3.	Out of Col. 3.	Out of Col. 3.	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17

I. Posts filled by direct recruitment

Other than lowest rung of Class I.	4	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
------------------------------------	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

APPENDIX VII

(Scheme for Award of N T. C. (WBABQ) Ltd., Scholarships for Scheduled Caste/Scheduled Tribe (SC/ST) Textile Technology Students

1. Introduction :

The Government of India have issued from time to time various directives for employing Scheduled Caste/Scheduled Tribe candidates in the Government Departments as well as the Public Sector Undertakings N.T.C. (WBABO) Ltd., have already initiated certain measures to implement the Government of India's policy in this regard. However, it has been the experience for the past sometime, that owing to the shortage of qualified Scheduled Caste/Scheduled Tribe Textile Graduate, it has not been possible to achieve the desired representation of Scheduled Caste/Scheduled Tribe candidates in categories A and B as stipulated by the Government of India. N. T. C. (WBABO) Ltd, therefore, propose to encourage the studies in Textile Technology by Scheduled Caste/Scheduled Tribes candidate at the various institutions imparting degree or diploma courses in Textile Technology, by providing them with financial assistance. it is also proposed that on successful completion of their studies, such students be considered for employment in the Corporation.

2. Objectives :

The objectives of the present Scheme are :—

- (a) Award N. T. C. (WBABO) Ltd., Scholarships to deserving Scheduled Caste/Scheduled Tribe students pursuing full time diploma or under-Graduate studies in Textile Technology at selected Institutions as listed in Rule-2 to this Scheme.
- (b) To provide such candidates, on successful completion of their studies, with immediate employment in N. T. C. (WBABO) Ltd.

THE SCHEME

Rule—1 : Short Title and Commencement :

- (a) This scheme may be called the "NATIONAL TEXTILE CORPORATION (WEST BENGAL, ASSAM, BIHAR AND ORISSA) LTD. SCHOLARSHIP SCHEME FOR SC/ST STUDENTS."

- (b) The Scheme shall come into operation with effect from the first academic year beginning after 1.1.1983. in any of the Institutions listed in Rule-2 to this Scheme.

Rule—2 : Application :

This Scheme shall be applicable to the selected SC/ST candidates pursuing any diploma or under-Graduate degree Course in any of the institutions listed below, in the field of Textile Technology,

1. Serampore College of Textile Technology.
2. Berhampore College of Textile Technology.

Rule—3 : Definitions :

In this Scheme, unless the context otherwise requires—

(a) "Corporation"

means

The National Textile Corporation (WBABO) Limited, No. 7, Jawaharlal Nehru Road, Calcutta-700013.

(b) "Scholar"

means

Any student belonging to SC/ST availing of the Scholarship under this Scheme.

(c) "Course"

means

Any one of the diploma, or Graduate degree Courses mentioned at Rule (2) of the Scheme.

(d) "Institutions"

means

Any one of the Institutions mentioned at Rule (2) of the Scheme.

(e) "Appropriate Authority"

means

The Principal, Head, Registrar or Dean of the Institutions.

(f) "Mill"

means

Any of the Constituent units of the Corporation.

Rule—4 : Eligibility :

- Any deserving SC/ST students whose parents' income is not more than Rs. 6000/-per annum from all sources, pursuing full-time diploma or degree Graduate studies in any one of the Institutions mentioned in Rule (2) shall be eligible for the Corporation's Scholarships.

Rule—5 : Conditions for Award of Scholarships :

- (a) The Scholarships shall be Awarded to any deserving SC/ST students.
- (b) The Scheme will be applicable to SC/ST pursuing full time diploma or Graduate degree studies in any of the Institutions listed in Rule (2) to this Scheme.
- (c) Annual income from all sources of the Scholar or his parents or guardians shall not exceed Rs. 6000/- per annum.
- (d) The Scholar in receipt of the Corporation's Scholarship shall not be entitled to draw any other financial aid or stipend from any other sources whatsoever.
- (e) After completion of his Course, the Scholar, shall be required to serve the Corporation or any of its Mills for a minimum period of three years commencing from the date of his employment.

Rule—6 : Number of Scholarships :

- (a) There shall be in all a total of 4 Scholarships. Those Scholarships will be one each in the discipline of Spinning, Weaving, processing or Textile Chemistry and Textile Engineering.
- (b) If any Scholar in any of the above 4 Branches of studies is not available the Scholarships may at the sole discretion of the Corporation, be awarded for any of the other, course in any other Institutions.

Rule—7 : Procedure for Award of Scholarships :

The procedure for initial Award of Scholarship and its subsequent continuance shall be as follows :

- (a) For the first year of the study in the Institution, the Scholarship will be awarded to the applicant who stand first (in order of merit) or who are suitable in order of merit from amongst SC/ST pupil as per the recommendation of the Head of the Department of the Institution. There shall be one Scholarship in each of the disciplines of
 - (i) Spinning
 - (ii) Weaving
 - (iii) Processing or Textile Chemistry and
 - (iv) Textile Engineering.
- (b) If the eligible Scholar is entitled to, and is availing of, any other Scholarship, the next candidate (in order of merit) from amongst the other SC/ST candidates, will be eligible for Scholarship.

At the end of the first year's study and examination, the candidates standing first in each branch of the studies viz Spinning, Weaving, Processing/Textile Chemistry and Textile Engineering, from amongst the SC/ST students in each of the Institutions shall be eligible for Scholarships.

- (c) The eligible Scholar will have to submit an application in prescribed form as per Annexure "A" duly supported and recommended by the appropriate authority of the Institution for availing Scholarship for the first year.
- (d) The award of Scholarship for the subsequent years till the completion of the programme shall be strictly subject to continued satisfactory performance by obtaining at least 45% marks in the annual examination (in the event the % for passing is 50%, then 50% marks are essential.)
- (e) Any Scholar who fails to pass within the standard time for the course or who fails to fulfil the required minimum attendance, or who includes in any activity which may be regarded as

detrimental to public interest by the appropriate authority of the Institution shall be debarred from the perview of this.

- (f) The candidate will submit this application in the form prescribe in the Annexure "A" together with sponsorship letter duly signed by the appropriate authority of the Institution as per Annexure "B" to this Scheme.

Rule—8 : Amount of Scholarship :

(Each Scholar will be paid the following amount as Scholarship)

Year of Study	Amount of Scholarship in Rupees per month		
	In Metropolitan Cities	In "B" Class Cities	In "C" Class Cities
1st	500.00	400.00	300.00
2nd	500.00	400.00	300.00
3rd	550.00	450.00	350.00
4th	550.00	450.00	350.00

Rule—9 : Mode of Payment :

All payments on account of N. T. C. (WBABO) Ltd., Scholarship shall be made only through the appropriate authority. The detailed procedure in this regard will be finalised by the Corporation through mutual consultation with each of the Institutions of Textile Technology in West Bengal.

Rule—10 : Commencement of the Scheme :

The Scheme, shall commence with effect from the academic year 1.1.1983.

Rule—11 [Employment]:

- (i) On successful completion of their courses, the Scholars shall intimate about the same to the Corporation and shall have to report personally at such time and place as may be informed by the Corporation.
- (ii) After the Scholar has reported personally to the Corporation, he will be offered employment in the Corporation and the Scholar will be required to serve the Corporation or in any of the Corporation's Mills for a minimum period of three years from the date of commencement of his employment.
- (iii) The placement, designation and salary for employment will be as may be determined by the Corporation at its sole discretion.

*Scheme For Award of NTC (WBABO) Ltd. Scholarships For SC/ST
Textile Technology Students*

(Form of application for obtaining Scholarships)

I, _____, son of _____
(Applicant's full name) (Father's Name)

having permanent residence at _____
(permanent address of)

_____ have been admitted to the first year
(father/guardian)

Diploma/Degree Course by _____
(Name of the institution)

1. I, solemnly declare that I belong to SC/ST community as defined by the
Govt. in their letter No. _____ dated _____
_____ (Certificate enclosed).

2. The annual income of my parent/guardian does not exceed Rs.6,000/-
per annum from all sources.

I have read the conditions and procedures for award of the NTC
(WBABO) Ltd. Scholarships and I hereby undertake to abide by the said
conditions and procedures if I am selected for the said scholarship.

Place : _____

Date : _____ (Signature of the applicant).

Certified that on the basis of records available with us the aforesaid
information furnished by the applicant is correct.

**Scheme For Award of N.T.C. (WBABO) LTD. Scholarship For
SC/ST Textile Technology Students**

Sponsorship Letter Of The Institution

**The Manager (Personnel),
National Textile Corporation (WBABO) Limited,**

**Sub :—NTC (WBABO) Ltd., Scholership for SC/ST
Textile Technology Students.**

Dear Sir,

We refer to your above scheme and have to inform you that we have admitted a total of..... full time SC/ST students in our first year course.

We are pleased to sponsor the following students for award of NTC (WBABO) Ltd. Scholarships.

- A. Name :**
- B. Date of birth :**
- C. Father's/Guardian's Name :**
- D. Father's/Guardian's permanent address :**
- E. Discipline : Spinning/Weaving/Textile Engineering/Processing in Textile Technology.**
- F. Posting of sponsored candidates from amongst all SC/ST students :**

G. Conduct :

(To be filled in case of candidates sponsored for scholarship after the first year's study). :

H. Marks obtained :

Maximum marks :

Yours faithfully,

Date : (Signature of the Head of the

Place : Institute)

(Seal of the Institution)

APPENDIX VIII

(Vide Para 4 of the Introductions)

Summary of Conclusions Recommendations contained in the Report

SL. No.	Reference to Para number in the Report	Summary of Conclusious/Recommendations
1	2	3
1	1.9.	The Committee note that the Board of Directors of National Textile Corporation (Holding Company) Ltd. consists of a Chairman (part-time), four functional Directors and four non-functional Directors. The functional Directors are selected from a panel of names suggested by the Public Enterprises Selection Board (PESB) with the approval of the Appointment Committee of the Cabinet, while the non-functional Directors hold office by virtue of their position in the Ministry. But none of the members on the present Board of Directors belongs to Scheduled Caste/Scheduled Tribe. The Committee recommend that atleast one person belonging to Scheduled Caste/Scheduled Tribe should be appointed on the Board of Directors of the Holding Company to look after the interests of these communities.
2	1.10.	The Committee further recommend that at least one SC/ST person should be nominated on the Board of Directors of each subsidiary corporation of National Textile Corporation.
3	1.22.	The Committee note that a Director in the Ministry of Commerce (Department of Textile) has been nominated as Liaison Officer to look after the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes and other facilities/concessions available to them. The Committee were informed during evidence that E-III Section in the Ministry consisting of a Section Officer and a few assistants look after the personnel

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matters in general. One person in that Section has been entrusted with the work relating to Scheduled Castes and Scheduled Tribes. There is no separate cell in the Ministry to assist the Liaison Officer to discharge his duties effectively in so far as implementation of reservation policy is concerned.

The Committee fail to understand how one person can do full justice to the work relating to proper representation of Scheduled Caste/Scheduled Tribes in services of all the nine subsidiaries of National Textile Corporation and other public sector undertakings which are under the administrative control of the Ministry.

The Committee are concerned to note that Department of Textile had carried out an analysis in 1982 and had come to the conclusion that vacancies reserved for Scheduled Castes/Scheduled Tribes were not properly utilised, particularly in National Textile Corporation. This only shows that adequate arrangements do not exist in the Ministry to watch the proper implementation of reservation orders in public sector undertakings under its control.

The Committee recommend that as per standing instructions laid down in O.M. No. 27/22/68-Est. (SCT) dated 19.4.1969, a separate cell with adequate staff should be set up immediately in the Ministry of Commerce (Department of Textiles) which should function under the direct control of the Liaison Officer of the Ministry. This cell should keep a close watch on the implementation of reservation orders in the Ministry as well as in the public sector undertakings and other offices under its administrative control.

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2.4.

The Committee note that National Textile Corporation (HC) was set up in April 1968 to manage the affairs of sick Textile Mills which were nationalised in December, 1974. The Committee find that nine Textile Mills are under the direct management of NTC (HC) but

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they have not been nationalised. The Committee recommend that early decision should be taken to nationalise these mills so that reservation orders are made applicable to them. If there is delay in the nationalisation, the proposal to extend the reservation orders at least in the case of new recruitments in the nine NTC managed textile mills, as agreed to by the Secretary, Textiles during evidence, might be considered.

5. 2.5. The Committee are concerned to note that reservation orders were conveyed by the Administrative Ministry to NTC (HC) Ltd. during 1971/1975, although it was set up in 1968.

The Committee recommend that all orders/instructions issued by the Department of personnel and Administrative Reforms/Bureau of Public Enterprises which have a bearing on the reservation policy should be communicated to all the Public Sector Undertakings without any loss of time.

6. 2.15. The Committee note that there is a Scheduled Caste/Scheduled Tribe Cell at the Headquarters of NTC (HC) Ltd. under a Deputy Manager who has been nominated as Liaison Officer to look after the work relating to the representation of Scheduled Castes/Scheduled Tribes in the National Textile Corporation. The Cell consists of three officials—one Senior Assistant, one Assistant and one Junior Assistant. The Liaison Officer inspects the rosters and other relevant records relating to Scheduled Caste/Scheduled Tribe and points out the discrepancies found at the time of inspection. The Liaison Officer also collects all types of information pertaining to Scheduled Castes/Scheduled Tribes from all the National Textile Corporation Subsidiary Corporations and submits various returns to the Government in respect of entire National Textile Corporation's group. During evidence the Committee was informed that the Liaison Officer was looking after some work of personnel matters in addition to the work relating to Scheduled Castes/Scheduled Tribes entrusted to him.

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The Committee are constrained to note that during the year 1983 inspections have been carried out in only 4 out of 9 subsidiaries and that too in a perfunctory manner at the level of Senior Assistant/Assistant working in the Scheduled Caste/Scheduled Tribe Cell.

The Committee recommend that as promised by the Secretary, Ministry of Commerce (Department of Textiles), an officer of sufficiently senior level should be entrusted with the work of making inspections in the various Subsidiaries. The Liaison Officer should conduct the inspection of rosters of all the Subsidiaries at least once a year and that is possible only if the Liaison Officer has adequate supporting staff. The Committee recommend that the Inspection Reports should not only deal with the defects but should also suggest remedial measures for rectification of discrepancies. The Inspection Reports should also be put up to the Managing Director, NTC (HC) Ltd. for information and for giving directions.

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2.16

The Committee also recommend that the staff working in the Scheduled Caste/Scheduled Tribe Cell in the Holding Company should be well conversant with the orders/instructions relating to reservation for Scheduled Castes and Scheduled Tribes in services so that they can give necessary guidance to the staff working in the subsidiaries.

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2.25

The Committee note that in the first statement relating to staff strength of NTC(HC) as on 1.1.1983 it has been stated that total number of employees in Groups A, B, C, D and D (Sweepers) are 79, 74, 171, 61 and 4 respectively. When the Committee insisted that the Scheduled Caste and Scheduled Tribe employees should be asked to produce caste certificates Holding Company has furnished a revised statement indicating 74, 73, 167, 67 and 6 employees in Groups A, B, C, D and D (Sweepers) respectively as on 1.1.1983. The Committee fail to understand how the figures about the total number of staff in different Groups have changed in the second statement prepared on the basis of caste certificates produced by the emplo-

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yees. The Committee further note that the number of Scheduled Caste employees also do not tally in the two statements. As there are hardly 400 employees in the Holding Company, the Committee are constrained to observe that proper records have not been maintained regarding the total staff strength in the Holding Company.

The Committee would like the Government to look into the matter so as to reconcile the discrepancy in the two statements relating to staff strength. The Committee also recommend that at the time of filling up of reserved posts the caste of each employee should invariably be verified from caste certificate issued by the competent authority and in case of any doubt proper investigation should be done from the State Government concerned at the earliest.

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2.26

The Committee are constrained to note that the representation of Scheduled Castes in Group A, B and C posts is not up to the mark and the representation of Scheduled Tribes in Group A is nil and their representation is quite insignificant in Groups B and C posts. The Committee are of the opinion that no serious efforts have so far been made by the NTC (HC) Ltd. to make good the shortfalls in Group A and B posts. The Committee have been informed during evidence that the Corporation has recently started Management Trainee Scheme and in that connection 200 applications from Scheduled Caste/Scheduled Tribe candidates have been received. The Committee recommend that the NTC (HC) Ltd. should clear the entire backlog in Group A and B posts by appointing maximum number of Scheduled Caste/Scheduled Tribe candidates under the Management Trainee Scheme. The Committee trust that as assured by the Secretary, Textiles during the course of evidence, the Corporation will not strick to the prescribed percentages of reservation but will fill the quota to the maximum.

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2.27

The Committee have been informed that in Group 'C' there is a shortage in the cadre of Junior and Senior Stenographers. The Corporation could not find

suitable Scheduled Caste/Scheduled Tribe candidates inspite of the fact that they had issued exclusive advertisements for Scheduled Caste/Scheduled Tribe candidates and had also approached recognised Scheduled Caste/Scheduled Tribe organisations to suggest names of suitable Scheduled Caste/Scheduled Tribe candidates for empanelment. The Committee are pained to observe that Scheduled Caste/Scheduled Tribe candidates were not given any relaxation in shorthand/typing speed on the ground that in the instructions issued by the Government there is no specific provision for giving such relaxation. Even so, the Committee are of the view that on the analogy of relaxation in marks given to Scheduled Caste/Scheduled Tribe candidates in written test/interview, there should be no objection to giving relaxation in shorthand/typing speed if the required number of reserved category candidates do not become available according to the prescribed speed criteria. As for instance, if the speed in shorthand required for general category candidates is 100 w.p.m. it could be relaxed to 80 w.p.m. in the case of Scheduled Caste/Scheduled Tribe candidates. Similarly, if the typing speed required for general category candidates is 40 w.p.m. the same could be relaxed to 35 w.p.m. in the case of Scheduled Caste/Scheduled Tribe candidates. The Committee recommend that this matter may be taken up with the Department of Personnel and Administrative Reforms for issue of general instructions in this regard.

11.

2.28.

The Committee note that in the beginning, keeping in view the needs of the Corporation and in the interest of work, posts in NTC (HC) were filled up by drawing people on deputation from Government/Public Sector Undertakings. There is, no reservation quota fixed in deputation posts. During evidence the Secretary, Textiles has informed the Committee that as a policy they are discouraging deputationists. The Committee would urge that in accordance with the instructions issued by the Department of Personnel and Administrative Reforms *vide* their Office Memorandum No. 360/12/7/77-Estt. (SCT), dated the 21st January, 1978 where the number

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of posts to be filled on deputation is fairly substantial, NTC (HC) should ensure that a fair proportion of such posts are filled by employees belonging to Scheduled Castes/Scheduled Tribes.

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3.6

The Committee are distressed to note that although the NTC (West Bengal, Assam, Bihar and Orissa) Ltd., a Subsidiary Corporation was set up in 1974, reservation orders and Government directive on reservations in favour of Scheduled Castes/Scheduled Tribes were sent to this subsidiary Corporation in February 1976 by the NTC (Holding Company). The NTC (WBABO) Ltd. took another one year to enforce implementation of reservation orders. This delay of about three years has deprived many Scheduled Caste/Scheduled Tribe persons of the opportunity of getting employment in the Corporation. The Committee, therefore, recommend that all orders/instructions pertaining to reservation for Scheduled Castes/Scheduled Tribes issued by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises should be communicated immediately by the NTC (Holding Company) to its Subsidiaries and the Subsidiary Corporations should enforce those orders in their organisations from the date of issuance of the orders.

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3.7

The Committee are constrained to observe that Ministry of Commerce (Department of Textiles) should have ensured that Government instructions relating to reservation in services are implemented in all Government undertakings under their administrative control without any loss of time.

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3.10

The Committee note that Deputy Manager (IR) has been appointed Liaison Officer for the NTC (WBABO) Subsidiary Head Office and a Cell also been set up under the direct control of the Liaison Officer to ensure due compliance of the reservation orders in favour of Scheduled Castes/Scheduled Tribes and other benefits admissible to them. At the Unit level, Mills' Personnel Officers/Welfare Officers/Chief Welfare Officers/Labour Officers have been appointed as Liaison Officer for each

unit. The Committee need hardly stress that mere appointment of a Liaison Officer and creation of a Cell is not enough. What is needed is concerted action on the part of the Liaison Officer to ensure that all orders and instructions pertaining to the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes and other benefits admissible to them are complied with by all appointing authorities in Mills as well as at the Headquarters of the subsidiary Corporation.

The Committee recommend that the Liaison Officer at the Headquarters should visit the Mills periodically and discuss various problems relating to reservation in services with the Liaison Officers of the Mills. The Committee hope that this Mutual Exchange of ideas will be helpful in sorting out various problems and also lead to better coordination.

15 3.30.

The Committee are unhappy to note that no clear-cut policy has so far been laid down for direct recruitment and promotion in the Subsidiaries of National Textile Corporation although about 10 years have elapsed since these subsidiaries were incorporated. The Committee fail to understand how the Subsidiaries can do full justice to Scheduled Castes/Scheduled Tribes in the matter of recruitment and promotion against reserved vacancies in the absence of a clear-cut recruitment and promotion policy. The Committee recommend that all the Subsidiaries should fix the quotas for direct recruitment and promotion in various categories of posts and also frame rules and regulations for the procedure to be followed in that regard. While framing the recruitment rules a saving clause may be included as laid down in Department of Personnel and Administrative Reforms O.M. No. 36011/9/76-Estt. (SC) dated 7.3.1978 to safeguard the interests of Scheduled Castes and Scheduled Tribes. The Committee would like the Holding Company to evolve a uniform policy for recruitment and promotion in all the Subsidiary Corporations. The Committee are concerned to note that

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in NTC (APKK&M) Ltd. the promotion policy is still under formulation even though it was set up in 1974.

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3.31

The Committee feel surprised that the NTC (Maharashtra South) has been recruiting persons in Group 'A' & 'B' posts without advertising the posts. On the one hand it is argued that candidates with the requisite technical qualifications are not available for the Textile mills but on the other hand posts have been filled even without advertising them in the press. The Committee feel that in the light of shortage of technical people it becomes all the more necessary to give wider publicity to the vacancies. This will also ensure larger number of applications from Scheduled Caste/Scheduled Tribe candidates to fill the reserved vacancies. The Committee, therefore, stress that all posts in Group 'A' & 'B' to be filled by direct recruitment should be given wide publicity in all the national dailies and also announced over the All India Radio.

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3.32.

The Committee are constrained to note that in NTC (WBABO) Ltd. out of the total number of 44 candidates promoted in Group 'A' during the years 1980, 1981 and 1982 only one Scheduled Caste candidate was promoted in 1981. In Group 'B' 36 employees and in Group 'C' 7 employees were promoted but not a single Scheduled Caste/Scheduled Tribe employee was promoted during these three years.

The Committee, therefore, urge the NTC (WBABO) Ltd. to ensure that the orders on the reservation in promotions issued by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises from time to time should be rigidly followed and liberal concessions/relaxations given to Scheduled Caste/Scheduled Tribe employees at the time of promotion so that the vacancies reserved for Scheduled Castes/Scheduled Tribes are actually filled in by them and the shortfalls are obliterated at the earliest.

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18	3.33	<p>The Committee have been informed that a Deputy Chief Executive Officer who belongs to Scheduled Caste community has been associated with the Selection Committee for Group 'A' & 'B' posts. The same officer has also been included in the Selection Committee for Group 'C' & 'D' posts in respect of mills situated in and around Calcutta only. Action is being taken to include a representative from the respective offices of the Commissioner for Scheduled Castes and Scheduled Tribes in the Selection Committee for Group C and D posts in respect of mills situated in Assam, Bihar and Orissa.</p> <p>The Committee recommend that an officer belonging to Scheduled Caste/Scheduled Tribe community should invariably be included in all the Selection Committees as per Government orders on the subject.</p>
19	3.45	<p>The Committee note that as on 1.1.1983, in NTC (WBABO) Ltd., there is not a single Scheduled Tribe in Group A and B posts while the representation of Scheduled Castes in these groups is quite negligible. In Group C also, out of 1349 employees there are 14 Scheduled Castes and only 1 Scheduled Tribe. In Group D, out of 16707 employees there are only 1714 Scheduled Castes and 102 Scheduled Tribes. There are huge shortfalls in all the groups but particularly in Group D there is a shortfall of 1446 Scheduled Caste and 1045 Scheduled Tribe employees. It has been stated that the shortfall in category A and B is due to dearth of personnel with requisite qualifications. In Group 'C' certain number of posts were filled up under the Die-in-harness Scheme of the Government of India and they could get only 2 Scheduled Caste candidates in clerical position. The Committee have been further informed that an advertisement exclusively for Scheduled Caste/Scheduled Tribe candidates was made in 1983 for Group A and B posts. The Committee recommend that NTC (WBABO) Ltd. should make concerted efforts to wipe out the shortfalls.</p>
20	3.46	<p>The Committee were informed that during the period 1.1.1977 to 1.1.1983 only 15 personnel were recruited</p>

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in Group 'D'. But on comparing the staff strength in Group D as on 1.1.77 and 1.1.83, it transpires that there is an increase of 99 employees in Group D. This leads the Committee to only one conclusion that in NTC (WBABO) Ltd. proper records are not being maintained and no ground has been prepared so far to implement the reservation policy.

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3.47

The Committee feel that the Government orders on reservation in services have not been implemented at any stage in right earnest and adequate attention has not been paid to improve the situation. In view of the poor representation of Scheduled Caste/Scheduled Tribe in NTC (WBABO) Ltd. the Committee recommend that special recruitment should be held to recruit Scheduled Caste/Scheduled Tribe candidates with a view to clear the backlog. The Committee need hardly point out that in order to wipe out the shortfalls, 50% of the fresh vacancies can be filled by Scheduled Caste/Scheduled Tribe candidates. The Committee also suggest that while recruiting Scheduled Caste/Scheduled Tribe candidates, necessary relaxations should be kept in view and candidates who are eligible for appointment with relaxed standards should not be rejected on flimsy grounds.

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3.48

The Committee desire that copies of advertisements should also be sent to the local Scheduled Caste/Scheduled Tribe MPs and MLAs as well as to the Members of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they can assist in sponsoring suitable Scheduled Caste/Scheduled Tribe candidates to fill the reserved vacancies.

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3.49

The Committee feel unhappy that until it was pointed out by Study Group of the Committee during its visit to Calcutta in June-July, 1983, there was no practice to obtain declarations from the employees that they belong to Scheduled Caste/Scheduled Tribe community before appointing them against the reserved vacancies. The Committee recommend that NTC (Holding Company)

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should issue instructions to all its Subsidiaries that claims of Scheduled Caste/Scheduled Tribe candidates should invariably be verified from the certificates issued by the competent authority at the time of their appointment so that correct figures about their representation are available. There should be a regular system of verification whether or not a candidate belongs to Scheduled Caste/Scheduled Tribe community and in case the declaration of the candidate is found to be untrue, his services should be terminated and disciplinary action taken against him.

24 3.59

The Committee feel unhappy about the poor representation of Scheduled Castes/Scheduled Tribes in Group A and B posts in all Subsidiaries and heavy shortfalls in Group C and D posts in a majority of the Subsidiary Corporations. The Committee are informed that a decision has been taken to instruct all the mills to reserve 50 per cent of the posts for Scheduled Castes/Scheduled Tribes till the backlog is cleared as per the suggestion of the Study Group of the Committee made during its visit to Bangalore in June-July, 1983. The Committee hope that these instructions will not remain on paper only but will be implemented in letter and spirit so that shortfall of Scheduled Castes/Scheduled Tribes in various categories of posts are wiped out in all Subsidiaries of National Textile Corporation Ltd. in the shortest possible time.

25 3.60

The Committee are concerned to note that there have been repeated changes in the figures supplied to the Committee regarding the staff strength in various Subsidiaries of National Textile Corporation Ltd. The representative of National Textile Corporation Ltd. stated during evidence that the figures furnished earlier reflected the position as indicated by the Textile Mills and the figures given later were based on the Holding Company figures. This only shows the casual manner in which the information has been compiled for furnishing replies to the Committee's questionnaire.

The Committee further regret to note that in the preliminary material supplied to the Committee the total

number of employees in category 'C' in NTC (MN) as on 1.1.83 were stated to be 3061 (see Appendix V) while in a subsequent statement supplied to the Committee these figures were revised and shown as 22149. The Committee found that the total number of employees in NTC(MN) as on 31.12.82 (or 1.1.83) were shown as 19688 in the Inspection Report of December, 1983 (see Appendix D) prepared by the staff working in Scheduled Caste/Scheduled Tribe Cell of NTC (Holding Company). Similar was the position with regard to NTC (UP), where different figures relating to total number of employees in different groups and the number of Scheduled Castes/Scheduled Tribes among them have been supplied to the Committee in the preliminary material and in post-evidence replies. It may be pointed out that supplying of wrong information amounts to misleading a Parliamentary Committee. The Committee, therefore, stress that correct statistics should be maintained by all the Subsidiaries so that information supplied to the Committee is factually correct. The Committee would also like the Ministry of Commerce (Department of Textiles) to investigate as to why different figures have been supplied to the Committee on different occasions

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3.61

The Committee note that prior to nationalisation of mills no records about the employees belonging to Scheduled Caste/Scheduled Tribes were maintained in the National Textile Corporation Ltd. The Committee have been informed that the practice of obtaining caste certificates from the candidates has started only after the take over of sick mills by Government, but some people have been identified as Scheduled Castes based on their surnames. The representative of NTC(HC) Ltd. admitted that this might not be a scientific way of doing this.

The Committee recommend that the National Textile Corporation Ltd. should not depend upon the surname for identification of caste of an employee, but it should be verified from the school certificates or the caste certificates issued by the competent authority in order to ensure that

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benefits of reservations go only to the genuine Scheduled Caste/Scheduled Tribe employees.

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3.84

The Committee learnt during their on-the-spot study tour to various places that the Subsidiary Corporations of NTC had not been maintaining proper records of their Badli workers and they did not know about the exact number of Scheduled Castes and Scheduled Tribes among the Badli workers. The Subsidiary corporations have also not been following the reservations in favour of Scheduled Castes and Scheduled Tribes while recruiting Badli workers and also at the time of their regularisation as it is done on chronological basis. During the course of evidence, when the Committee pointed out that agreements with the unions should not stand in the way of implementing Government orders on reservations, the Secretary, Ministry of Commerce (Department of Textiles) promised to examine the matter and implement it to the last degree possible. He, however, felt that the matter will have to be examined in the context of a uniform policy for all the Subsidiaries.

The Committee recommend that in all the Subsidiary Corporations reservation in favour of Scheduled Castes and Scheduled Tribes should be enforced at the initial stage of recruitment of Badli workers to obviate any difficulty to get requisite number of Scheduled Castes and Scheduled Tribes to fill the reserved quota at the time of regularisation of the Badlis.

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3.85

The Committee also recommend that in order to ascertain the exact number of Scheduled Castes and Scheduled Tribes among the Badli workers at present, the claims of persons of their being a member of Scheduled Caste/Scheduled Tribe community should be verified on the basis of the caste certificate issued by the competent authority.

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3.86

The Communittee note that in Maharashtra under the Compulsory Notification of Vacancies Rules, the

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indent for getting badli labour has to be placed with Decasualisation office, who have not introduced any system of providing reservation for Scheduled Castes/Scheduled Tribes in badli labour.

The Committee recommend that the Central Ministry of Labour should take up this matter with the Government of Maharashtra. So that the reservation policy of Govt. of India can be implemented without hinderance in all the NTC mills located in Maharashtra. It should be made clear to Government of Maharashtra that unless sufficient number of Scheduled Castes/Scheduled Tribes are inducted as badli labour in Textile mlhs it will not be possible to implement the reservations effectively at the time of regularising them as permanent employees.

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3.91

The Committee regret to note that in NTC (WBABO) Ltd. during the year 1982, one post in Class III and 83 posts in Class IV reserved for Scheduled Castes and one post in Class I, one post in Class III and 32 posts in Class IV reserved for Scheduled Tribes have been lapsed after carrying forward for three years. Thus the claim made by NTC (WBABO) Ltd. that they are not dereserving any posts as a matter of principle is not borne out by the information furnished to the Committee. Lapsing of a vacancy takes place only after dereservation of reserved vacancy. The Committee further note that in NTC (SM) Ltd. 13 posts reserved for Scheduled Castes and 6 posts reserved for Scheduled Tribes in Group 'A' and 8 posts reserved for Scheduled Castes and 4 posts reserved for Scheduled Tribes in Group 'B' have also been allowed to lapse in December, 1982. In NTC (MN) Ltd. 13 posts reserved for Scheduled Castes and 4 posts reserved for Scheduled Tribes in Group 'A' and 14 posts reserved for Scheduled Castes and 4 posts reserved for Scheduled Tribes in Group 'B' have also lapsed, in December, 1982.

Lapsing of a large number of carried forward vacancies is a clear proof that sincere efforts have not been made to recruit Scheduled Castes/Scheduled Tribe candidates before the expiry of three recruitment years. The

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Committee are as a principle, opposed to dereservation. The Committee recommend that dereservation should be resorted to only when it is absolutely necessary and all efforts including special recruitment to locate suitable Scheduled Caste/Scheduled Tribe candidates have failed.

31 3.98

The Committee have been informed that in NTC (MN) promotion rosters were not prepared and the recruitment rosters prepared in 1977 had over a period of time deteriorated in condition in some mills as these were not properly bound. Further, only one roster was being maintained for all Groups and not separately for A, B, C and D and D (Sweepers). Also there were few over writings due to lack of clear understanding of the introductions. Groupwise rosters were reconstructed in 1982 from the old records wherever it became necessary so as to bring conformity with the requirement of instructions.

The Committee feel unhappy that proper attention had not been paid to Government instructions about the proper maintenance of rosters.

The Committee attach great importance to the proper maintenance of the rosters, as in their view, rosters are the only mechanism through which the representation of Scheduled Castes and Scheduled Tribes in services can be watched.

The Committee recommend that the position about the maintenance of rosters should be reviewed in all subsidiary corporations and NTC (Holding Company) should ensure that the staff entrusted with this work is well conversant with the orders/instructions issued by Government from time to time for the proper maintenance of rosters. If necessary, a training programme may be devised for the staff who are responsible for the maintenance of rosters. The Committee further recommend that the rosters maintained by all the Subsidiary Corporations of NTC should be checked periodically, at least twice a year, and discrepancies noticed in their maintenance should be rectified immediately.

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| 32 | 4.5 | <p>The Committee note that in NTC (WBABO) Ltd. there is an in-plant training scheme for giving training to the employees. Officers of National Textile Corporation Ltd. are also sent to NTC Staff College, Coimbatore and to foreign countries for training. The Committee recommend that preference should be given to Scheduled Caste/Scheduled Tribe officers for various training programmes both inside the country and abroad so as to expose them to modern methods of management and technology and thereby equip them to occupy higher executive posts in National Textile Corporation.</p> |
| 33 | 4.9 | <p>In the Apprentices Act, 1961, it has been provided that in every designated trade, training places shall be reserved by the employer for the Scheduled Castes and Scheduled Tribes. The Ministry of Labour have <i>vide</i> their O.M. No. DGET-2-5)80-AP dated 28.5.1980, issued instructions that 50% of the direct recruitment vacancies should be filled by trained apprentices.</p> <p>The Committee are unhappy to note that out of 59 apprentices engaged by the NTC (WBABO) Ltd. during the years 1980, 1981 and 1982 only 3 belonged to Scheduled Caste/Scheduled Tribe. The Committee need hardly stress that unless a large number of Scheduled Castes and Scheduled Tribes are taken as apprentices and subsequently absorbed in the services of National Textile Corporation Ltd. and its Subsidiaries, the backlog cannot be cleared in the near future. The Committee, therefore, recommend that a larger number of Scheduled Castes/Scheduled Tribes should be engaged as apprentices and they should be given preference for absorption after they are declared successful.</p> |
| 34 | 4.14 | <p>The Committee are unhappy to note that there is no reservation in the allotment of residential accommodation to Scheduled Castes and Scheduled Tribes in NTC (WBABO) Ltd. and NTC (APKKM) Ltd. Out of 2649 quarters in various mills of NTC (WBABO) only 129 have been allotted to Scheduled Caste and Scheduled Tribe</p> |

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Employees. Similarly out of 176 quarters only 15 have been allotted to Scheduled Castes and Scheduled Tribes by the NTC (APKK&M) Ltd.

The Committee recommend that as per instructions of the Ministry of Works and Housing atleast 10 per cent quarters should be reserved for Scheduled Caste and Scheduled Tribe employees by all the Subsidiary Corporations of National Textile Corporation Ltd.

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4.15

The Committee also suggest that National Textile Corporation Ltd. and its Subsidiary Corporations should explore the possibility of constructing more quarters for their employees with the assistance of HUDCO and State Housing Boards.

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4.21

The Committee note that there is a Scheduled Caste/Scheduled Tribe Cell in the Subsidiary Head Office of NTC (WBABO) Ltd. under the direct control of the Liaison Officer. Grievances received from Scheduled Caste/Scheduled Tribe employees are dealt with by the Cell. A complaint/representation register is maintained in the Cell and checked periodically by the Liaison Officer to ensure proper redressal of grievances of Scheduled Caste/Scheduled Tribe employees.

The Chairman, NTC (HC) Ltd. has agreed during evidence that there should be proper system to record the grievances of Scheduled Caste/Scheduled Tribe employees and to investigate them after obtaining comments from the Subsidiary concerned. He also assured the Committee to introduce a system for redressal of grievances of Scheduled Caste/Scheduled Tribe employees. The Committee trust that NTC (Holding Company) will issue necessary instructions in this regard. The Committee would like to be apprised of the action taken in the matter. The Committee suggest that in all the Subsidiary Corporations of NTC Complaint registers should be checked by the concerned Liaison Officer and a periodical report on disposal of complaints should be submitted to Chairman and

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		<p>Managing Director of the Subsidiary to ensure that complaints/representations received from Scheduled Caste/Scheduled Tribe employees are disposed of promptly and judiciously.</p>
37	4.32	<p>The Committee note that NTC (WBABO) Ltd. has introduced a scholarship scheme w.e.f. 1.1.1983 under which 4 scholarships of Rs. 300/- each per month will be awarded to four deserving students of Textile Technology institutes in West Bengal after they successfully complete first year of their study. The Committee find that only one Scheduled Caste student has been granted the Scholarship so far under this scheme. The Committee recommend that the scheme should not be confined to West Bengal only but it should be extended to other states covered by the subsidiary.</p>
38	4.32	<p>In NTC (APKKM) Ltd. there is another scheme of awarding scholarship @ Rs. 500/- per year to the children of the employees. During the years 1980-81 to 1982-83 out of 184 scholarships granted to the children of employees, 16 scholarships have been given to the children of Scheduled Caste/Scheduled Tribe employees, which comes to about 8.5%. The percentage of Scheduled Caste and Scheduled Tribe population both in Andhra Pradesh and Karnataka is 13 and 5 respectively, while in Kerala it is 9% and 5% respectively. The Committee recommend that NTC (APKK&M) Ltd. should ensure that the scholarships awarded to the children of Scheduled Caste/Scheduled Tribe employees are in proportion to their population in the State concerned.</p>
39	4.33	<p>The Committee note that NTC (WBABO) Ltd. propose to set up more retail shops in rural areas and there is a proposal to supply cloth worth Rs. 3000/- to any Scheduled Caste/Scheduled Tribe person who may be interested to engage himself in this trade. The amount will be treated as loan and realisation would be made after sale of the cloth. The Committee feel surprised that no application has so far been received from Scheduled Caste/</p>

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Scheduled Tribe persons under this scheme. When the Committee suggested that the amount of Rs. 3000/- was not enough to deal in cloth, the Secretary, (Textiles) promised to look into the matter. The Committee recommend that in order to make this scheme successful the amount of loan for purchase of cloth should be increased to Rs. 5000/-.

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4.34

The Committee also recommend that various welfare schemes introduced by the Subsidiaries of NTC which aim at improving the socio-economic conditions of Scheduled Caste/Scheduled Tribes should be widely publicised so that maximum number of persons belonging to these communities can take advantage of them.

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