

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

(SEVENTH LOK SABHA)

**TWENTY-NINTH REPORT**

**MINISTRY OF COMMUNICATIONS**

**Action taken by Government on the recommendations contained in the Twenty-second Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Seventh Lok Sabha) on the Ministry of Communications—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Indian Telephone Industries, Bangalore.**

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

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



**LOK SABHA SECRETARIAT  
NEW DELHI**

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Corrigenda to Twenty-ninth Report of the  
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COMMITTEE ON THE WELFARE OF SCHEDULED CASTES  
AND SCHEDULED TRIBES (1982-83)

Shri A. C. Das—*Chairman*

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1. Shri D. C. Pande—*Chief Legislative Committee Officer.*
2. Shri P. C. Chaudhry—*Senior Legislative Committee Officer.*

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Twenty-ninth Report (Seventh Lok Sabha) on action taken by Government on the recommendations contained in the Twenty-second Report (Seventh Lok Sabha) on the Ministry of Communications—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Indian Telephone Industries, Bangalore.

2. The Draft Report was considered and adopted by the Committee at their sitting held on 2nd December, 1982.

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

I. Report.

II. Recommendations|Observations which have been accepted by Government.

III. Recommendations|Observations which the Committee do not desire the pursue in view of Government replies.

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

4. An analysis of the action taken by Government on the recommendations contained in the Twenty-second Report (Seventh Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of thirty-four recommendations in the Report 29 recommendations i.e. 85.5 per cent have been accepted by Government; the Committee do not desire to pursue two recommendations, i.e. 5.5 per cent, in view of Government replies and three recommendations, i.e. 9 per cent, in respect of which replies of Government have not been accepted by the Committee require reiteration.

NEW DELHI;

January 14, 1983

Pausa 17, 1904 (S).

A. C. DAS

Chairman,

Committee on the Welfare of  
Scheduled Castes and  
Scheduled Tribes.

## CHAPTER I

### REPORT

This Report of the Committee deals with the Action Taken by Government on the recommendations|observations contained in the Twenty-second Report (Seventh Lok Sabha) on the Ministry of Communications—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Indian Telephone Industries, Bangalore.

1.2 In para 1.16 of their Twenty-second Report the Committee had observed that in respect of promotional vacancies in the Indian Telephone Industries, reservations were made applicable in 1976 i.e. two years after the issue of the Presidential Directives. The Committee had recommended that the reserved vacancies in promotional categories should also be calculated from 1974 and filled by Scheduled Caste and Scheduled Tribe candidates, in order to increase their representation in the services of Indian Telephone Industries.

1.3 In their reply dated the 1st September, 1982 the Ministry of Communications have stated that on the issue of Supplementary Presidential Directives by Ministry of Communications in June, 1974, Indian Telephone Industries Ltd. took up the work of verification of declaration given by the employees with regard to their belonging to Scheduled Caste or Scheduled Tribe. Indian Telephone Industries found that in a large number of cases the required certificates had not been given by the competent authorities. It was also observed that a few converts to other religions also had declared themselves as Scheduled Caste|Scheduled Tribe. It was, therefore, necessary to call for authentic certificates from the authorities empowered to issue these. The District Social Welfare Department was also contacted by ITI to intimate the ITI as to who were the Competent Authorities to issue such certificates. I.T.I. also directed the employees to submit the caste certificates issued by the Competent Authorities. All these formalities took considerable time and hence ITI could give effect to Presidential Directives for reservation of posts in respect of promotion, from 1-4-1976 only. ITI is



being asked to examine whether it would be practicable to recalculate vacancies in promotional categories from 1974 in order to increase the prospects of Scheduled Caste/Scheduled Tribe candidates.

1.4 The Committee are not satisfied with the reply of the Government and reiterate their earlier recommendations. The Committee would like to know how many cases were detected where Scheduled Caste/Scheduled Tribe certificates had not been issued by the competent authority and what action was taken by I.T.I. in those cases

1.5 At present time-bound promotion policy is applicable only in the Bangalore unit of the I.T.I. in para 2.34 of their Report, the Committee had observed that the question of extending this policy to other units of I.T.I. should be examined, in case those units also reach the stagnation level and there are no chances for promotion and the scheme proves to be of general benefit to all the concerned officers.

1.6 In their reply dated the 1st September, 1982, the Ministry of Communications have stated that the question of extension of time-bound promotion policy to the other units of the Company can be examined only in consultation and with the agreement of the respective Trade Unions of the units. At present, the trade unions in other units are not agreeable to adopt the time-bound promotion policy.

1.7 The Committee do not agree with the reply of the Government. The Committee reiterate their earlier recommendation.

1.8 In para 2.43 of their Report, the Committee had observed that the Board of Directors had taken a decision in 1979 that there should not be any dereservation of reserved vacancy and as far as possible posts meant for Scheduled Caste/Scheduled Tribe should be filled by Scheduled Caste/Scheduled Tribe candidates only. However, during 1980, 51 vacancies in Group 'C' were dereserved in promotional categories in utter disregard of the decision taken by the Board of Directors in early 1979. The Committee had therefore recommended that a thorough enquiry should be made and responsibility fixed as to why the decision of the Board of Directors taken in 1979 had been ignored in 1980.

1.9 In their reply dated the 1st September, 1982, the Ministry of Communications have stated that the decision of the Board of Directors of ITI with regard to dereservation of posts of officers in

Group 'B' was meant for outside recruitment i.e., direct recruitment from the open market. The comments of the Committee pertain to promotion of 51 employees of I.T.I's Naini Unit in Group 'C'. The Naini Unit was under expansion stage and these promotions were inevitable due to exigencies of work and need for filling up the posts. The Naini Unit has, however, been advised by ITI management to strictly adhere to the Directives issued by the Corporate Office.

1.10 The Committee do not agree with the reply of the Government. The Committee reiterate their earlier recommendation. A copy of the decision of the Board of Directors of I.T.I. with regard to dereservation of posts may be furnished to the Committee|

## **CHAPTER H**

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

#### **Recommendation (Sl. No. 3, Para No. 1.17)**

The Committee note that in ITI no temporary appointments are normally made as such no reservations are made in respect of "temporary appointments for 45 days or more." This is against the procedure prescribed by the Department of Personnel and Administrative Reforms and the Committee expect that the prescribed reservations will be followed for making temporary appointments for 45 days or more whenever such a contingency arises.

#### **Reply of Government**

The Committee's recommendation has been brought to the notice of Indian Telephone Industries Ltd., for guidance as and when the contingency of making temporary appointments for 45 days or more. arises.

[Ministry of Communications O.M. No. U. 54012/5/82-Fac. dated  
the 1st September, 1982]

#### **Recommendation (Sl. No. 4, Para No. 1.18)**

The Committee also recommend that while setting up ancillary units the claims of Scheduled Castes and Scheduled Tribes should be kept in view and they should be given preference over others at the time of selection. Wide publicity should also be given to attract applications from Scheduled Castes/Scheduled Tribes.

#### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd., and the Company will follow the recommendation of the Committee when ancillary units are set up by them.

[Ministry of Communications O.M. No. U. 54012/5/82-Fac. dated  
| the 1st September, 1982]

**Recommendation (Sl. No. 3, Para No. 1.30)**

The Committee are distressed to note that in the Ministry of Communications no separate Cell has been set up to look after the representation of Scheduled Castes and Scheduled Tribes in services. The Committee further note that there are standing instructions issued by the Department of Personnel and Administrative Reforms that a Cell should be set up in each Ministry/Department which should function under the control of the Liaison Officer and assist him in the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes.

**Reply of Government**

Please see the reply to the Recommendation No. 9.

[Ministry of Communications O.M. No. U. 54012/5/82-Fac. dated the 1st September, 1982]

**Recommendation (Sl. No. 6, Para No. 1.31)**

Even in the Brochure on reservation for Scheduled Castes and Scheduled Tribes in Public Enterprises it has been stated that the Joint Secretary in the Ministry/Department, who is in charge of a Public Enterprise, will be personally responsible for ensuring the compliance of instructions regarding reservations in favour of Scheduled Castes and Scheduled Tribes.

**Reply of Government**

In the Ministry of Communications there is at present no Joint Secretary and hence a Deputy Secretary has been made personally responsible for ensuring compliance of the instructions regarding the reservations in favour of Scheduled Caste/Scheduled Tribe.

[Ministry of Communications O.M. No. U. 54012/5/82-Fac. dated the 1st September, 1982]

**Recommendation (Sl. No. 8, Para No. 1.33)**

The Committee need hardly stress that it is the bounden duty of the administrative Ministry which controls a particular Public Undertaking to see that the reservation orders in favour of Scheduled Castes and Scheduled Tribes are implemented in letter and spirit.

### Reply of Government

This Ministry have noted the recommendation of the Committee and would ensure that reservation orders are implemented in the Public Sector Undertakings in letter and spirit.

[Ministry of Communications O.M. No. U. 54012/5/82-Fac. dated the 1st September, 1982]

#### Recommendation (Sl. No. 9, Para No. 1.34)

The Committee, therefore, recommend that a Cell should be set up in the Ministry of Communications without any further loss of time to look after the representation of Scheduled Castes and Scheduled Tribes in all establishments under the administrative control of the Ministry including the Public Undertakings. The Department of Personnel and Administrative Reforms should also issue fresh instructions in this regard to all Ministries/Department of the Government of India.

### Reply of Government

The Ministry of Communications accepts the Recommendation of the Committee. It is proposed to set up a Cell in the Ministry to look after the representation of Scheduled Castes/Scheduled Tribes in all the establishments under the administrative control of the Ministry, including the public sector undertakings, but excluding the P&T Department which already has a separate Cell under the P&T Board, for this purpose.

The Recommendation of the Committee has been brought to the notice of the Department of Personnel & Administrative Reforms and they have been requested to issue necessary instructions in this regard.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac. dated the 1st September, 1982]

#### Recommendation (Sl. No. 10, Para No. 2.13)

The Committee expect that the Indian Telephone Industries which have units in different States, will adopt all possible measures to attract required number of Scheduled Castes and Scheduled Tribes candidates for recruitment to their different categories of posts. The Committee need hardly emphasise that only recruitment

at initial stage of the Scheduled Caste/Scheduled Tribe candidates against all the reserved posts would help the Company to reduce the gaps in the higher categories of posts.

#### **Reply of Government**

The recommendation of the Committee has been brought to the notice of Indian Telephone Industries Ltd., who has noted it for necessary action.

[Ministry of Communications O.M. No. U. 54012/5/82-Fac. dated the 1st September, 1982]

#### **Recommendation (Sl. No. 11 Para No. 2.14)**

The Committee would also like the Company to initiate immediate action for recruitment under the powers of the Chairman when the employment exchange expresses its inability to sponsor the desired number of Scheduled Caste/Scheduled Tribe candidates for the reserved posts and issues non-availability certificate.

#### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd. who is already taking necessary steps.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac. dated the 1st September, 1982]

#### **Recommendation (Sl. No. 12 Para No. 2.19)**

The Committee appreciate the efforts made by the Indian Telephone Industries to absorb permanently the casual labour, which is employed on day-today basis for such work which does not require continuity or permanency. The Committee are aware that there is no reservation in the recruitment of casual labour they would, however, like to stress that all efforts should be made to recruit as many Scheduled Castes and Scheduled Tribes as casual labour as possible so that greater number of them could get permanent posts in due course. The Committee would like the Company to make special efforts to have Scheduled Tribe casual labour in their Rae Bareli and Naini units, where there is no representation at all of Scheduled Tribes at present.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd., who will take necessary action in this regard.

(Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982)

### **Recommendation (Sl. No. 13 Para No. 2.23)**

The Committee note the various relaxations/concessions being granted to Scheduled Castes/Scheduled Tribes persons both in direct recruitment and promotion. The Committee desire that I.T.I. should make concerted efforts to implement these concessions/relaxations in letter and spirit so that the backlog in the representation of Scheduled Castes/Scheduled Tribes in services is wiped out in the shortest possible time.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd., who is already taking action in this regard.

(Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982)

### **Recommendation (Sl. No. 14 Para No. 2.27)**

The Committee has always been of the view that the only mechanism through which proper effect to the reservations, in an organisation, proscribed for the Scheduled Castes and Scheduled Tribes can be given is the rosters and their maintenance. The Committee hope that as emphasised by the Personnel Manager of the Indian Telephone Industries in his directions, the Liaison Officers will ensure correct maintenance of the rosters. These rosters, the Committee wish will be checked at least twice a year and immediate rectification of discrepancies if any, noticed in the maintenance of rosters, will be ensured by the Liaison Officers.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd. I.T.I. has assured that the recommendation will be complied with.

(Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982)

**Recommendation (Sl. No. 15 Para No. 2.32)**

The Committee are unhappy to note that the number and percentage of Scheduled Caste and Scheduled Tribe Officers promotion in Groups A and B have been much below the quotas reserved for them. Even in Group 'C' the number of Scheduled Tribe employees who were promoted is almost negligible. The Committee trust that in view of the Time Bound Promotion Policy recently introduced in the Bangalore Unit the prospects for promotion for Scheduled Caste/Scheduled Tribe employees will improve.

**Reply of Government**

With the introduction of the Time-Bound Promotion Policy for non-officers in Bangalore Complex, promotion prospects depend upon the completion of the prescribed number of years of service in a particular category. However, in respect of SC/ST candidates, the Board of Directors of Indian Telephone Industries Ltd. has taken a decision for relaxation of period of service by one year for promotion to the next higher grade. The matter is being processed in consultation with the Bureau of Public Enterprises and Deptt. of Personnel & Administrative Reforms.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

**Comments of the Committee**

The Committee may be apprised of the final decision in the matter.

**Recommendation (Sl. No. 16 Para No. 2.33)**

The Committee recommend that an early decision should be taken in regard to the relaxation of the period of service by one year in the case of Scheduled Caste/Scheduled Tribe employees under the Time Bound Promotion Policy Scheme.

**Reply of Government**

As indicated in the comments on Recommendation No. 15, the issue regarding relaxation of one year in the total period of service requirement for promotions under the Time Bound Promotion Policy in the case of SC/ST employees, is being processed in consultation with the Bureau of Public Enterprises and Deptt. of Personnel & Administrative Reforms. As soon as their approval is obtained, the



proposal will be finalised in consultation with the employees union of Indian Telephone Industries Ltd., Bangalore.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Comments of the Committee**

The Committee may be apprised of the final decision in the matter which may be expedited while consulting recognised Trade Unions Scheduled Caste/Scheduled Tribe Association should also be consulted even if they are unrecognised.

### **Recommendation (Sl. No. 19 Para No. 2.46)**

The Committee desire that before appointing Scheduled Caste candidates against the "carry forward" Scheduled Tribes vacancies, all possible efforts should be made to find Scheduled Tribe candidates.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd., who will follow the same strictly.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 20 Para No. 2.47)**

The Committee need hardly stress that the post reserved for one community should be filled up by a candidate from the other community only when a suitable candidate is not available after all efforts have been made from the community for whom the post is reserved.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd., for strict compliance.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 21 Para No. 3.8)**

The Committee are concerned to note that as on 30-6-1981 there was heavy shortfall of Scheduled Castes in Groups A and B posts while in the case Scheduled Tribes the shortfall exists in all the

groups particularly in Group C. The Committee expect that various measures taken by I.T.I. to wipe out the shortfalls will bear fruit and they will be able to attract sufficient number of Scheduled Caste/Scheduled Tribe candidates to make up the shortfall.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd. ITI will take all possible measures to see that the shortfalls are wiped out progressively.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 22 Para No. 3.9)**

The Committee would like the Company to hold special recruitment, if necessary, to induct more Scheduled Caste/Scheduled Tribe officers at the higher levels. The Committee should be apprised of the results of the exclusive advertisements issued for filling posts of Assistant Executive Engineers and posts in Finance and Accounts Departments.

### **Reply of Government**

Indian Telephone Industries Ltd. are making special efforts to recruit Scheduled Caste/Schedule Tribes at appropriate levels. Against exclusive advertisement issued by the ITI for Apprentice Assistant Executive Engineers, 28 candidates were selected of whom 17 candidates (16 SC and 1 ST) have already joined. In the Campus Recruitment recently conducted, ITI has selected 21 candidates (16 SC and 5 ST). ITI had advertised for officers for Finance Deptt. As the Company did not receive any application from eligible SC/ST candidates. ITI has again advertised for posts of Finance Officers reserving 4 posts for SC and 2 posts for ST candidates (May 1982). ITI are also considering SC/ST candidates with relaxed qualifications for Finance posts.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 23 Para No. 3.10)**

As regards shortfalls of Scheduled Tribes in Group C and D the Committee are of the view that this problem can be tackled by resorting to on-the-spot recruitment of tribal candidates in the tribal

areas. For this, the help of Directors of tribal welfare of the respective States and Welfare Organisations in the areas should be sought in a coordinated manner.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd., who will take appropriate steps for on-the-spot recruitment of tribal candidates in the tribal areas.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 24 Para No. 3.19)**

The Committee appreciate the training facilities provided by I.T.I. for their Executives in the Staff Training College at Bangalore. The Committee feel that it is equally important to provide training to Scheduled Caste/Scheduled Tribe officers at the lower levels in order to help them to improve their technical skills, particularly for those officers in Group 'C' who are recruited with relaxed standards. They would, therefore, like that similar training programmes should be devised for Scheduled Caste/Scheduled Tribe employees in lower groups.

### **Reply of Government**

Indian Telephone Industries Ltd. will make all efforts to devise training programmes for Schedule Caste/Schedule Tribe employees in lower groups. The Training Centres/Establishments of the units of the Company would be advised by ITI to pay special attention to this recommendation.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 25 Para No. 3.20)**

The Committee are unhappy that during the year 1981-82 out of 19 officers sent abroad for training, there were only 2 officers who belonged to Scheduled Caste community. The Committee need hardly stress that in order to provide greater experience to Scheduled Caste/Scheduled Tribe officers in modern methods of management and technology a large number of Scheduled Caste/Scheduled Tribe officers should be deputed for training abroad.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd. The Company are already sponsoring eligible officers belonging to SC/ST community for training abroad for consideration by Bureau of Public Enterprises and other assisting organisations under various overseas training schemes.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 26, Para No. 3.24)**

The Committee attach great importance to the proper compilation of Annual/quarterly returns by the Company and their timely submission to the Ministry as they feel these returns are the only mechanism by which the implementation of Reservation orders in favour of Scheduled Castes/Scheduled Tribes can be watched.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd. for strict compliance.

[Ministry of Communications O.M. No. U 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 27 Para No. 3.25)**

The Committee, therefore, stress that there should be no laxity in the compilation and timely submission of returns by the I.T.I. The Cell in the Ministry of Communications should also analyse the returns very carefully to see that they represent true and complete picture and give advice/directions to the I.T.I. wherever necessary.

### **Reply of Government**

The recommendation has been brought to the notice of Indian Telephone Industries Ltd. for strict compliance. As indicated against recommendation No. 9 the question of setting up a Cell in the Ministry to look after the representation of SC/ST in Establishments and Public Sector Undertakings under the Ministry is under active consideration. The recommendation of the Committee has been noted for strict compliance.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### Comments of the Committee

The Committee note that Recommendations No. 9 for setting up a Cell in the Ministry has been accepted by Government. The Committee hope that the stage of 'active consideration' of this proposal is already over.

#### Recommendation (Sl. No. 28, Para 4.7)

The Committee note that out of 41 complaints received during the last two years, 35 complaints have been disposed of. The Committee desire that the remaining six complaints will be disposed of expeditiously on merits.

#### Reply of Government

Indian Telephone Industries Ltd. has indicated that they are taking urgent action to dispose of the remaining complaints.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1983]

#### Recommendation (Sl. No. 29, Para No. 4.8)

The Committee need hardly point out that expeditious and judicious disposal of complaints received in the various units of the Company will not only create confidence among the Scheduled Caste/Scheduled Tribe employees that their interests are being looked after well, but will also help to have better worker-management relations.

#### Reply of Government

The recommendation has been brought to the notice of Indian Telephone Industries Ltd. ITI has stated that this recommendation is in conformity with the established policy of the Company.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

#### Recommendation (Sl. No. 30, Para No. 4.14)

The Committee note that out of 1709 Apprentices taken by the I.T.I. during 1979—81, 268 belonged to Scheduled Castes and only 3 to Scheduled Tribes. The Committee need hardly stress that unless

a large number of Scheduled Caste and Scheduled Tribe candidates are taken as apprentices and subsequently absorbed in the services of I.T.I.. It will not be possible to clear the backlog in the near future. Though there is no statutory obligation to give jobs to all the trained apprentices, the Committee recommend that while selecting trained apprentices for absorption, preference should be given to Scheduled Caste/Scheduled Tribe candidates.

### **Reply of Government**

The Indian Telephone Industries Ltd. will make efforts to take more Scheduled Caste/Scheduled Tribe candidates as Apprentices in the coming years, subject to the availability of candidates possessing the requisite qualifications prescribed under the Apprentices Act. The absorption of apprentices in the services of the Company would be as per the Recruitment Rules of the Company and subject to availability of vacancies etc. However, while considering absorption of trained apprentices against vacancies, SC/ST candidates will be given preference so as to fill their quota.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 31, Para No. 4.23)**

The Committee are happy to note that 10 per cent of houses in types I and II are allotted to Scheduled Caste/Scheduled Tribe employees in the ratio 2:1 in addition to the allotment on the basis of seniority.

### **Reply of Government**

The Committee's observation has been brought to the notice of Indian Telephone Industries Ltd.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 32, Para No. 4.24)**

The Committee further note that in Bangalore Unit out of 34 applications received during the last three years from Scheduled Caste/Scheduled Tribe officers and employees, 3 Scheduled Caste/Scheduled Tribe officers and 19 Scheduled Caste/Scheduled Tribe employees had been granted loans for house building purposes.

### **Reply of Government**

The observation of the Committet has been brought to the notice of Indian Telephone Industries Ltd.

[Ministry of Communications O.M. No. U 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 33 Para No. 4.25)**

The Committee desire that the present policy should continue with a view to improve the living conditions of Scheduled Caste and Scheduled Tribe employees.

### **Reply of Government**

The recommendation of the Committee has been noted by Indian Telephone Industries Ltd. for guidance.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

### **Recommendation (Sl. No. 34 Para No. 4.26)**

The Committee also recommend that maximum possible number of sweepers should be absorbed in other skilled jobs with a view to improve their prospects for promotion and for general improvement in their socio economic conditions.

### **Reply of Government**

The recommendation of the Committte has been noted by Indian Telephone Industries Ltd. for compliance.

[Ministry of Communications O. M. No. U. 54012/5/82-Fac.  
dated the 1st September, 1982]

## CHAPTER III

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

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

The Committee are unhappy to note that though the Indian Telephone Industries was established in 1948, the reservation orders were made applicable to it in 1974 in respect of direct recruitment when the Presidential Directives and Guidelines were issued.

#### Reply of Government

It is true that the reservation orders were formally made applicable to the Indian Telephone Industries Ltd. (ITI) in 1974 when the Presidential Directives were issued. However, even before these formal Directives were issued, ITI had been generally following the orders and guidelines issued from time to time by the Bureau of Public Enterprises in regard to reservation of posts for SC/ST candidates in the services of Public Sector Enterprises. Thus, in 1964, ten years before the issue of the formal Directives, ITI, Bangalore, had on its rolls 1,174 employees belonging to Scheduled Caste/Scheduled Tribe community out of a total strength of 10,072 or approximately 12 per cent. Out of the total recruitment of 8,003 persons during the period 1955—73, ITI recruited 1,536 Scheduled Caste/Scheduled Tribe candidates or approximately 19 per cent. Since issue of the formal Directives in 1974, Indian Telephone Industries has progressively stepped up recruitment of Scheduled Caste/Scheduled Tribe candidates through various tentative measures. A total of 1381 SC/ST candidates were recruited between 1974 and 1980, as against the total recruitment of 5,606 persons, which works out to approximately 25 per cent. Thus, it may be seen that from the early 1960's, ITI has been making concerted efforts to recruit SC/ST candidates in the Company's service.

[Ministry of Communications O.M. No. U.54012/5/82-Fac.  
dated the 1st September, 1982]



### **Recommendation (Sl. No. 7 Para No. 1.32)**

The Committee are at a loss to understand how the standing instructions of the Department of Personnel and Administrative Reforms and the Bureau of Public Enterprises have not come to the notice of the Ministry of Communications till the Department of Personnel and Administrative Reforms issued instructions on 7-12-1981 that the Liaison Officer of the Ministry should also monitor the working of Public Sector Undertakings and ensure an effective implementation of the safeguards in favour of Scheduled Castes and Scheduled Tribes.

### **Reply of Government**

The Ministry of Communications were aware of the instructions issued by the Department of Personnel and Administrative Reforms and Bureau of Public Enterprises. As per the orders issued by the DOP&AR, the Liaison Officers in the Ministries/Departments were in overall charge of the work relating to the special representation for SC/ST in their respective Ministries, attached and subordinate Offices. The Commissioner for SC/ST in his 25th Report for the year 1977-78, *inter alia*, made the recommendation that the Liaison Officer of the Ministry/Department should monitor the working of all organisations under them including the Public Sector Undertakings, Statutory Bodies, Semi-Govt. Bodies etc., to ensure effective implementation of service safeguards for SC/ST. The Government accepted this recommendation and it was conveyed to the various Ministries/Departments by the DOP&AR in their O.M. No. 36013/6/81-ESTT(SCT) dt. 7-12-1981. On receipt of this OM, this Ministry wrote to the Public Sector Undertakings under their control including Indian Telephone Industries, stating that the Liaison Officer in the Ministry had been empowered to monitor the working of the Public Sector Undertakings also to ensure effective implementation of service safeguards for SC/ST.

[Ministry of Communications O.M. No. U.54012/5/82-Fac.  
dated the 1st September, 1982]

## CHAPTER IV

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

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

The Committee further note that in respect of promotional vacancies reservations were made applicable in 1976 i.e. two years after the issue of the Presidential Directives. The Committee recommend that the reserved vacancies in promotional categories should also be calculated from 1974 and filled by Scheduled Caste and Scheduled Tribe candidates, in order to increase their representation in the services of Indian Telephone Industries.

#### Reply of Government

On the issue of Supplementary Presidential Directives by Ministry of Communications in June, 1974, Indian Telephone Industries Ltd. took up the work of verification of declaration given by the employees with regard to their belonging to Scheduled Caste or Scheduled Tribe. Indian Telephone Industries found that in a large number of cases the required certificates had not been given by the Competent Authorities. It was also observed that a few converts to other religions also had declared themselves as SC/ST. It was, therefore, necessary to call for authentic certificates from the authorities empowered to issue these. The District Social Welfare Department was also contacted by ITI to intimate the ITI as to who were the Competent Authorities to issue such certificates. ITI also directed the employees to submit the Caste Certificates issued by the Competent Authorities. All these formalities took considerable time and hence ITI could give effect to Presidential Directives for reservation of posts in respect of promotion from 1-4-1976, only. ITI is being asked to examine whether it would be practicable to recalculate vacancies in promotional categories from 1974 in order to increase the prospects of Scheduled Caste/Scheduled Tribe candidates.

[Ministry of Communications O.M. No. U 54012/5/82-Fac.  
dated the 1st September, 1982]

### Comments of the Committee

(Please see Chapter—I Para 1.4)

#### Recommendation (Sl. No. 17, Para No. 2.34)

Although this scheme is presently made applicable to the Bangalore Unit only, the Committee feel that the question of extending the Time Bound Promotion Policy to other units of I.T.I. would be examined, in case those units also reach the stagnation level and there are no chances for promotion and the Scheme proves to be of general benefit to all the concerned officers.

#### Reply of Government

The question of extension of Time Bound Promotion Policy to the other Units of the Company can be examined only in consultation and with the agreement of the respective Trade Unions of the units. At present, the Trade Unions in other units are not agreeable to adopt the Time Bound Promotion Policy.

[Ministry of Communications O.M. No. U.54012/5/82-Fac.  
dated the 1st September, 1982]

### Comments of the Committee

(Please see Chapter I Para 1.7)

#### Recommendation (Sl. No. 18 Para No. 2.43)

The Committee note that the Board of Directors have taken a decision in 1979 that there should not be any dereservation of reserved vacancy and as far as possible posts meant for Scheduled Caste/Scheduled Tribe should be filled by Scheduled Caste/Tribe candidates only. The Committee welcome the decision taken by the Board of Directors that there should not be any reservation of reserved vacancies. However, the Committee are unhappy to note that during 1980, 51 vacancies in Group 'C' were dereserved in promotional categories in utter disregard of the decision taken by the Board of Directors in early 1979. The Committee fail to understand how such a thing could happen and therefore recommend that a thorough enquiry should be made and responsibility should be fixed as to why the decision of the Board of Directors taken in 1979 had been ignored in 1980.

### Reply of Government

The decision of the Board of Directors of ITI with regard to dereservation of posts of officers in Group 'B' was meant for outside recruitment, i.e., direct recruitment from the open market. The comments of the Committee pertain to promotion of 51 employees of ITI's Naini Unit in Group 'C'. The Naini Unit was under expansion stage and these promotions were inevitable due to exigencies of work and need for filling up the posts. The Naini Unit has, however, been advised by ITI Management to strictly adhere to the Directives issued by the Corporate Office.

[Ministry of Communications O.M. No. U 54012/5/82-Fac.  
dated the 1st September, 1982]

### Comments of the Committee

(Please see Chapter I P. 1.10)

NEW DELHI;

January 14, 1983

Pansa 17, 1904 (S).

A. C. DAS,

Chairman,

Committee on the Welfare of Scheduled  
Castes and Scheduled Tribes

## APPENDIX

(Vide Para 4 of the Introduction)

### Analysis of the Action taken by the Government on the Recommendations contained in the Twenty-second Report of the Committee

	Pages
1. Total number of recommendations	34
2. Recommendations which have been accepted by Government ( <i>vide</i> Recommendations at Sl. Nos. 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 16, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33 & 34	
Number	29
Percentage to total	85.5
3. Recommendations which the Committee do not desire to pursue in view of Governments replies ( <i>Vide</i> Recommendations at Sl. Nos. 1 and 7)	
Number	2
Percentage to total	5.5
4. Recommendations in respect of which final replies of Government have not been accepted by the Committee and which require reiteration ( <i>vide</i> Recommendations at Sl. Nos. 2, 17 and 18)	
Number	3
Percentage to total	9.0