

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1984-85)**

(SEVENTH LOK SABHA)

SIXTIETH REPORT

**MINISTRY OF INDUSTRY
(DEPARTMENT OF INDUSTRIAL DEVELOPMENT)**

Action Taken by Government on the Recommendations contained in the Forty-Eighth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Seventh Lok Sabha) on the Ministry of Industry (Department of Industrial Development)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Bharat Leather Corporation Limited and facilities provided by the Corporation for the economic development of Scheduled Castes and Scheduled Tribes.



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Laid in Rajya Sabha on*

**LOK SABHA SECRETARIAT
NEW DELHI**

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Sixtieth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (1984-85) VII Lok Sabha.

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**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(1984—85)**

Shri A. C. Das—*Chairman*

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INTRODUCITON

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 Sixtieth Report (Seventh Lok Sabha) on Action Taken by Government on the recommendations contained in the Forty-eighth Report (Seventh Lok Sabha) on the Ministry of Industry (Department of Industrial Development)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Bharat Leather Corporation Limited and facilities provided by the Corporation for the economic development of Scheduled Castes and Scheduled Tribes.

2. The Report was considered and adopted by the Committee at their sitting held on 14th November, 1984.

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

- I. Report
- II. Recommendations/observations which have been accepted by Government.
- III. Recommendations/observations which the Committee do not desire to pursue in view of Government's replies.
- IV. Recommendations/observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration.
- V. Recommendations/observations in respect of which final replies of Government have not been received.

4. An analysis of the action taken by Government on the recommendations contained in the Forty-eighth Report (Seventh Lok Sabha) of the Committee is given in Appendix II. It would be observed therefrom that out of 14 recommendations made in the Report, 9 recommendations that is 64.3 percent have been accepted by Government. The Committee do

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not desire to pursue one recommendation *i. e.* 7.1 percent of their recommendations in view of Government replies. In respect of 2 recommendations *i. e.* 14.3 percent replies of Government have not been accepted by the Committee and require reiteration, and for 2 recommendations *i. e.* 14.3 percent, final replies of Government have not been received.

NEW DELHI;

December 31, 1934

Pusa 10, 1906 (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 action taken by Government on the recommendations contained in the Forty-eighth Report (Seventh Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Industry (Department of Industrial Development)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the Bharat Leather Corporation Ltd. and facilities provided by the Corporation for the economic development of Scheduled Castes and Scheduled Tribes..

1.2 In para 37A of their Forty-eighth Report, the Committee had recommended that efforts should be made to fill up the backlog in the employment of Scheduled Castes and Scheduled Tribes against reserved vacancies by resorting to special recruitment.

1.3 In their reply dated 27th August, 1984, the Ministry of Industry (Department of Industrial Development) have stated that the recommendation of the Committee has been accepted and the Bharat Leather Corporation has been instructed to comply with the recommendation.

1.4 The Committee are not satisfied with the reply of the Government. The Committee feel that mere issue of the instructions by the Government is not enough. The Committee would like to know what precise action has been taken by the Bharat Leather Corporation for special recruitment of Scheduled Caste/Scheduled Tribe candidates to clear the backlog.

1.5 In para 38 of the Report, while dealing with the question of non-availability of Scheduled Caste/Scheduled Tribe candidates for the post of stenographer, the Committee had recommended 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 did not become available according to the prescribed speed criteria. As for instance, if the speed in shorthand required for general category candidates was 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 was 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 further recommended that the Department of Personnel and Administrative Reforms should issue suitable instructions in this regard.

1.6 In their reply dated 27th August, 1984, the Ministry of Industry (Department of Industrial Development) have stated that the directive issued to Bharat Leather Corporation clearly provides for relaxation of standards both in direct recruitment and appointment by promotion, extracts of which are reproduced in Appendix 1. The plea of the Corporation that in the instructions issued by the Government there is no specific provision for giving relaxation is therefore not correct.

The Ministry have also stated that the Corporation is being advised to follow these instructions while considering the candidates belonging to Scheduled Castes and Scheduled Tribes for all posts including those of stenographers/typists.

1.7 The Committee would like to know as to what action has been taken for non-implementation of the revised directives for appointment of Scheduled Castes and Scheduled Tribes in various posts in public sector undertakings contained in O.M. No. 6/16/81/B. P. E./GM-1 (S. C. T. Cell) dated the 18th January, 1982/16th February, 1982 as given in Appendix I.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial Number 1—Para No. 9)

The Bharat Leather Corporation was set up in December, 1976. However, the reservation orders were made applicable by the Corporation from July 1981. The Committee were informed during evidence that the delay in implementation of reservation orders was due to the fact that the Corporation started working effectively early in 1980 only. The Committee are not satisfied with this explanation. The Presidential Directives regarding applicability of reservation orders in the public enterprises were issued as early as 1969 and the officers concerned in the Ministry of Industry as also in the Corporation should have been well aware of these orders. Reservation orders should, therefore, have been implemented from the time the Corporation was set up.

Reply of Government

The recommendation has been noted. Bharat Leather Corporation has informed that the reserved posts filled up by general category candidates before the implementation of the reservation orders have not been allowed to lapse and have been carried forward. Directive has also been issued to the Corporation by the Department for implementation of the reservation rules.

[Ministry of Industry, Department of Industrial Development, O. M.
No. 13/22/83—Leather dated 27-8-1984]

Recommendation (Serial Number 2—Para No. 18)

From the reply furnished to the Committee, it is observed that there is a cell in the Public Sector Unit of the Ministry of Industry (Department of Industrial Development) which is required to scrutinise annual statements regarding representation of Scheduled Castes and Scheduled Tribes, furnished by public enterprises to the Ministry. It is also noticed that the annual statements are sent to the concerned section in the Ministry which

deals with the public enterprise concerned. Thus, in the case of Bharat Leather Corporation, such statements are sent to the Leather Section of the Ministry. The Committee are unable to appreciate the rationale of sending such statements to the concerned sections in the Ministry. For instance, the Leather Section is concerned with the development of leather industry and in that connection is looking after the working of the Bharat Leather Corporation. A proper scrutiny about the implementation of reservation orders can be done only by officers who are well conversant with these orders. The Committee consider that such scrutiny is not possible if sections dealing with different industries in the Ministry are entrusted with this work. They recommend that there should be a special cell with adequate trained staff, which should be wholly responsible for scrutiny of statements furnished by the public enterprises under the Ministry and there should be no dilution of responsibility in this regard.

Reply of Government

The recommendation has been accepted and necessary action is being taken for setting up a special cell in the Department with adequately trained staff who would be wholly responsible for scrutiny of the statements furnished by public enterprises under the Ministry.

[Ministry of Industry, Department of Industrial Development, O. M.
No. 13/22/83—Leather dated 27-8-1984]

Recommendation (Serial No. 3—Para No. 19)

The Liaison Officer of the Ministry visited Bharat Leather Corporation on 22nd August, 1981 in connection with other official work. The Committee have been informed that the Liaison Officer took the opportunity of inspecting the rosters maintained by the Corporation but no formal inspection note was recorded. The Committee do not feel happy with this method of inspection. If the rosters were inspected, an inspection note should have been recorded by the Liaison Officer as per instructions contained in para 15 of the Presidential Directives and follow-up action taken as per his findings.

Reply of Government

The recommendation has been noted for future compliance.

[Ministry of Industry, Department of Industrial Development, O. M.
No. 13/22/83—Leather dated 27-8-1984]

Recommendation (Serial No. 4—Para No.20)

As regards checks devised by the Ministry to ensure that the reservation orders are implemented by the Corporation, the Ministry of Industry informed the Committee that "the Corporation is expected to implement the directives regarding reservations" and that the Ministry issues directions and monitors the implementation of reservation orders. As has been pointed out earlier, there has been delay in introducing reservation orders in the Corporation. Elsewhere in this report, it has been pointed out that prescribed instructions regarding filling of reserved vacancies were not followed by the Corporation. The Committee would, therefore, like to emphasise that it is not enough for the Ministry to say that the Corporation is expected to implement the directives and thereby absolve itself of the responsibility of actual implementation of reservation orders.

Reply of Government

The recommendation has been noted. The special cell referred to in recommendation number two would closely monitor the implementation of reservation orders.

[Ministry of Industry, Department of Industrial Development, O.M.
No. 13/22/83—Leather dated 27.8.1984]

Recommendation (Serial No.5—Para No. 21)

At present the Assistant Manager (Personnel and Administration) has been designated as Liaison Officer for the Bharat Leather Corporation. He is responsible for matters relating to recruitment, promotion, maintenance of rosters etc. in the Corporation. The Committee are of the view that an officer who is directly concerned with recruitment, maintenance of rosters etc. should not be entrusted with the work of supervising his own work as he will not be able to judge his own lapses in the implementation of reservation orders. They, therefore, recommend that a senior officer who does not belong to the Personnel Department should be nominated as Liaison Officer so that he is able to take an objective view in regard to actual implementation of reservation orders.

Reply of Government

The recommendation has been accepted and Bharat Leather Corporation has nominated the Financial Controller, a Senior Officer of the Corporation as the Liaison Officer.

[Ministry of Industry, Department of Industrial Development, O.M.
No. 13/22/83—Leather dated 27.8.1984.]

Recommendation (Serial No.6—Para No.37)

It is seen that at the end of the year 1982, out of a total strength of 91 employees in Group 'C' posts, the number of posts filled by Scheduled Caste candidates was 10. *i. e.* 10.9 per cent. The backlog of Group 'C' posts reserved for Scheduled Castes was 12 at the end of the year 1982. The Committee are unable to accept the explanation given by the Corporation that suitable Scheduled Caste/Scheduled Tribe candidates were not available to fill reserved vacancies even in Group 'C'. They recommend that the Ministry should make an enquiry as to whether the prescribed procedures regarding obtaining of non-availability certificate from the Employment Exchange, advertisement of vacancies, giving of relaxation in experience etc. were actually followed before reserved vacancies were filled up by general category candidates during the years 1980 to 1982. The result of enquiry and the action taken thereon should be intimated to the Committee.

Reply of Government

The recommendation has been accepted and an enquiry has been ordered and as desired the result of the enquiry and action taken thereon will be intimated to the Committee.

[Ministry of Industry, Department of Industrial Development, O.M.
No.13/22/83—Leather dated 27.8.1984]

Recommendation (Serial No.9—Para No. 39)

The Committee find that in the advertisements issued for various posts in the Corporation, the procedure laid down in the Presidential Directives and in the orders issued by the Department of Personnel, is not being correctly followed. For instance, the number of posts reserved for Scheduled Castes/Scheduled Tribes was not mentioned in all cases. Instead of the reference to "all things being equal preference shall be given to candidates belonging to Scheduled Caste/Scheduled Tribe categories" in the advertisements, the relaxation in qualification/experience for reserved category candidates should have been clearly specified. In the case of first advertisement for reserved category candidates, applications should be invited only from Scheduled Caste/Scheduled Tribe candidates. When suitable candidates do not become available, applications from reserved as well as general category candidates may be invited. The Committee desire that the advertisements to be issued by Corporation should be carefully scrutinized to see that these conform to the procedure prescribed in this regard.

Reply of Government

The recommendation has been noted by Bharat Leather Corporation for compliance.

[Ministry of Industry, Department of Industrial Development, O.M. No.13/22/83—Leather dated 27.8.1984]

Recommendation (Serial No.10—Para No.40)

At present information regarding representation of Scheduled Castes and Scheduled Tribes is not given in the Annual Reports of the Corporation. The Committee suggest that such information indicating separately the number of Scheduled Caste and Scheduled Tribe employees in various groups of posts, the number of reserved vacancies filled by direct recruitment/promotion, vacancies carried forward etc. should be included in the Annual Reports of the Corporation.

Reply of Government

The recommendation has been noted by Bharat Leather Corporation for compliance.

[Ministry of Industry, Department of Industrial Development, O.M. No.13/22/83—Leather dated;27.8.1984]

Recommendation (Serial No.12—Para No.50)

The Committee had been informed that in the year 1982, in Group 'C' five posts had been dereserved. However, from the statement regarding recruitment made during the year 1982, it was noticed that out of 13 posts reserved for Scheduled Castes, only one post was filled up by a Scheduled Caste candidate which indicated that 12 posts had been dereserved. The information given to the Committee that only 5 posts were dereserved did not appear to be correct. When asked to clarify the position, the representative of the Ministry stated during evidence that in the case of 5 posts there was a formal order for dereservation but in the remaining 7 cases no permission for dereservation was obtained. The witness stated that the "Corporation did it out of ignorance."

For the year 1981, the Committee had been informed that no post had been dereserved during that year. However, from the statement regarding recruitment made in that year, it was noticed that in Group 'C', out of 11

posts reserved for Scheduled Castes, one post was filled by a Scheduled Caste candidate which indicated that 10 posts had been dereserved. When asked to clarify the position, the representative of the Ministry stated that "actually the appointments were made without formally obtaining orders for dereservation" and that "it is certainly a misleading reply."

The Committee are constrained to point out that a large number of reserved posts have been filled up in the Corporation by general category candidates without following the procedure laid down for obtaining approval of the competent authority for dereservation of vacancies. The Committee are unable to accept the explanation given by the representative of the Ministry that the Corporation did it "out of ignorance." The Committee are of the view that no sincere efforts were made by the Bharat Leather Corporation Ltd. to fill the reserved vacancies in Group 'C' by recruitment of suitable Scheduled Caste/Scheduled Tribe candidates. They also regret to point out that misleading information was furnished as regards the number of vacancies dereserved during the years 1980, 1981 and 1982. The Committee would like the Ministry to make an in-depth enquiry in regard to all the appointments made during the years 1980, 1981 and 1982 and ascertain the cases in which prescribed procedure was not followed in making appointments against reserved vacancies. The result of the enquiry and the action taken thereon should be intimated to the Committee and further action taken according to directions.

Reply of Government

The recommendation has been accepted and an enquiry has been ordered and as desired the result of the enquiry and the action taken thereon will be reported to the Committee.

[Ministry of Industry, Department of Industrial Development, O.M.
No.13/22/83—Leather dated 27.8.1984.]

Comments of the Committee

The enquiry should be completed expeditiously and the result intimated to the Committee.

CHAPTER III

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

Recommendation (Serial No. 13, Para No. 83)

The Bharat Leather Corporation was set up to act as an apex body for promotion and development of leather goods industries in the country. One of its objects was to provide marketing outlets to the cottage and small scale units thereby reducing their dependence on the larger leather units/middlemen. It was envisaged that the schemes of the Corporation would help in ensuring fair deal to weaker sections of the society which have been traditionally associated with leather.

From the information furnished to the Committee, it is seen that the only cooperative scheme of the Corporation which gives direct benefit to Scheduled Castes and Scheduled Tribes is the assistance given by way of procurement of leather products from 24 units belonging to Scheduled Castes and 4 units belonging to Scheduled Tribes out of a total of 119 units in the suppliers list of the Corporation. As each unit usually consists of a small family groups, the number of Scheduled Caste/Scheduled Tribe families benefitted under the scheme would thus be a bare 28 families.

Another scheme which is intended to give direct benefit to Scheduled Caste families is the Package Assistance Scheme at Agra. Under this scheme, the footwear artisans belonging to Scheduled Castes and residing in a village Naraich near Agra, would be enabled to form four cooperative societies. Each society would be allotted a working shed in the Industrial Estate, Agra and provided with machines, raw materials, designs and technology for production of footwear and full marketing support for their products. One of the proposed four cooperative societies has been organised but is yet to be registered. All the four societies when formed, will have a membership of 160 workers. This scheme will thus give direct benefit to 160 Scheduled Caste families.

The only production unit of the Corporation is the precision Shoe Lasts Factory at Agra which was taken over by the Corporation from the

Government in January, 1980. Out of the total workers and staff of 27 employed at the factory, 17 belong to Scheduled Caste community. With the expansion and modernisation of this factory, likely to be completed by March, 1984, about 25 more Scheduled Caste workers are expected to be given employment.

Considering the insignificant number of Scheduled Caste/Scheduled Tribe leather workers economically benefitted by way of procurement of their leather products or by generating more employment among them, the Committee can not but conclude that the performance of the Corporation in assisting these communities during the last seven years of its working has been unsatisfactory. The Committee recommend that the administrative Ministry and the Corporation should prepare a perspective plan aimed at providing assistance to a much larger number of Scheduled Caste/Scheduled Tribe artisans engaged in leather industries and implement the same within a time bound programme. Particular attention should be paid by the Corporation to extend its activities in States which have a larger proportion of Scheduled Caste and Scheduled Tribe population so that the involvement of these communities in the leather industry shows an increase.

Reply of Government

According to the latest information furnished by the Bharat Leather Corporation, of the 101 units from whom procurement is being made by the Corporation, 29 belong to Scheduled Castes and 3 belong to Scheduled Tribes. Under Package Assistance Scheme 3 Co-operative Societies having membership of 50 artisens belonging to Scheduled Caste community have been formed. The Corporation has reported that the modernisation scheme of Precision Shoe Lasts Factory has not yet been commissioned because of delay in installation of the machinery and recruitment of workers has therefore not yet been made. The Board of Directors of Bharat Leather Corporation have constituted a Committee for preparing a 5 year Corporate plan for the period 1985-90 to coincide with the 7th Five Year Plan of the Government.

[Ministry of Industry, Department of Industrial Development, O.M.
No. 13/22/83—Leather dated 27-8-1984.]

CHAPTER IV

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

Recommendation (Serial No. 7, Para No. 37A)

The Committee further recommend that efforts should be made to fill up the backlog by resorting to special recruitment.

Reply of Government

The recommendation has been accepted and the Bharat Leather Corporation has been instructed to comply with the recommendation.

[Ministry of Industry, Department of Industrial Development, O. M.
No. 13/22/83—Leather dated 27-8-1984]

Comments of the Committee

Please see Chapter I Para 1.4.

Recommendation (Serial No. 8, Para No. 38)

As regards non-availability of reserved category candidates for the post of Stenographer, the Committee have been informed that Scheduled Caste/Scheduled Tribe candidates were not given any relaxation in shorthand/typing speed as in the instructions issued by the Government there was 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 the Department of Personnel and Administrative Reforms should issue suitable instructions in this regard.

Reply of Government

The directive issued to Bharat Leather Corporation clearly provides for relaxation of standards in both direct recruitment and appointment by promotion, extracts of which are reproduced in *Appendix I*.

The plea of the Corporation that in the instructions issued by the Government there is no specific provision for giving relaxation is therefore not correct.

The Corporation is being advised to follow these instructions while considering the candidates belonging to Scheduled Castes and Scheduled Tribes for all posts including those of stenographers/typists.

[Ministry of Industry, Deptt. of Industrial Development, O. M. No. 13/22/
83—Leather dated 27-8-1984]

Comments of the Committee

Please see Chapter I, Para 1.7.

CHAPTER V

RECOMMENDATIONS/OBSERVATION IN RESPECT OF WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Serial No. 11, Para No. 43)

The Committee would like to know the method of recruitment/appointment to each category of post in the Corporation. In the categories in which the element of appointment by promotion is more than 33 $\frac{1}{3}$ per cent, reasons for not applying the orders regarding reservation in promotion should be indicated. The Committee further recommend that the Government Directives in this regard should be followed scrupulously.

Reply of Government

Bharat Leather Corporation has furnished the following information : "The Service Rules of the Corporation has not yet been framed. These are likely to be finalised in the near future and method of recruitment/appointment for each category of post would be stipulated in the Service Rules which are under formulation. In the year 1982—83, 27 posts (in all the categories) were filled up by promotions, the criteria for which was minimum 3 years service in the immediate lower pay scale. Out of 6 Scheduled Caste candidates eligible for appointment through promotion, 5 were promoted and one was not found suitable."

The Department has issued instructions to Bharat Leather Corporation to formulate the Service Rules without any further delay.

[Ministry of Industry, Deptt. of Industrial Development, O. M. No.13/
22/83—Leather dated 27-8-1984]

Comments of the Committee

A copy of the service rules should be furnished to the Committee after these have been framed by the Bharat Leather Corporation.

Recommendation (Serial No.14, Para No.84)

The Franchise Dealership Scheme was started by the Corporation in January, 1981 with a view to enlarge its sales by appointing retail dealers.

At present, the Corporation has 16 franchise dealers but none belongs to Scheduled Caste/Scheduled Tribe. The prerequisites of the schemes are that the proprietor should have a retail outlet, either ownership or on rent, and should furnish a security deposit of Rs. 10,000/—. The Committee believe that it should be possible for the Corporation to spot Scheduled Caste/Scheduled Tribe persons engaged in leather footwear and leather goods trade in different parts of the country and appoint them as dealers for its products. Efforts could also be made to provide facilities to entrepreneurs belonging to these communities who may be willing to come forward for appointment as dealers. The existing terms and conditions in their cases may also be suitably relaxed.

Reply of Government

Bharat Leather Corporation has informed that a proposal for relaxation in terms and conditions for Scheduled Caste/Scheduled Tribe persons for franchise dealership is being put up to the Board of Directors for approval.

[Ministry of Industry, Deptt. of Industrial Development, O.M.No. 13/22/83—Leather dated 27.8.1984]

Comments of the Committee

Details of the proposal for relaxing the terms and conditions of 'Franchise Dealership Scheme' in its application to Scheduled Castes and Scheduled Tribes should be furnished to the Committee expeditiously.

NEW DELHI;
December 31, 1984

Pausa 10, 1906(S)

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

APPENDIX I

Extracts from Letter No. PS-7(2)/82 Dated 27th April, 1982 from Department of Industrial Development Enclosing a copy of Bureau of Public Enterprises O.M. No. 6/16/81 BPE/GM-I (SCT CELL) Dated the 18th January, 1982/16th February 1982/Circulating the Revised Directives for Appointment of Scheduled Castes and Scheduled Tribes in Various Posts in Public Sector Undertakings

“In the case of Direct Recruitment, whether by examination or otherwise, if sufficient number of Scheduled Caste/Tribes candidates are not available on the basis of general standard to fill up the vacancies reserved for them, candidates belonging to those communities may be selected to fill up the remaining vacancies reserved for them provided they are not found unfit for such post or posts. In other words to the extent the number of vacancies reserved for Scheduled Castes and Scheduled Tribes cannot be filled up on the basis of the general standards, candidates belonging to these communities will be taken by relaxed standard to make up the deficiency in the reserved quota, subject to the fitness of these candidates for appointment to the post/posts in question.

In promotion/confirmation examination prescribed to determine the suitability of candidates for promotion/confirmation, Scheduled Castes/Scheduled Tribes candidates, who have not acquired the general qualifying standard are also to be considered for promotion/confirmation provided they are not found unfit for such promotion/confirmation. The qualifying standard in such examination are to be relaxed in favour of Scheduled Caste/Scheduled Tribe candidates in keeping with the above criterion.”

APPENDIX II

Analysis of the Action Taken by Government on the recommendations contained in the 48th Report of the Committee.

(Vide para 4 of the Introduction)

I. Total number of recommendations	14
II. Recommendations which have been accepted by Government (vide Recommendations Sl. Nos. 1, 2, 3, 4, 5, 6, 9, 10 and 12)	
Number	9
Percentage to the total	64.3
III. Recommendations which the Committee do not desire to pursue in view of Government's replies (vide Recommendations Sl. Nos. 13)	
Number	1
Percentage to the total	7.1
IV. Recommendations in respect of which reply of Government has not been accepted and which requires reiteration (vide Recommendations Sl. Nos. 7 and 8)	
Number	2
Percentage to the total	14.3
V. Recommendations in respect of which final replies of Government have not been received (vide recommendations at Sl. Nos. 11 and 14)	
Number	2
Percentage to the total	14.3

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2.	The New Order Book Company, Ellis Bridge, Ahmedabad-6.	11.	Law Publishers, Sardar Patel Marg, P. B. No. 7, Allahabad, U.P.
MADHYA PRADESH		WEST BENGAL	
3.	Modern Book House, Shiv Vilas Palace, Indore City.	12.	Mrs. Manimala, Buys and Sells, 123, Bow Bazar Street, Calcutta-12.
MAHARASHTRA		DELHI	
4.	M/s. Sunderdas Gian Chand 601, Girgaum Road, Near Princess Street, Bombay-2.	13.	Jain Book Agency, Connaught Place, New Delhi.
5.	The International Book Service, Decan Gymkhana, Poona-4.	14.	J.M. Jain & Brother, Mori Gate, Delhi.
6.	The Current Book House, Maruti Lane, Raghunath Dadaji Street, Bombay-1.	15.	Oxford Book & Stationery Co., Scindia House, Connaught Place, New Delhi-1.
7.	M/s. Usha Book Depot, Law Book Seller and Publishers, Agents Govt. Publications, 585, Chira Bazar, Khan House, Bombay-2.	16.	Bookwell, 4, Sant Nirankari Colony Kingsway Camp, Delhi-9.
8.	M&J Services, Publishers, Representa- tive Accounts & Law Book Seller, Mohan Kunj, Ground Floor, 68, Jyotiba Fuele Road, Naigaum-Dadar, Bombay-14.	17.	The Central News Agency, 23/50, Connaught Place New Delhi.
9.	Subscribers Subscription Services India, 21, Raghunath Dadaji St., 2nd Floor, Bombay-1.	18.	M/s. Rajendra Book Agency, IV-D/59, IV-D/50, Lajpat Nagar, Old Double Storey, Delhi-110024.
		19.	M/s. Ashoka Book Agency, BH-82, POC, vi Shalimar Bagh, Delhi-110033.
		20.	Venus Enterprises, B-2/85, Phase-II, Ashok Vihar, Delhi.

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