

# COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(1985-86)

(EIGHTH LOK SABHA)

FIFTH REPORT

MINISTRY OF COMMERCE  
(DEPARTMENT OF TEXTILES)

Action Taken by Government on the recommendation contained in the Fifty-Sixth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Seventh Lok Sabha) on the Ministry of Commerce (Department of Textiles)—Reservations for, and Employment of, Scheduled Castes and Scheduled Tribes in National Textiles Corporation Limited with Special reference to National Textiles Corporation (West Bengal, Assam, Bihar and Orissa) Limited.

Presented to Lok Sabha 21.0.1985

Laid in Rajya Sabha on.....

20.0.1985



LOK SABHA SECRETARIAT  
NEW DELHI

September, 1985/Bhadra, 1907 (S)

Price : Rs. 2.00

430

CORRIGENDA

to the

Fifth Report of the Committee on the Welfare of  
Scheduled Castes/Scheduled Tribes (Eighth Lok Sabha)

<u>Page</u>	<u>Para No.</u>	<u>Line</u>	<u>Correction</u>
(i)	-	Last	Under heading page read '41'
(v)	-	7	Delete erstwhile before Ministry of Commerce
1	-	5	Delete erstwhile after on the
3	1.12	8	For backing read backlog
	(from		
10	-	26	After obtained add on
18	-	19	For corrected read correct
21	-	15	For NTC (MM) read NTC(MN)
22	-	19	For 'subject issued by the Government from time to time.' read 'submitted to the competent authority, for direction.'
24	-	18	For NTC(C) read NTC(HC)
25	-	14	For Para No.4.32 read Para No. 4.31
38	-	6	For fact read tact
	(from bottom)		
39	-	13	For empariment read empanel- ment

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### APPENDIX

Analysis of the action taken by Government on the recommendations contained in the 56th Report (Seventh Lok Sabha) of the Committee

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

(1965-86)

**Shri Krishan Datt Sultanpuri—Chairman**

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**Shri D. C. Pande—*Joint Secretary***

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

## INTRODUCTION

1. 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 Fifth Report (Eighth Lok Sabha) on action taken by Government on the recommendations contained in the Fifty-sixth Report (Seventh Lok Sabha) on the erstwhile Ministry of Commerce (Department of Textiles)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in the National Textiles Corporation Limited with special reference to National Textile Corporation (West Bengal, Assam, Bihar and Orissa) Limited.

2. The Draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at their sitting held on the 23rd August, 1985.

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. Recommendation/Observation in respect of which final reply of Government has not been received.

4. An analysis of the action taken of Government on the recommendations contained in the Fifty-sixth Report (Seventh Lok Sabha) of the Committee is given in the Appendix. It would be observed therefrom that out of 40 recommendations made in the Report, 30 recommendations i.e. 75 per cent have been accepted by the Government. The Committee do not desire to pursue five recommendations

i.e. 12.5 per cent of the recommendations in view of Government's replies. Four recommendations i.e. 10 per cent in respect of which replies of Government have not been accepted by the Committee require reiteration, and for one recommendation i.e. 2.5 per cent, final reply of Government has not been received.

NEW DELHI;

September 4, 1985.

Bhadra 13, 1907 (S)

KRISHAN DATT SULTANPURI,

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

1.2 In para 1.22 of their Fifty-sixth Report, the Committee had recommended 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.

1.3 In their reply dated the 25th May, 1985, the Ministry of Commerce & Supply (Department of Textiles) have stated that the existing arrangements for effective implementation of the orders regarding the recruitment of Scheduled Castes/Scheduled Tribes in the Ministry and Public Sector Undertakings was considered in detail at the level of Secretary (Textiles). In order to have more effective supervision of this important item of work, it was decided to have a Liaison Officer to look after the liaison work with regard to Scheduled Castes and Scheduled Tribes in the public sector undertakings under the Department of Textiles.

The area of responsibility has thus been distinctly identified so that the Liaison Officer is able to have effective control over the organisations with regard to implementation of the order relating to reservations for Scheduled Castes and Scheduled Tribes applicable to those organisations.

1.4 The Committee are not satisfied with the reply of Government. They reiterate their earlier recommendation that a separate Cell with adequate staff should be set up in the Ministry of Commerce (Department of Textiles) for keeping 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.**

1.5 In para 2.25 of the 56th Report, the Committee had asked the Government to reconcile the discrepancy in the two statements furnished to the Committee relating to staff strength of National Textile Corporation (Holding Company) as on 1-1-1983. The Committee had also recommended 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.

1.6 In their reply dated the 25th May, 1985, the Ministry of Commerce & Supply (Department of Textiles) have stated that while furnishing information relating to the employment position in respect of the nine subsidiary corporations information relating to the employment in the Holding Company was also inadvertently furnished again. On rechecking by NTC, it was confirmed that information given in the first statement was correct and that an error had regrettably occurred in the second statement.

The officials, who compiled and verified the second statement have been suitably cautioned.

The Ministry have regretted that the error in tabulation was not corrected before submission to the Committee.

1.7 The Committee are not satisfied with the reply of Government and reiterate their earlier recommendation 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.

1.8 In para 3.6 of the Report, the Committee had recommended 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 these orders in their organisations from the date of issuance of the orders.

1.9 In their reply dated the 25th May, 1985, the Ministry of Commerce & Supply (Department of Textiles) have stated that the reser-

vation orders and directives were received from the Holding Company in February 1976. On receipt of the directives with regard to Scheduled Castes/Scheduled Tribes reservations and its regulations were studied and it was decided by the Management to implement the reservation orders in the services of NTC (WBAB & O) Ltd., Calcutta and its units from 1-1-1977. The directives on the subject will be implemented by NTC (WBAB&O) Ltd., Calcutta.

1.10 The Committee reiterate their earlier recommendation that the subsidiary corporations should enforce the reservation orders from the date of issuance of the orders. As such, NTC (WBAB&O) Ltd., should enforce reservation from February, 1976 when the directives were received from the Holding Company.

1.11 In para 3.91 of the Report, the Committee had pointed out that contrary to the claim made by NTC (WBAB&O) Limited of not dereserving any posts as a matter of principle, a large number of reserved posts had been lapsed in 1982 after carrying forward for three years. The Committee had recommended that dereservations should be resorted to only when it was absolutely necessary and all efforts including special recruitment to locate suitable Scheduled Caste/Scheduled Tribe candidates had failed.

1.12 In their reply dated the 25th May, 1985, the Ministry of Commerce & Supply (Department of Textiles) have stated that they have gone through the records and they do not find that any of the reserved posts in Groups 'A', 'B', 'C' and 'D' so long reserved for Scheduled Castes/Scheduled Tribes have been dereserved or made to lapse. 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 decided not to dereserve the post especially for the purpose of fulfilling the backlog in the various categories because 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 fulfil the backlog as and when candidates from Scheduled Caste/Scheduled Tribe community are available. Therefore, their intention had not been to defy the Government orders, on the contrary their intention is to fulfil the Government directives in filling up the vacancies from amongst the suitable Scheduled Caste/Scheduled Tribe candidates. More so, till date, there has been no occasion to lapse the Scheduled Caste/Scheduled Tribe posts.

In the reports of the team deputed by the Holding Company to the subsidiary corporations, it has specifically been pointed out that wherever the procedure for de-reservation of reserved posts has not been followed, all the posts filled up so far should be kept in tact and necessary action should be taken to fill up these carried forward posts.

1.13 The Committee are not satisfied with the reply of Government. Appendix VI of the 56th Report of the Committee on NTC clearly indicates that certain reserved posts had lapsed during the year 1982. The Committee fail to understand as to how the Government can deny the facts quoted in the Report from the material furnished to the Committee by the Ministry. It only shows that proper care was not taken at the time of compiling the statement. The Committee stress once again that Government orders on the subject should be followed in letter and spirit and backlog in the representation of Scheduled Castes and Scheduled Tribes in NTC (WBAB&O) Ltd. should be cleared as early as possible.

## **CHAPTER II**

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

#### **Recommendation No. 1 (Para No. 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.

#### **Reply of Government**

The recommendation has been noted for guidance in future.

[Ministry of Commerce and Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

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

The Committee would like to know when the Government will actually implement the recommendation of the Committee by appointing atleast one person belonging to Scheduled Castes/Scheduled Tribes on the Board of Directors of the Holding Company to look after the interests of these communities.

#### **Recommendation No. 2 (Para No. 1.10)**

The Committee further recommend that at least one Scheduled Caste/Scheduled Tribe person should be nominated on Board of Directors of each Subsidiary Corporation of National Textile Corporation.

### Reply of Government

The following incumbents belonging to the Scheduled Caste communities have since been appointed as par-time Directors on the Boards of the Subsidiary Corporations as indicated below:-

- (i) Shri M. Mudurainayagam, retired Additional Textile Commissioner, was appointed as Part-time Director on the Board of NTC (TN&P) Ltd., Coimbatore.
- (ii) Shri Indu Sekhar Rao, who has got experience in the Office of Textile Commissioner has been appointed as Part-time Director on the Board of NTC(SM) Ltd., and NTC(MN) Ltd., Bombay.
- (iii) Shri Daulat Ram, a retired Deputy Secretary of the Ministry of Commerce, Government of India, has been appointed as Part-time Director on the Board of NTC(MP) Ltd., Indore.
- (iv) Shri R. N. Bora, I.A.S., Secretary to the Government of Assam, Department of Education, has been appointed as Part-time Director on the Board of NTC(WBAB&O) Ltd., Calcutta.
- (v) Shri Natwar Waghale has been appointed as Part-time Director on the Board of NTC (Gujarat) Ltd., Ahmedabad.

It will be observed that out of nine NTC Subsidiary Corporations, so far on the Boards of Directors of six subsidiary corporations there are Directors belonging to Scheduled Caste communities.

It will thus be seen from above that efforts are being made to locate suitable persons belonging to Scheduled Caste|Scheduled Tribe communities having experience in Government|Industry|Textile Research Association|Labour, etc. for appointment as Part-time Directors on the Boards of the subsidiary corporations.

[Ministry of Commerce and Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### Recommendation No. 4 (Para No. 2.4)

The Committee note that National Textile Corporation (Holding Company) 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 direct management of NTC (Holding Company) 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.

#### **Reply of Government**

The future disposition of the managed mills is still under the consideration of Government.

According to the recommendation made by the Committee, the Department of Textiles have issued orders extending the reservation orders in case of new recruitments for all the managed textile mills under the management of NTC. The NTC (Holding Company) have in turn advised the subsidiary corporations to implement this reservation policy with immediate effect.

[Ministry of Commerce and Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

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

The Committee would like to know as to when orders extending the reservations in case of new recruitments for all the managed textile mills under the management of NTC were issued by the Department of Textiles.

#### **Recommendation No. 5 (Para No. 2.5)**

The Committee are concerned to note that reservation orders were conveyed by the Administrative Ministry to NTC (Holding Company) 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.

#### **Reply of Government**

The instructions of the Committee have been noted. All orders/instructions issued by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises, which have a bearing

on the reservation policy, are being communicated by the designated Section of the Department of Textiles to all public sector undertakings without loss of time for immediate compliance.

[Ministry of Commerce and Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

### **Recommendation No. 6 (Para No. 2.15)**

The Committee note that there is a Scheduled Caste|Scheduled Tribes Cell at the Headquarters of NTC (Holding Company) 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 Corporation 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 four out of nine 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 (Holding Company) Ltd., for information and for giving directions.

### Reply of Government

A senior level Manager in the grade of Rs. 1500—2000 has been nominated with adequate staff for the work relating to Scheduled Castes/Scheduled Tribe matters in the NTC (Holding Company). With a view to guide/streamline the implementation of various orders relating to Scheduled Castes/Scheduled Tribes matters the holding company deputed different teams headed by an officer to all the nine subsidiary corporations. The reports of the team have been sent to the subsidiary corporations concerned for compliance.

After giving some time to the subsidiary corporations for updating the matters, wherever necessary, it is proposed to convene a meeting of all Liaison officers of the subsidiary corporations during May-June 1985 to review the progress made by the subsidiary corporations in the implementation of Scheduled Tribe/Scheduled Caste matters.

[Ministry of Commerce and Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

### Comments of the Committee

The Committee would like to know as to when the proposed meeting of all Liaison Officers of the subsidiary corporations scheduled to be held during May-June, 1985 was actually held. The Committee would also like to have a copy of the minutes of that meeting for perusal.

### Recommendation No. 7 (Para No. 2.16)

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

### Reply of Government

The Staff working in Scheduled Caste/Scheduled Tribe Cell in the Holding company is conversant with the orders/instructions relating to reservation for SC/ST. The subsidiary corporations have been advised to impart necessary training on the subject to persons dealing with Scheduled Caste/Scheduled Tribe matters in consultation with the Regional Offices of the Commissioner for Scheduled Caste/Scheduled Tribe, New Delhi, and Office of the Commissioner for Scheduled Caste/Scheduled Tribe, New Delhi.



NTC(SM) Ltd., NTC(MN) Ltd., Bombay and NTC (APKK&M) Ltd., Bangalore have completed this training programme. The remaining six subsidiary corporations are taking steps to impart necessary training.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### **Recommendation No. 11 (Para No. 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 (Textile) 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.

#### **Reply of Government**

At present NTC (Holding Company) does not have any deputationists. If in future any deputationists are taken, the Parliamentary Committee's recommendations would be kept in view. The subsidiary corporations have also been advised that in case services of persons are obtained deputation, a specific mention should be made to sponsor persons belonging to Scheduled Caste/Scheduled Tribe communities.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

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

The Committee should be informed about the precise instructions issued regarding in-take of Scheduled Caste/Scheduled Tribes in deputation posts.

#### **Recommendation No. 13 (Para No. 3.7)**

The Committee are constrained to observe that Ministry of Commerce (Department of Textiles) should have ensured that Govern-

ment instructions relating to reservation in services are implemented in all Government undertakings under their administrative control without any loss of time.

### **Reply of Government**

The Department of Textiles has ensured that all instructions/orders regarding reservation policy are communicated by the nodal Section to all the public sector undertakings, without delay, for immediate compliance.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

### **Recommendation No. 14 (Para No. 3.10)**

The Committee note that Deputy Manager (IR) has been appointed Liaison Officer for the NTC (WBAB&O) Subsidiary Head Office and a Cell has also been set up under the direct control of the Liaison Office 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 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 co-ordination.

### **Reply of Government**

The Liaison Officer at the Head Office of NTC (WBAB&O) Ltd., Calcutta, visits the Mills under his administrative control and discusses the problems relating to reservation in the services with the mills Liaison Officers and points out discrepancies, if any found at the time of inspection. Liaison Officer ensures that all orders and

Instructions pertaining to reservation of vacancies in favour of Scheduled Castes/Scheduled Tribes and other benefits admissible to them are strictly complied with. He also submits quarterly and Annual Reports. He also gives necessary assistance to the Commission for Scheduled Caste/Scheduled Tribe in the investigation of complaints received by the Commission.

The teams deputed by the Holding Company to the subsidiary corporations have kept in view the recommendation of the Parliamentary Committee and in their reports, the teams have again pointed out that the Liaison Officer should inspect the mills and submit the inspection reports.

In NTC (SM) Ltd., Bombay, the Liaison Officer of the subsidiary corporation invites all the Liaison Officers of the local based mills on every fourth Saturday of the month to explain the procedure relating to Scheduled Caste/Scheduled Tribe matters in detail and specifically on the points on which the Liaison Officers of the mills are not clear. The holding company has also advised the subsidiary corporations that there should be mutual exchange of ideas among the Liaison Officers of the mills and the Liaison Officer of the Head Office of the subsidiary corporation should meet periodically the Liaison Officers of the mills.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

### **Recommendation No. 15 (Para No. 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 (APKK&M) Ltd., the promotion policy is still under formulation even though it was set up in 1974.

### Reply of Government

The recommendations of the Parliamentary Committee on the Welfare of Scheduled Castes/Scheduled Tribes has been brought to the notice of all Subsidiary Corporations [as laid down in Department of Personnel and Administrative Reforms O. M. No. 36011/9/76-Estt. (SC) dated 7-3-78] so that they may incorporate the saving clause ("Nothing in these rules shall effect reservations relaxation of age-limit and other concessions required to be provided for Scheduled Castes and Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard") in their Recruitment and Promotion Rules to safeguard the interests of Scheduled Castes/Scheduled Tribes. This point has again been stressed in the reports of the teams deputed by the Holding Company to all subsidiary corporations for necessary action.

NTC (APKK&M) Ltd., Bangalore, has framed its Recruitment and Promotion Rules.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

### Recommendation No. 16 (Para No. 3.31)

The Committee feel surprised that NTC (Maharashtra South) has been recruiting persons in Group 'A' and '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 the 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 up the reserved vacancies. The Committee therefore, stress that all posts in Groups 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.

### Reply of Government

The NTC(SM) Ltd., Bombay, has since issued exclusive advertisement for Scheduled Caste/Scheduled Tribe persons in respect of various posts such as Chief Executive Officers of mills. Production Managers, Sales Managers, Spinning Masters, Accounts Officers, Cost Accountants, Stores Purchase Officers, Labour and Welfare Officers and Administrative Officers, NTC(MN) Ltd., Bombay had also inserted exclusive advertisement for Scheduled Caste/Scheduled Tribe candidates for the posts of departmental Assistants, Junior Assistants, Senior Assistants in Spinning Weaving and Engineering Departments. NTC (WBAB&O) Ltd., Calcutta has also issued exclusive advertisements for Scheduled Caste/Scheduled Tribe candidates for the posts of Production Manager, Weaving Master, Spinning Master, Dyeing and Processing Master, Engineers, Deputy Spinning Master, Deputy Weaving Master etc., NTC(TN&P) Ltd., Coimbatore had also issued exclusive advertisement for persons belonging to SC/ST communities to fill up the post of Security Officer, Asstt. Weaving Master, Asstt. Spinning Master, Junior Sales Officers, Supervisors Electrical and Steno-typist. NTC (APKK&M) Ltd., Bangalore had also issued exclusive advertisement for various posts.

The holding company has also advised the subsidiary corporations to send copies of advertisements to local Commissioner of Scheduled Caste/Scheduled Tribe local SC/ST M.Ps/M.L.As, all recognised SC/ST Welfare Associations, All India Radio, T.V., and Members of the Parliamentary Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### Recommendation No. 17 (Para No. 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.

#### **Reply of Government**

N.T.C. (WBAB&O) Ltd., ensures that the orders on the reservations in promotion issued by the Department of Personnel and Administrative Reforms/Bureau of Public Enterprises are strictly complied with alongwith other liberal concessions to Scheduled Caste/Scheduled Tribe employees at the time of promotion.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

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

The Committee would like to know as to how many SC/ST employees were promoted in 1983 and 1984 in NTC (WBAB&O) Ltd., against the reserved vacancies in various groups of posts.

#### **Recommendation No. 18 (Para No. 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' & '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.

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.

#### **Reply of Government**

An Officer belonging to Scheduled Caste/Scheduled Tribe community is being associated with the Selection Committee/Departmental Promotion Committee for Group 'A' & 'B' posts. So far as 'C' & 'D' Group of posts the same officer belonging to Scheduled Caste/Scheduled Tribe community is also associated for the mills situated in and around Calcutta. For the mills situated outside

West Bengal, there is no Scheduled Caste/Scheduled Tribe Officer or a representative from the respective Commissioners office. NTC (WBAB&O) Ltd., Calcutta, will ensure that henceforth, representative from the Scheduled Caste/Scheduled Tribe Commissioners' Office is associated in the matters of recruitment outside West Bengal Mills.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### **Recommendation No. 19 (Para No. 3.45)**

The Committee note that as on 1.1.1983, in NTC (WBAB&O) 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 (WBAB&O) Ltd., should make concerted efforts to wipe out the shortfalls.

#### **Reply of Government**

This is a factual statement NTC (WBAB&O) Ltd., Calcutta, undertakes to make concerted effort to overcome the shortfall.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### **Recommendation No. 21 (Para No. 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 Castes/Scheduled Tribes in NTC (WBAB&O) 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 per cent 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.

#### Reply of Government

The Parliamentary Committee's recommendation that 50 per cent of fresh vacancies should be filled by SC/ST candidates to wipe out the shortfalls has been brought to the notice of the subsidiary corporations in the reports of the teams deputed to the subsidiary corporations.

NTC (WBAB&O) Ltd., Calcutta has been asked to make necessary efforts in making good the shortfall in recruitment of SC/ST communities.

The subsidiary corporations have been advised not only to fill up 50 per cent of the vacancies to wipe out the shortfall but also to keep in view necessary relaxations for SC/ST candidates so that the candidates who are eligible for appointment with relaxed standards are not rejected on flimsy grounds.

The subsidiary corporations have further been advised that at the time of recruitment of "Casual Workers" and/or any other category also, the reservation orders in favour of SC/ST communities should be enforced at the time of induction itself.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### Recommendation No. 22 (Para No. 3.48)

The Committee desire that copies of advertisements should also be sent to the local Scheduled Castes/Scheduled Tribes 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 Castes/Scheduled Tribes candidates to fill the reserved vacancies.



### Reply of Government

The subsidiary corporations have been advised to send copies of advertisements to Commissioner of SC|ST, local SC|ST MPs|MLAs, all recognised SC|ST Welfare Associations besides All India Radio, TV and Members of the Parliamentary Committee on the Welfare of SCs and STs.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### Recommendation No. 23 (Para No. 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 Shcduled 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 invariably be verified from the certificates issued by the competent authority at the time of their appointment so that corrected 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 service should be terminated and disciplinary action taken against him.

### Reply of Government

The subsidiary corporations have already been advised to obtain caste certificates in the prescribed form from the employees who are claiming the facilities granted to SC|ST communities. The work relating to the verification of caste certificates is in progress in all subsidiary corporations and in one subsidiary corporation, the work has been completed.

[Ministry of Commerce & Supply (Department of Textiles)  
O.M. No. 22012/2/84-NTC dated 25-5-1985]

#### Recommendation No. 26 (Para No. 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 practices of obtaining caste certificates from the candidates has started only after the take over of sick mills by Government but some

people have been indentified as Scheduled Castes based on their surnames. The representatives of NTC (Holding Company) 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 benefit of reservations go only to the genuine Scheduled Caste|Scheduled Tribe employees.

#### Reply of Government

The subsidiary corporations have already been advised to obtain caste certificates in the prescribed form from the employees who are claiming the facilities granted to SC|ST communities. The work relating to the verification of caste certificates is in progress in all subsidiary corporations and in one subsidiary corporation, the work has been completed.

[Ministry of Commerce & Supply (Department of Textiles) O.M. No. 22012|2|84-NTC dated 25.5.1985]

#### Recommendation No. 27 (Para No. 2.84)

The Committee learnt during their on the spot study 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|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 (Deptt. 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.

### **Reply of Government**

The recommendation of the Committee has been communicated to NTC and its subsidiary corporations for appropriate action.

[Ministry of Commerce & Supply (Department of Textiles) O.M. No. 22012|2|84-NTC dated 25.5.1985]

### **Recommendation No. 28 (Para No. 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.

### **Reply of Government**

The subsidiary corporations have been advised to obtain caste certificates in the prescribed proforma from competent authorities and update the information.

[Ministry of Commerce & Supply (Department of Textiles) O.M. No. 22012|2|84-NTC dated 25.5.1985]

### **Recommendation No. 29 (Para No. 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 de-casualisation office, who have not introduced any system of providing reservation for SC|ST 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 SCs|STs are inducted as Badli labour in textile mills, it will not be possible to implement the reservation effectively at the time of regularising them as permanent employees.

### Reply of Government

The Ministry of Labour were requested and they have taken up this issue with the Government of Maharashtra.

NTC (SM) Ltd., Bombay, has already taken up the matter with the Secretary to Government of Maharashtra, Industries and Labour Department and Commissioner of Labour, Bombay. The two subsidiary corporations in Bombay are pursuing the matter with the State Government of Maharashtra.

[Ministry of Commerce & Supply (Department of Textiles) O.M. No. 22012|2|84-NTC dated 25.5.1985]

### Comments of the Committee

The Committee would like to be apprised of the final decision in the matter.

### Recommendation No. 31 (Para No. 3.98)

The Committee have been informed that in NTC (MM) 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 Group and not separately for A, B, C and D (Sweepers). Also there were few over writings due to lack of clear understanding of the instruction Groupwise rosters were reconstructed in 1982 from 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.

### Reply of Government

The NTC (Holding Company) has already advised all subsidiary corporations and authorities of the managed mills to maintain proper rosters separately for direct recruitment and promotion group wise and post wise in accordance with the rules. The subsidiary corporations have also been advised to review and check the rosters regularly atleast twice in a year and discrepancies should be rectified. The subsidiary corporations have also been further advised that the Liaison Officer SC|ST of the Headquarters of the subsidiary corporations should also prepare an inspection report for the inspections carried out by him in offices, mills, etc. and the same should be subject issued by the Government from time to time.

The subsidiary corporations have further been advised to impart necessary training to the officers and staff entrusted with this work with the assistance of the office of the Commissioner for SC/ST so that they would be conversant with the orders|instructions on the subject issued by the Government from time to time.

[Ministry of Commerce & Supply (Department of Textiles) O.M. No. 22012|2|84-NTC dated 25.5.1985]

### Recommendation No. 32 (Para No. 45)

The Committee note that in NTC (WBAB&O) Ltd., Calcutta, there is an inplant training scheme for giving training to the employees. Officers of National Textile Corporation Limited are also sent to NTC Staff College, Coimbatore and to foreign countries for training. The Committee recommend that preference should be given to SC/ST 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.

### Reply of Government

In NTC (WBAB&O) Ltd., Calcutta, an inplant training scheme is invogue and arrangements are being made for extending this facility even to 'D' category of employees.

In the reports of the teams deputed to the subsidiary corporations, the necessity to sponsor SC/ST candidates for training has been pointed out. Copies of the reports have been sent to the subsidiary corporations for compliance.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

### Recommendation No. 33 (Para No. 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 SCs/STs. 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 (WBAB&O) Ltd., Calcutta, during the years 1980, 1981 and 1982 only 3 belonged to SC/ST. The Committee need hardly stress that unless a large number of SCs/STs 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 SCs/STs should be engaged as apprentices and they should be given preference for absorption after they are declared successful.

### Reply of Government

The subsidiary corporations have been intimated the recommendations of the Committee and have been advised to take necessary action to implement the recommendation.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

### Recommendation No. 35 (Para No. 4.15)

The Committee also suggest that National Textile Corporations 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.

### Reply of Government

The recommendation of the Parliamentary Committee on the Welfare of SC/ST has been brought to the notice of the subsidiary corporations to explore the possibility of constructing more quarters for employees with the assistance of HUDCO and State Housing Boards.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

### Recommendation No. 36 (Para No. 4.21)

The Committee note that there is a Scheduled Caste/Scheduled Tribe Cell in the Subsidiary Head Office of NTC (WBAB&O) 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 (C) 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 Managing Director of the Subsidiary to ensure that complaints/representations received from Scheduled Castes/Scheduled Tribes employees are disposed of promptly and judiciously.

### Reply of Government

The NTC (WBAB&O) Ltd., Calcutta, has set up a Grievance Committee consisting of the following members:—

- (1) Director (Personnel & Administration),
- (2) Director (Finance),
- (3) Shri Saral Deb, Nominee Director;

- (4) Shri D. N. Nandy, General Manager (Sales);  
 (5) Shri K. N. Banerjee, Manager (Personnel) Convener.

In addition to above it is maintaining a file containing all the complaints and representations from the SC/ST employees, and also maintaining Grievance Register and instruction on the subject have been communicated to all the units for compliance. The subsidiary corporations have been advised to set up Grievance Cell/Committee besides maintaining separate grievance register. In the reports of the teams deputed to the subsidiary corporations, it has also been pointed out that an officer belonging to SC/ST communities may be associated with the Grievance Cell/Committee.

[Ministry of Commerce & Supply (Department of Textiles)  
 O. M. No. 22012/2/84-NTC dated 25-5-1985]

#### **Recommendation No. 37 (Para No. 4.32)**

The Committee note that NTC (WBAB&O) Ltd., has introduced a scholarship scheme w.e.f. 1-1-1983 under which four 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 State covered by the Subsidiary.

#### **Reply of Government**

NTC (WBAB&O) Ltd., Calcutta, is extending scholarship scheme to other states covered by the Subsidiary for compliance.

The NTC(MN) Ltd., Bombay and NTC(MP) Ltd., Indore, have also introduced scholarship scheme.

[Ministry of Commerce & Supply (Department of Textiles)  
 O. M. No. 22012/2/84-NTC dated 25-5-1985]

#### **Recommendation No. 38 (Para No. 4.32)**

In NTC (APKK&M) 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 per cent and 5 per cent respectively. The Committee recommend that NTC (APKK&M) Ltd., should ensure that the Scholarships awarded to the children of Scheduled Castes/Scheduled Tribes employees are in proportion to their population in the State concerned.

### Reply of Government

The Recommendation of the Parliamentary Committee has been noted. NTC (APKK&M) Ltd. has advised all its units that every year out of 5 Scholarships given to the employees Children, one each should be earmarked for SC/ST employees children.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

### Recommendation No. 39 (Para No. 4.33)

The Committee note that NTC (WBAB&O) Ltd. propose to set up more retail shops in rural areas and there is a proposal to supply cloth worth Rs. 3000/- to any SC/ST 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 SC/ST 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/-

### Reply of Government

NTC (WBAB&O) Ltd., Calcutta has since enhanced the limit of advance from Rs. 3000/- to Rs. 5000/- per person belonging to SC/ST communities to facilitate them to work as cloth dealers of the subsidiary corporation. As the scheme has been a non starter NTC (holding Company) has been asked to review the working of the scheme.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

**Comments of the Committee**

The Committee should be apprised of the result of review carried out by the NTC (Holding Company).

**Recommendation No. 40 (Para No. 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 Schedules Caste/Scheduled Tribes should be widely publicised so that maximum number of persons belonging to these communities can take advantage of them.

**Reply of Government**

We had communicated the recommendation of the Parliamentary Committee to all Subsidiary Corporations and respective authorities of the managed mills to take necessary action and give wide publicity for various Welfare Schemes already introduced for improving the socio-economic conditions of employees belonging to SC/ST Communities.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

## CHAPTER III

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

#### Recommendation No. 9 (Para No. 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 Group 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&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.

#### Reply of Government

In connection with the recruitment of Management trainees for subsidiary corporations under various discipline interviews have already been conducted at New Delhi, Bombay and Calcutta. Out of the interviews conducted in the three Zones, 56 candidates have been selected of whom 13 candidates belong to Scheduled Caste community, two belong to Scheduled Tribe community and 41 belong to other communities.

The interview for the Southern Zone is yet to be held at Bangalore and the Parliamentary Committee's recommendations will be kept in view while selecting candidates in the Southern Zone also.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

**Recommendation No. 20 (Para No. 3.46)**

The Committee were informed that during the period 1-1-1977 to 1-1-1983 only 15 personnel were recruited in Group 'D'. But on comparing the staff strength in Group D as on 1-1-1977 and 1-1-1983, it transpires that there is an increase of 99 employees in Group D. This leads the Committee to only one conclusion that in NTC (WBAB&O) Ltd., proper records are not being maintained and no ground has been prepared so far to implement the reservation policy.

**Reply of Government**

15 persons in 'D' category were recruited during the period from 1-1-1977 to 1-1-1983 and not 99. 59 were recruited in category 'C' during the period from 1-1-1977 to 1-1-1983 and they were not in 'D' group. Break up of 59 were as follows:—

Jr. Technical Asstt. . . . .	28
Supervisor (Labour Welfare) . . . .	9
S.O.C. Supervisor . . . . .	4
Welfare Officer . . . . .	1
Clerk . . . . .	17 (includes 2 from SC)
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	59
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It may also be stated that NTC (WBAB & O) Ltd. Calcutta, is maintaining proper records and the reservation policy is also implemented.

[Ministry of Commerce & Supply (Department of Textiles) O.M. No. 22012/2/84-NTC dated 25-5-1985].

**Recommendation No. 24 (Para No. 3.59)**

The Committee feel unhappy about the poor representation of SCs/STs 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 SCs/STs 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 SCs/STs in various categories of posts are wiped out in all subsidiaries of National Textile Corporation Limited in the shortest possible time.

### Reply of Government

For posts filled up by direct recruitment on All-India basis by means of open competitive tests, the percentage reserved for SC candidates is 15 and for ST candidates, it is 7½. For direct recruitment on All-India basis, otherwise than open competitive test, the percentage reserved for SC is 16-2/3 and for ST, the percentage is 7½. These reservations are under 40 point roster.

For groups C and D posts, the roster is 100 point. The percentage of reservation in the 100 point rosters, varies from State to State, both in respect of SC candidates and ST candidates. In the case of SC candidates, the percentage varies from 6 to 25 depending upon the location of the mill. Likewise in respect of ST candidates, the percentage varies from 5 to 23 depending upon the location of the mills.

The management of the mills had been taken over along with the persons working in the mills when the reservation policy was not applicable and, therefore, there was shortfall in all groups of posts and particularly in groups A and B posts. However, after nationalisation, improvements started taking place.

The employment position in respect of all the nine subsidiary corporations as on 31-3-1984 (the verification of caste certificates is in progress) is given below:-

	Total	SC	%age	S.T.	%age
Group - A	1393	17	1.22	6	0.43
Group - B	2193	38	1.73	8	0.37
Group - C	63550	8169	12.86	1585	2.49
Group - D	126261	28432	22.52	2405	1.91
Group -D(S)	807	716	80.72	2	0.25

From the above, it will be observed that the shortfall is mainly in Groups A and B posts and in groups C and D posts, the shortfall is not significant. The subsidiary corporations have been advised to implement the orders and to clear their respective backlog.

[Ministry of Commerce & Supply (Department of Textiles) O.M.  
No. 22012|2|84-NTC dated 25-5-1985].

### Recommendation No. 25 (Para No. 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 (as on 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.

#### Reply of Government

At the time of incorporation of the subsidiary corporations, the mills were not maintaining records of the total number of SC/ST employees and no documentary proof was available. However, after 1976, the mills appeared to have compiled the information on checking up with employees about their caste orally.

2. Due to the textile strike during 1982, 6 units located in Bombay under NTC (MN) Ltd., Bombay were closed. The NTC(MN) Ltd., Bombay therefore, furnished information about employment as on 1-1-1983 in respect of the 5 upcountry mills in which the total number of employees in Group-C was 3031, but due to typographical error,

it has been shown as 3061. This information was furnished to the Parliamentary Committee. The Parliamentary Committee on the Welfare of SC|ST adjourned the evidence to 30th and 31st January, 1984. During this evidence, the NTC(MN) Ltd., Bombay, furnished information for all the 11 mills under it. According to this information as on 1-1-1983, there were 22,149 employees under Group-C which is the correct figure.

3. The information furnished to the team of the Holding Company by NTC (MN) Ltd., Bombay, at the time of inspection during December, 1983 was 19,688 in Group-C which represented the position as on 30th September, 1983 and not as on 31st December, 1982 (as on 1-1-1983). Hence, the verification has revealed that the difference in figures is explained by the fact that 22,149 was the correct figures as on 1-1-1983 and this changed to 19,688 only because the date of reckoning was changed to 30-9-1983.

4. In so far as NTC(UP) Ltd., Kanpur, was concerned, one statement included the figures of 2 managed mills, besides nationalised mills. However, since the reservation orders were not applicable to managed mills, at that point of time (these orders have now been made applicable effective from 7-11-1984 in managed mills for new entrants), the figures in respect of NTC(UP) Ltd., Kanpur, as far as its 5 nationalised mills are concerned, were furnished. Lok Sabha Secretariat, vide their letter no 5|7|SCTC|83 dated 18-2-1984 desired correction of either grammatical errors or such other patent errors as incorrect figures etc. NTC(UP) Ltd., Kanpur, after rechecking requested correction of 2 figures in its letter dated 6-3-1984 addressed to the Legislative Committee Officer, Lok Sabha Secretariat, New Delhi. The figures have further been verified by the Subsidiary Corporation and confirmed to be as follows:—

Sl. No.	Category of Posts	Total No. of employees	No. of S.C.	No. of S.T.
1	Group—A	62	—	—
2	Group—B	101	1	—
3	Group—C	5891*	1264**	3
4	Group—D	7570	2660	230
5	Group—D(S)	115	82	—

\*Instead of 6891 it is 5891.

\*\*Instead of 1204, it is 1264.

5. The Holding Company has already advised all subsidiary corporations to verify the claims of employees by obtaining caste certificates in the prescribed proforma from the competent authorities so that the correct information would be available.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]

**Recommendation No. 34 (Para No. 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 (WBAB&O) Ltd. and NTC (APKK&M) Ltd. out of 2649 quarters in various mills of NTC (WBAB&O) only 129 have been allotted to Scheduled Caste and Scheduled Tribe Employees. Similarly out of 176 quarters only 15 have 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.

**Reply of Government**

At present NTC (WBAB&O) Ltd., has not taken up any new construction for housing due to financial stringency. In Orissa Cotton Mills the matter of housing construction for workers has been taken up with HUDCO.

In NTC (APKK&M) Ltd., Bangalore as on 7-2-1984 there were 1680 houses of which 227 were allotted to persons belonging to Scheduled Caste communities and 42 houses were allotted to persons belonging to Scheduled Tribe communities. It will be observed that in NTC (APKK&M) Ltd., Bangalore about 16 per cent of available residential accommodation has been allotted to persons belonging to SC|ST communities.

We have also advised the subsidiary corporations to keep in view that as and when the residential accommodation became vacant or new quarters are constructed at least 10 per cent of the new allotment are made to persons belonging to SC|ST communities.

[Ministry of Commerce & Supply (Department of Textiles)  
O. M. No. 22012/2/84-NTC dated 25-5-1985]



## CHAPTER IV

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

#### **Recommendation No. 3 (Para No. 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 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 service 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.

### **Reply of Government**

The existing arrangements for effective implementation of the orders regarding the recruitment of SCs|STs in the Ministry and Public Sector Undertakings was considered in detail at the level of Secretary (Textiles). In order to have more effective supervision of this important item of work, it was decided to have a Liaison Officer to look after the Liaison work with regard to SCs and STs in the public sector undertakings under the Department of Textile.

The area of responsibility has thus been distinctly identified so that the Liaison Officer is able to have effective control over the organisations with regard to implementation of the order relating to reservations for SCs and STs applicable to those organisations.

[Ministry of Commerce & Supply (Department of Textiles) O.M. No. 22012|2|84-NTC dated 25-5-1985]

### **Comments of the Committee**

Please see Chapter I, Para 1.4.

### **Recommendation No. 8 (Para No. 2.25)**

The Committee note that in the first statement relating to staff strength of NTC (Holding Company) 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 SC|ST employees should be asked to produce caste certificates Holding Company has furnished a revised statement indicating 74, 73, 176, 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 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.

### **Reply of Government**

While furnishing information relating to the employment position in respect of the nine subsidiary corporations information relating to the employment in the Holding Company was also inadvertently furnished again. On rechecking by NTC it was confirmed that information given in the first statement was correct and that an error had regrettably occurred in the second statement.

On instructions from the Ministry, the employment position as on 1-1-1983 in respect of the Holding Company has been rechecked with reference to the rosters and pay bills. It was found that the information contained in the first statement relating to the staff strength of Holding Company as on 1-1-1983, indicating the total number of employees in groups A, B, C, D and D (Sweepers) as 79, 74, 171, 61 and 4 respectively, was correct.

The officials, who compiled and verified the second statement have been suitably cautioned.

It is regretted that the error in tabulation was not corrected before submission to the Committee.

[Ministry of Commerce & Supply (Department of Textiles) O. M. No. 22012/2/84-NTC dated 25.5. 1985]

### **Comments of the Committee**

Please see Chapter I, Para 1.7.

### **Recommendation No. 12 (Para No. 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 (WBAB&O) Ltd., took another one year to enforce implementation of reservation orders. This delay of about three years has deprived many scheduled Caste/Schedule 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 these orders in their organisations from the date of issuance of the orders.

### **Reply of Government**

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 reservations and its regulations were studied and it was decided by the Management to implment the reservation orders in the services of NTC (WBAB&O) Ltd., Calcutta and its units from 1-1-1977. The directives on the subject will be implemented by NTC (WBAB&O) Ltd. Calcutta,

[Ministry of Commerce & Supply (Department of Textiles) O. M. No. 22012/2/84-NTC dated 25.5. 1985]

### **Comments of the Committee**

Please see Chapter I, Para 1.10.

### **Recommendation No. 30 (Para No. 3.91)**

The Committee regret to note that in NTC (WBAB&O) Ltd., during the year 1982, one post in Class-III and 33 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 Tribe have been lapsed after carrying forward for three years. Thus, the claim made by NTC (WBAB&O) Ltd., that they are not deserving 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 groups '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 Schedule Caste/Scheduled Tribe candidates have failed.

### **Reply of Government**

We have gone through the records and we do not find that any of the reserved posts in Groups 'A', 'B', 'C' and 'D' so long reserved for SC/ST have been dereserved or made to lapse. Under orders of the Govt., the reserved post may be dereserved with the approval of the Competent Authority but the Management in this subsidiary on principle decided not to de-reserve the post especially for the purpose of fulfilling the backlog in the various categories because in the event of de-reservation carry forward is not permitted after 3 years whereas we are carrying forward the reserved vacancies for SC/ST community from the time we have implemented it in this subsidiary till date, only to fulfill the backlog as and when candidates from SC/ST community are available. Therefore, our intention had not been to defy the Government orders on the contrary our intention is to fulfill the Government directives in filling up the vacancies from amongst the suitable SC/ST community. More so, till date, there has been no occasion to lapse the SC/ST posts.

In the reports of the team deputed by the holding company to the subsidiary corporations, it has specifically been pointed out that wherever the procedure for dereservation of reserved posts has not been followed, all the posts filled up so far should be kept in fact and necessary action should be taken to fill up these carried forward posts.

[Ministry of Commerce & Supply (Department of Textiles) O. M.  
No. 22012/2/84-NTC dated 25-5-1985]

### **Comments of the Committee**

Please see Chapter I, Para 1.13.

**CHAPTER V**  
**RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF**  
**WHICH FINAL REPLIES OF GOVERNMENT HAVE**  
**NOT BEEN RECEIVED**

**Recommendation No. 10 (Para No. 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 in spite 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 candidate 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 matter may be taken up with the Department of Personnel and Administrative Reforms for issue of general instructions in this regard.

**Reply of Government**

The recommendation of the Parliamentary Committee on the welfare of Scheduled Caste|Scheduled Tribe have been referred to the Department of Personnel & Administrative Reforms for necessary examination. Their comments in this regard are still awaited.

[Ministry of Commerce & Supply (Department of Textiles) O.M.  
No. 22012|2|84-NTC, dated 25-5-1985].

**Comments of the Committee**

The Committee would like to be apprised of the final decision in the matter.

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NEW DELHI;

*September 4, 1985*  
*Bhadra 13, 1907 (S)*

KRISHAN DATT SULTANPURI,

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

## APPENDIX

*Analysis of the action taken by Government on the recommendations contained in the Fifty-sixth Report (Seventh Lok Sabha) of the Committee*

(Vide Para 4 of Introduction)

I. Total number of recommendations . . . . .	40
II. Recommendations which have been accepted by Government ( <i>vide</i> R-recommendations Sl. Nos. 1, 2, 4, 5, 6, 7, 11, 13, 14, 15, 16, 17, 18, 19, 21, 22, 23, 26, 27, 28, 29, 31, 32, 33, 35, 36, 37, 38, 39, & 40) . . . . .	.
Numbers . . . . .	30
Percentage to the total . . . . .	75%
III. Recommendations which the Committee do not desire to pursue in view of Government's replies ( <i>vide</i> R-recommendations Sl. No. 9, 20, 24, 25 and 34). . . . .	.
Numbers . . . . .	5
Percentage to the total . . . . .	12.5%
IV. Recommendations in respect of which replies of Government have not been accepted and which requires reiteration ( <i>vide</i> Recommendations Sl. No. 3, 8, 12 and 30). . . . .	.
Numbers . . . . .	4
Percentage to the total . . . . .	10%
V. Recommendation in respect of which reply of Government has not been received ( <i>vide</i> Recommendation Sl. No. 10) . . . . .	.
Number . . . . .	1
Percentage to the total . . . . .	2.5%



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PUBLISHED UNDER RULE 382 OF THE RULES OF PROCEDURE AND CONDUCT  
OF BUSINESS IN LOK SABHA (SIXTH EDITION) AND PRINTED BY THE  
GENERAL MANAGER, GOVERNMENT OF INDIA PRESS,  
MINTO ROAD, NEW DELHI.