

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(1985-86)

(EIGHTH LOK SABHA)

SEVENTH REPORT

MINISTRY OF STEEL AND MINES

(DEPARTMENT OF STEEL)

[Action Taken by Government on the recommendations contained in the Fiftieth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Seventh Lok Sabha) on the Ministry of Steel, Mines & Coal (Department of Steel)—Reservations for and Employment of, Scheduled Castes and Scheduled Tribes in Rourkela Steel Plant.]

Presented to Lok Sabha on 19-12-1985

Laid in Rajya Sabha on 19-12-1985



सत्यमेव जयते

LOK SABHA SECRETARIAT

NEW DELHI

December, 1985/Agrahayana, 1907 (Saka)

Price : Rs. 2.20

CONTENTS

| | PAGE |
|--|-------|
| *COMPOSITION OF THE COMMITTEE | (iii) |
| INTRODUCTION | (v) |
| CHAPTER I Report | 1 |
| CHAPTER II* Recommendations/Observations which have been accepted by the Government | 6 |
| CHAPTER III* Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies | 14 |
| CHAPTER IV* Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration | 19 |
| CHAPTER V* Recommendations/Observations in respect of which final replies of Government have not been received | 24 |
| ANNEXURES | |
| *I. Instructions issued to ensure implementation of recommendation | 28 |
| *II & *IIA Circular issued to employees of RSP regarding existence of SC/ST Cell etc. and O.M. regarding recognition of associations based on Caste etc. | 30 |
| *III. Circular regarding issue of interview letters by Registrar Post | 34-36 |
| *IV. -do- | 36 |
| *V. Instructions issued to ensure implementation of Presidential Directive on reservation in Promotion | 38 |
| *VI. Instructions issued regarding training scheme for skill up-gradation of SC/ST employees | 39 |
| *VII & *VIII. Instructions regarding reservations of quarters for allotment to SC/ST employees | 40-46 |
| APPENDIX Analysis of the action taken by the Government on the recommendations contained in the Fiftieth Report (Seventh Lok Sabha) | 47 |

*Not included in cyclostyled form of the Report.

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES

(1965-66)

Shri Krishan Datt Sultanpuri—*Chairman*

MEMBERS

Lok Sabha

2. Shrimati Mamata Banerjee
3. Shri Banwari Lal
4. Shri Radhakanta Digal
5. Shri Prithvi Chand Kisku
6. Shri K. Kunjambu
7. Shri Wangpha Lowang
8. Shri M. Mahalingam
9. Shri Narsingh Makwana
10. Prof. Meijinlung Kamson
11. Shrimati Sumati Oraon
12. Shri Uttambhai H. Patel
13. Shri Puchalapalli Penchalaiah
14. Shri Amarsingh Rathawa
15. Shri Baju Ban Riyan
16. Shri Ananta Prasad Sethi
17. Shri Narsing Suryawanshi
18. Shri Bhausahab Thorat
19. Dr. V. Venkatesh
20. Shri Mukul Wasnik

Rajya Sabha

21. Shri Aladi Aruna *alias* V. Arunachalam
22. Shri Dharanidhar Basumatari
23. Chowdhary Ram Sewak

(iv)

24. Shri Shantimoy Ghosh
25. Prof. N. M. Kamble
26. Shri Ram Naresh Kushawaha
27. Shri Ramkrishna Mazumdar
28. Shri V. C. Kesava Rao
29. Shri Roshan Lal
30. Shri Scato Swu

SECRETARIAT

1. Shri M. K. Mathur—*Joint Secretary.*
2. Shri P. C. Chaudhry—*Chief Legislative Committee Officer.*
3. Shri Kuldip Sahai—*Senior Legislative Committee Officer.*

INTRODUCTION

1. 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 Seventh Report (Eighth Lok Sabha) on Action Taken by Government on the recommendations contained in the Fiftieth Report (Seventh Lok Sabha) on the Ministry of Steel, Mines & Coal (Department of Steel)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Rourkela Steel Plant.

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 29th November, 1985.

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

I. Report.

II. Recommendations/Observations which have been accepted by the 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 Fiftieth Report (Seventh Lok Sabha) of the Committee is given in Appendix. It would be observed therefrom that out of 28 recommendations made in the Report, 16 recommendations i.e. 57 per cent have been accepted by the Government; the Committee do not desire to pursue 4 recommendations i.e. 14.3

(vi)

per cent of their recommendations in view of Government's replies, 4 recommendations i.e. 14.1 per cent in respect of which replies of Government have not been accepted by the Committee and require reiteration and for 4 recommendations i.e. 14.1 per cent, final replies of Government have not been received.

2

NEW DELHI;
December 9, 1985.

KRISHAN DATT SULTANPURI
Chairman,
..Committee on the Welfare of Scheduled
Castes and Scheduled Tribes.

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Fiftieth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Steel, Mines and Coal (Department of Steel)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Rourkela Steel Plant.

1.2 In para 3.40 of their Report the Committee noted that during the years 1978 to 1982, in Rourkela Steel Plant, 10376 persons were promoted in Groups 'A', 'B' and 'C', out of which 850 were Scheduled Castes, and 2710 were Scheduled Tribes. The combined percentage of Scheduled Caste/Scheduled Tribe who were promoted worked out to 26.11 against the prescribed percentage of 22.5. However, if the data relating to each year was analysed separately, it transpired that there were hardly any promotions of Scheduled Caste/Scheduled Tribe persons in Group 'A'. In Group 'B' also the percentage of Scheduled Castes ranged from 0.6 to 7.03 and for Scheduled Tribes the percentage ranged between 6.06 to 9.3. In Group C, the percentage of Scheduled Castes promoted ranges from 6.87 to 12.01 and of Scheduled Tribes the percentages ranged from 16.53 to 20.85. Thus, it would be seen that the maximum promotions were taking place in Group 'C' only, which was the lowest cadre in RSP.

The Committee emphasised that there was urgent need to review the promotion policy with a view to increase the intake of Scheduled Castes and Scheduled Tribes in higher posts in Groups A and B.

In their reply dated 18-3-1985, the Ministry of Steel Mines & Coal (Department of Steel) had stated that:

- (a) The Promotion Policy in RSP has been evolved with an agreement with the recognised union and has been in operation for a long time. Any departure from the basic parameters would lead to industrial relations problems.
- (b) In the past, discussions with the trade unions have been held on a number of occasions, but no agreement has been

reached for making any further departure in the Promotion Policy to provide for any further relaxation to Scheduled Caste/Scheduled Tribe employees. It was with great difficulty that we were able to get the consensus of the trade unions to introduce reservation in promotions in the year 1976/1977. In accordance with the existing recruitment/promotion policy agreed to by the unions, induction through recruitment is confined at certain selected points of entry only. Induction at any other entry points has not been agreed to by the trade unions. Recruitments are always related to the job requirements and vacancy position. With the increase in the strength of Scheduled Caste/Scheduled Tribe employees in the lower grades, it is expected that in due course their representation would increase in higher grades proportionately.

(c) However, in order to help the Scheduled Caste/Scheduled Tribe employees to better equip themselves, special training programme/scheme for skill upgradation of Scheduled Caste/Scheduled Tribe employees has been adopted and circulated on 28-6-1984. It is expected that the members of Scheduled Caste/Scheduled Tribe community would immensely get benefit from the special training programmes, organised for them henceforth and would be in a better position to move up in their respective channel of promotion and occupy the posts reserved for them after having undergone the training. It is expected that the intake of Scheduled Caste/Scheduled Tribe in higher posts in Group 'B' as well as Group 'A' would improve over the years to come in RSP.

(d) The first training scheme under the above policy is expected to be organised by Rourkela sometime in September, 1985.

1.4 The Committee are not satisfied with the reply of Government. The Committee would like to reiterate their earlier recommendation that there is urgent need to review the promotion policy with a view to increase the intake of Scheduled Castes and Scheduled Tribes in Groups 'A' and 'B'. The Committee would also like to stress that the agreements made with the union should not go against the reservation policy of the Government of India.

1.5 In para 3.49 of the Report, the Committee had recommended that rosters should be open documents and Scheduled Caste/Sche-

duled Tribe employees and their Associations should have access to them.

1.6 In their reply dated 18-3-1985, the Ministry of Steel, Mines and Coal (Department of Steel) had stated that the management of RSP have issued a circular dated 15-10-84 for distribution among Scheduled Caste/Scheduled Tribe employees, acquainting them with the system of maintenance of roster registers as well as the offices in which these registers are located.

As regards Committee's recommendation that the Scheduled Caste/Scheduled Tribe Associations should have access to the reservation rosters, the Ministry have stated that it is the policy of the Government, communicated to Steel Authority of India Limited vide Ministry's letter No. 9-52/80 DUR dated 16-2-1981 that associations of employees based on caste, tribe or religion should not be given recognition. RSP have been following the above instructions of the Government.

1.7 The Committee are not satisfied with the reply of Government. The main thrust of the recommendation is that Rosters should be open documents. Scheduled Caste Scheduled Tribe employees or their Associations should have access to Rosters which determine the number of reserved posts. The Committee, therefore, reiterate their earlier recommendation.

1.8 In para 4.9 of their Report the Committee had recommended that the Administration of RSP should strike a balance and devise ways and means to increase the intake of Scheduled Castes/Scheduled Tribes in Group 'B' posts. Unless there was steady increase in the representation of Scheduled Castes/Scheduled Tribes in Group 'B', their chances for further promotion to executive posts in Group 'A' would not be bright.

1.9 In their reply dated 18-3-1985, the Ministry of Steel, Mines & Coal (Department of Steel) had stated that:

(a) Recruitment in Rourkela Steel Plant is confined to specific intake point and is vacancy oriented. Depending on the available vacancies, recruitment is made from time to time and due reservations are provided to the members of Scheduled Caste/Scheduled Tribe communities.

- (b) The bulk of the direct recruitment in RSP is restricted to Group 'C' posts. Group 'B' posts are normally filled in by promotion only in accordance with the existing line of promotion and promotion policy. Thus, it would not be possible to strike out a balance between the intake of Scheduled Castes/Scheduled Tribes in Group 'B' and Group 'C' posts.
- (c) The representation of Scheduled Castes/Scheduled Tribes in Group 'B' posts is expected to increase with the skill upgradation which may be forthcoming through the adoption of special training scheme for skill upgradation of Scheduled Caste/Scheduled Tribe employees, in future. This would simultaneously help the chances of Scheduled Caste/Scheduled Tribe employees in Group 'B' for further advancement to Group 'A' posts through promotion.

1.10 The Committee are not satisfied with the reply of Government. The Committee would like the Government and RSP to consider whether direct recruitment for category 'B' posts could be resorted to in order to improve the percentage of Scheduled Castes/Scheduled Tribes in Group 'B' posts.

1.11 In para 5.6 of their report, the Committee had noted that under the existing agreements with the Trade Unions, Rourkela Steel Plant was not giving any reservation in the allotment of houses to Scheduled Caste and Scheduled Tribe employees.

As there were standing instructions of the Ministry of Works and Housing that 10 per cent quarters should be allotted to Scheduled Caste/Scheduled Tribe employees, the Committee had felt that the agreement with the Trade Unions to the contrary were violating these instructions. As such, the Committee had recommended that the policy for allotment of quarters should be reviewed by Steel Authority of India Limited, and they should issue necessary instructions for allotment of more quarters in favour of Scheduled Caste/Scheduled Tribe employees.

1.12 In their reply dated 18-3-1985, the Ministry of Steel, Mines and Coal (Department of Steel) had stated that Government of India, Ministry of Works & Housing had taken a decision in 1973 to provide 10 per cent reservation for Scheduled Caste/Scheduled Tribe employees in Type-I and Type-II housing and 5 per cent reservation for Scheduled Caste/Scheduled Tribe in Type III and Type IV housing. Subsequently, the reservation in Type III and Type IV was increased to 10%.

The BPE *vide* their letter of 20-10-1978 had desired that public sector enterprises should consider whether it would be desirable to adopt similar reservations in housing in Company-built accommodation. As envisaged in the guidelines of BPE, the policy of allotment of quarters and providing reservations to Scheduled Caste/Scheduled Tribe employees has duly been reviewed by the Board of Directors of Steel Authority of India, Limited in their 95th meeting held on 24-5-83. It felt that besides resistance from the employees' unions, such reservations in house allotment in the prevailing context of chronic shortage might lead to protests from others. The Board also felt that such employees are, in fact, already getting some advantage in this as a result of accelerated promotion and any more preference could hamper integration in township life.

1.13 The Committee are not satisfied with the reply of Government. The Committee reiterate their earlier recommendation that the policy for allotment of quarters should be reviewed by Steel Authority of India, Limited and necessary instructions issued by them for allotment of more quarters in favour of Scheduled Castes/Scheduled Tribe employees in accordance with Government's directive for allotment of ten percent quarters to these communities.

1.14 The Committee desire that the final replies in respect of recommendations for which only interim replies have been given by Government should be furnished to the Committee expeditiously.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial No. 3, Para No. 2.5)

The Committee find that none of the two employees who are on deputation in RSP belongs to Scheduled Castes/Tribes community. Similarly, none of the two employees of RSP sent on deputation to other Departments, belongs to Scheduled Caste/Tribe community.

The Committee need hardly stress that while selecting persons for posts to be filled by deputation, every endeavour should be made to ensure that a fair proportion of such posts are filled by persons belonging to Scheduled Caste/Tribe community. Similarly when the RSP sends its employees on deputations to other Departments, a fair proportion of Scheduled Caste/Tribe employees should also be sent on deputation as far as possible.

Reply of Government

Instructions have already been issued by the Rourkela Steel Plant to concerned officials to ensure strict compliance of the recommendation of the Parliamentary Committee. A copy of their instruction dated 15-10-84 is enclosed as *Annexure-I*.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-1(12)/83(R) dated 18-3-85]

Recommendation (Serial No. 4, Para No. 2.12)

The Committee are of the view of that the existence of the Cell should be made known to the Scheduled Caste/Scheduled Tribe employees of the Rourkela Steel Plant by issuing a circular or in any other suitable way. The complaints of Scheduled Caste/Scheduled Tribe employees submitted in writing should be looked into by the Cell expeditiously and remedial measures should be adopted wherever necessary.

Reply of Government

A circular dated 15-10-1984 has been issued by Rourkela Steel Plant for distribution among SC/ST employees, publicising the

appointment of the Liaison Officer and his functions are as well as the existence of the SC/ST Cell, maintenance of roster register and method for dealing with queries/grievances of SC/ST employees. A copy of the circular is enclosed as *Annexure II*.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-1(12)/83(R) dated 18-3-85]

Recommendation (Serial No. 6, Para No. 3.25)

The suggestion made by the Committee that interview letters to candidates should be sent by registered post has been accepted by SAIL and they have issued suitable instructions to the steel plants in this regard. The Committee hope that these instructions would be strictly followed in future.

Reply of Government

The instructions for issuing interview letters to candidates by registered post have already been issued by SAIL on 14-11-1983 (copy enclosed as *Annexure-III*). In Rourkela, the recommendation has already been implemented. A copy of their implementation report dated 20-1-1984 is enclosed as *Annexure-IV*.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-1(12)/83(R) dated 18-3-85]

Recommendation (Serial No. 8, Para No. 3.27)

The Committee appreciate that their suggestion for giving one month's time to all candidates including Scheduled Castes/Scheduled Tribes both for appearing at the interview and for joining the assignment has been accepted by the Department of Steel and necessary instructions have been issued to the Chief Executives of all steel plants.

Reply of Government

Instructions in this regard have already been issued by SAIL on 14-11-1983 (copy enclosed as *Annexure-III*). A copy of Rourkela's implementation report is also enclosed as *Annexure-IV*.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-1(12)/83(R) dated 18-3-85]

Recommendation (Serial No. 9, Para No. 3.28)

The Committee suggest that in the Annual Report of Steel Authority of India Limited, figures of employment of Scheduled Castes and Scheduled Tribes in the steel plants should be included.

Reply of Government

The representation of SC/ST vis-a-vis total manpower has already been reflected in the Annual Reports of the Company.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 13, Para No. 3.42)

The Committee also recommend that Rourkela Steel Plant should ensure that the orders on reservation in promotion issued from time to time by the Ministry of Home Affairs (Department of Personnel and Administrative Reforms and Bureau of Public Enterprises) are followed in letter and spirit so that the vacancies reserved for Scheduled Castes and Scheduled Tribes are actually filled by them and the shortfalls in Groups A and B are obliterated at the earliest.

Reply of Government

The management of RSP have issued instruction to all Officers of the Personnel Department to ensure that the provisions of the Presidential Directives and other related instruction are faithfully implemented. A copy of their circular dated 15-10-1984 is enclosed as Annexure V.

It is expected that with the introduction of the special Training Scheme for skill upgradation of SC/ST employees, the existing shortfalls in Groups A and B would be met in future.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 14, Para No. 3.48)

The Committee note that for direct recruitment on all India basis in Group A, a 40 point roster is maintained centrally at the Corporate Office. This roster is checked by the Liaison Officer annually at the Headquarters.

The Committee further note that for recruitment on local/regional basis to non-executive posts in Rourkela Steel Plant separate rosters are being maintained for different categories of posts.

The Committee further note that for recruitment on local/regional basis to non-executive posts in Rourkela Steel Plant separate rosters are being maintained for different categories of Posts.

For promotions from non-executive to executive posts and in all cases of promotions in non-executive category, rosters are maintained departmentally, channel-wise and grade-wise. Whenever appointments/promotions are made to any category of posts, the entries in the roster register are signed by Officer-in-charge of recruitment/concerned executive of Personnel Department and countersigned by the Office-in-charge of SC/ST Cell. The roster registers are inspected by the Officer-in-charge of SC/ST Cell frequently during the year. The roster registers, both for recruitment and promotion, however, are inspected by the Liaison Officer annually. In view of the fact that the total staff strength of Rourkela Steel Plant as on 1-7-1983 is 39,209 the Committee feel that the roster registers should be checked by the Liaison Officer at least twice a year so that these documents remain free from any discrepancies.

Reply of Government

Rourkela Steel Plant have issued instructions to the Liaison Officer to ensure that the roster registers are checked at least twice in a year. A copy of their note dated 15-10-1984 is enclosed as *Annexure V*.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 16, Para No. 3.50)

During the examination of rosters, the Committee had noted that large number of posts in different grades have been clubbed together in Group C. The Committee feel that this clubbing together of different grades hampers the promotional avenues of Scheduled Caste/Scheduled Tribe employees. The Committee, therefore, recommend that Government orders relating to grouping of posts should be followed strictly and posts having different grades should not be clubbed together. The Committee desire that separate rosters should be maintained for each grade.

Reply of Government

There is no procedure in Rourkela for clubbing posts in different grades for the purpose of implementation of the Presidential Direc-

tives. However, Rourkela have been instructed to strictly follow the Government Directives/Orders relating to grouping of posts. The management of RSP have in turn issued instructions to all concerned officials to ensure strict compliance of the Presidential Directives on grouping of posts. A copy of their note dated 15-10-1984 is enclosed as Annexure I.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1 (12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 17, Para No. 3.59)

The Committee note that in Rourkela Steel Plant a Scheduled Caste candidate is also considered for appointment against a vacancy reserved for Scheduled Tribe and *vice-versa* if it is found that eligible candidate belonging to a particular community for which the vacancy is reserved is not available to fill up the reserved quota within a "reasonable period of time".

Reply of Government

The management of Rourkela Steel Plant has noted the observations of the Committee. Instructions have been issued to all concerned officials for strict compliance of the inter-change provisions. A copy of their note dated 15-10-1984 is enclosed as Annexure-I.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1 (12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 18, Para No. 3.60)

The Committee would like to point out that as per standing instructions, the exchange is permissible only for the reservation which have been carried forward to third and subsequent year of recruitment. The Committee recommend that these instructions should be followed strictly and earnest efforts should continue to be made to locate candidates of the respective communities to fill vacancies reserved for them.

Reply of Government

The management of Rourkela Steel Plant has implemented the recommendation of the Committee. Instructions have been issued to all the concerned officials by RSP for strict compliance. A copy of their note dated 15-10-1984 is enclosed as Annexure-I.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1 (12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 19, Para 3.61)

The Committee would also like to point out that in case of promotion by selection from Group C to Group B, within Group B and from Group B to lowest rung of Group A, carry forward of reservations is not permitted and vacancies can be exchanged between Scheduled Castes and Scheduled Tribes in the same recruitment year.

Reply of Government

The Management of RSP have implemented the recommendation of the Committee and the provisions of the Presidential Directives. A copy of their note dated 15-10-1984 is enclosed as *Annexure-1*.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 20, Para 3.62)

From the data given in Appendix-II the Committee are concerned to note that a large number of vacancies even in Group C have been de-reserved during the years 1980, 1981 and 1982.

The Committee would like Rourkela Steel Plant to desist from the practice of indiscriminate dereservation of posts reserved for Scheduled Castes and Scheduled Tribes. The Committee need hardly stress that earnest efforts should be made to appoint Scheduled Caste/Scheduled Tribe candidates for the posts reserved for them so that the necessity of dereservation of vacancies does not arise.

Reply of Government

Whenever vacancies reserved for Scheduled Castes/Scheduled Tribes are available, candidates belonging to these communities are recruited/promoted against them.

It is only in the eventuality when no suitable SC/ST candidate is available to occupy the position reserved for him, recourse to de-reservation is taken in extreme urgency when operating the post is essential in the interest of work.

Under the circumstances, the posts are dereserved and carried forward to the next three recruitment/promotion years. However, the management of RSP have issued instructions to all the concerned officials to ensure that recourse to dereservation is taken on a selective

basis in the interest of work. A copy of their note dated 15-10-1984 is enclosed as *Annexure-I*.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 23, Para 4.11)

The Committee recommend that while deputing officers for training courses for attending seminars, conferences, etc., preference should be given to officers belonging to Scheduled Castes and Scheduled Tribes.

Reply of Government

Rourkela Steel Plant management have issued instructions to all the concerned officials to ensure strict compliance of the recommendation of the Committee. A copy of their notes dated 15-10-1984 is enclosed as *Annexure-I*.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 24, Para 4.14)

The Committee note that during the years 1980 to 1982 127 employees of Rourkela Steel Plant were sent for training abroad out of which there was only one employee belonging to Scheduled Tribe. The Committee were informed during evidence that in Rourkela, a special plant was being put up which was not available in India and as such high class experts were deputed abroad for training.

The Committee are not happy with this explanation.

The Committee recommend that while selecting experts for sending them abroad for training, the claims of Scheduled Caste/Scheduled Tribe experts who are in the line should be given the consideration at the time of selection.

Reply of Government

Rourkela Steel Plant management have issued instructions to all the concerned officials to ensure strict compliance of the recommendation of the Committee. A copy of their notes dated 15-10-1984 are enclosed as *Annexures-I and VI*.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 25, Para 4.22)

The Committee note that in RSP, about 160 Apprentices are selected every year for training as prescribed in the Apprentices Act, 1961. After successful completion of training which lasts from 1—4 years, the trainees have to pass the examination and obtain a National Apprenticeship Certificate from National Council for Training in Vocational Trades.

The Committee recommend that as far as possible, sincere efforts should be made to absorb local Scheduled Caste/Scheduled Tribe trained youth who are found eligible to get employment.

Reply of Government

Rourkela Steel Plant management have issued instructions to all the concerned officials to ensure strict compliance of the recommendation of the Committee. A copy of their note dated 15-10-1984 is enclosed as *Annexure-VI*.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1 (12)/83-(R) dated 18-3-1985]

Recommendation (Serial No. 23, Para 5.11)

The Committee recommend that the Village Development Programme should be implemented in coordination with other Developmental Agencies to avoid duplication. The scheme undertaken by Rourkela Steel Plant should not be those which are already being implemented under the Tribal Sub-Plan.

Reply of Government

Rourkela Steel Plant management have issued instructions to all concerned officials to ensure strict compliance of the recommendation of the Committee.

[Ministry of Steel, Mines and Coal (Department of Steel)
O. M. No. DR-1 (12)/83-(R) dated 18-3-1985]

CHAPTER III

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

Recommendation (Serial No. 5, Para 3.23)

The Committee note that recruitment to the posts of management Trainee is made by SAIL on all-India basis by open competition. The Management Trainees (Technical) are required to undergo training for one and a half years to get training as per the requirement of the steel plants. This one and a half years' training is compulsory for all selected candidates.

The Committee further note that Scheduled Caste/Scheduled Tribe candidates who do not qualify in the written examination and interview for selection as Management Trainees (Technical) are appointed on a stipend of Rs. 750/- per month under pre-employment training scheme for a period of 6 months.

The Committee are not happy about the pre-employment Training Scheme for Scheduled Caste and Scheduled Tribe candidates. The Committee recommend that in the initial recruitment itself, Scheduled Caste/Scheduled Tribe candidates should be selected for the post of Management Trainees (Technical) with relaxed standards. In case any deficiency is found in their performance the period of training in their case may be two years instead of 1½ years.

Reply of Government

The recommendation to recruit SC/ST candidates with relaxed standards is already being implemented. It is only when SC/ST candidates do not come up to the required standard even after their evaluation with relaxed norms both in written test as well as interview, that all the SC/ST unsuccessful candidates are offered six months 'Pre-Employment Training for six months after which they are inducted as MT(T) for 1½ years' training. The acceptance of the recommendation to initially recruit this category of unsuccessful SC/ST candidates as Management Trainees and put them for two years' training instead of 1½ years training could not be reasonable

as these candidates are qualitatively inferior, hence 6 months' advance training is more meaningful to update their knowledge. If they are taken to get on and put in the normal training course along with others, it is not likely that they will be able to follow the course and may result in large number of failures in the examination. SAIL would, therefore, prefer to continue with existing system. Moreover, SAIL have made special selection of Management Trainees from SC/ST only and it has helped to bridge the gap in representation in Category-A.

[Ministry of Steel, Mines and Coal (Department of Steel
O. M. No. DR-1(12)/83(R) dated 18-3-1986]

Recommendation (Serial No. 12, Para 3.41)

The Committee recommend that, Rourkela Steel Plant should resort to special recruitment for Scheduled Castes and Scheduled Tribes with a view to improve their representation in Groups A and B posts and also by allowing promotion on relaxed standard.

Reply of Government

Special recruitment for SC|ST Management Trainees in Group A was undertaken by SAIL Corporation Office in the months of May|June, 1984.

In the category of Management Trainees (Tech.), the total shortfall for SAIL as a whole as on 1st January, 1984 comes to 261 SCs and 214 STs which includes specifically for Rourkela a shortfall of 36 SCs and 23 STs. Against the above requirement, offers have already been issued to 75 SC and 3 ST candidates in the Special Recruitment Drive. Out of these, 10 SC Management Trainees (Tech.) have been earmarked for Rourkela. Other than this category, there is hardly any occasion for having a Special Recruitment Drive for bulk posts in any category for RSP in Group A posts.

Posts in Group B are filled by promotion only, and there is no occasion to have posts falling within Group B filled through recruitment.

Posts reserved for SC|ST in Group B are filled by promoting eligible SC|ST candidates in accordance with the existing Promotion Policy in the respective channels of promotions. It is expected that with the Special Training Scheme for skill upgradation of SC|ST employees which has already been introduced in RSP, a higher

number of SC|ST employees would be coming up to occupy posts in Group B through promotions.

[Ministry of Steel, Mines & Coal (Department of Steel) O.M.
No. DR-1(12)|83-(R) Dated 18-3-85]

Recommendation (Serial No. 21, Para 4.8)

The Committee note the staff strength in RSP as on 1st January 1971 i.e. prior to the implementation of the reservation orders which came into force from 1st July, 1971. The statement indicates that even without the reservation, there were 43.51 per cent of Scheduled Castes and Scheduled Tribes in RSP in Class IV posts excluding sweepers.

The Committee further note the staff strength in the organisation as on 1st July, 1973 which indicates that the Executive Cadre (Group—A) the representation of Scheduled Castes and Scheduled Tribes is 2.61 per cent, in Group B it is 5.15 per cent, in Group C (excluding Sweepers) it is 30.02 per cent and in Group C (Sweepers) it is 100 per cent.

The Committee regret to point out that the representation of Scheduled Castes and Scheduled Tribes in Groups A and B is very poor and RSP should take special steps to improve the intake of Scheduled Caste|Scheduled Tribe candidates in Groups—A and B. This could be done only by providing further relaxation in the eligibility criteria for Scheduled Caste|Scheduled Tribe employees in promotion.

Reply of Government

Wherever possible, the SC|ST candidates are being recruited|promoted with the relaxed standards and eligibility criteria in accordance with the guidelines laid down by the Government. Relaxations beyond a certain level would totally dilute the levels and standards of professional skills required by the employees.

However, it is expected that with the adoption of the special training scheme for skill upgradation of SC/ST employees in the month of June 1984 by the Company, the management of RSP would be able to provide better opportunities to its SC|ST employees for equipping themselves with the level of skill required for higher posts.

It is expected that the representation of SC|ST in Groups A & B would thus be increased satisfactorily in future.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-I(2)|83-(R) Dated 18-3-1985]

Recommendation (Serial No. 27, Para 5.10)

The Committee are glad to note that Rourkela Steel Plant is implementing an integrated peripheral village development programme with a view to bring about the socio-economic development of the villages in peripheral areas which are predominantly populated by tribals.

In the first phase of development, emphasis is given to provide infrastructural facilities such as drinking water, school building, link roads, medical aid centres, recreational centres etc.

The Committee recommend that while providing school buildings in the villages, attention should also be paid for giving financial assistance to poor tribals. RSP should devise a scheme as a welfare measure, for giving scholarships to the children of poor Scheduled Castes and Scheduled Tribes living in peripheral villages so that more and more Scheduled Caste|Scheduled Tribe children are able to get education.

Reply of Government

Under the peripheral development scheme, the management of RSP is extending facilities by way of welfare measure with a view to bring about socio-economic development of the villages in the peripheral areas of the steel plant township. The parameters for extending financial as well as material support for programmes of peripheral development, as approved by the Board of Directors of the Company do not envisage awarding of financial assistance by way of scholarships to the children of SC|ST communities living in peripheral villages and studying in the schools set up in the periphery.

The management of RSP is following the Company Scheme for award of scholarships to children of SC|ST employees studying in company-run schools. In addition, the scheme also envisages award of scholarships to SC/ST children of employees studying in non-company-run schools.

Most of the schools in the periphery are run by the State Government/local bodies who provide necessary financial incentives by way of scholarships, to the children of the members of these communities. Even if a scheme of awarding scholarships to SC|ST children studying in the schools in the periphery is envisaged by the management of RSP, its administration by the plant authorities would not be feasible.

[Ministry of Steel, Mines & Coal (Department of Steel)
O M. No. DR-1(2)|83-(R) Dated 18-3-85]

CHAPTER IV

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

Recommendation(Serial No. 11, Para 3.40)

The Committee note that during the years 1978 to 1982, in Rourkela Steel Plant, 10376 persons were promoted in Group A, B and C, out of which 850 were Scheduled Castes, and 2710 were Scheduled Tribes. The combined percentage of Scheduled Caste|Scheduled Tribe who were promoted works out to 26.11 against the prescribed percentage of 22.5. However, if the data relating to each year is analysed separately, it transpires that there are hardly any promotions of Scheduled Caste|Scheduled Tribe persons in Group 'A'. In Group B also the percentage of Scheduled Castes ranges from 0.6 to 7.03 and for Scheduled Tribes the percentage ranges between 6.06 to 9.3. In Group C, the percentage of Scheduled Castes promoted ranges from 6.87 to 12.01 and of Scheduled Tribes the percentages ranges from 16.53 to 20.85. Thus, it will be seen that the maximum promotions are taking place in Group C only, which is the lowest cadre in RSP.

The Committee would like to emphasise that there is urgent need to review the promotion policy with a view to increase the intake of Scheduled Castes and Scheduled Tribes in higher posts in Groups A & B.

Reply of Government

(a) The Promotion Policy in RSP has been evolved with an agreement with the recognised union and has been in operation for a long time. Any departure from the basic parameters would lead to industrial relations problems.

(b) In the past, discussions with the trade unions have been held on a number of occasions, but no agreement has been reached for making any further departure in the Promotion Policy to provide

for any further relaxation to SC/ST employees. It was with great difficulty that we were able to get the consensus of the trade unions to introduce reservation in promotions in the year 1976-77. In accordance with the existing recruitment/promotion policy agreed to by the unions, induction through recruitment is confined at certain selected points of entry only. Induction at any other entry points has not been agreed to by the trade unions. Recruitments are always related to the job requirements and vacancy position. With the increase in the strength of SC/ST employees in the lower grades, it is expected that in due course their representation would increase in higher grades proportionately.

(c) However, in order to help the SC/ST employees to better equip themselves, special training programme/scheme for skill up-gradation of SC/ST employees has been adopted and circulated on 28-6-1984. It is expected that the members of SC/ST community would immensely get benefit from the special training programmes, organised for them henceforth and would be in a better position to move up their respective channel of promotion and occupy the posts reserved for them after having undergone the training. It is expected that the intake of SC/ST in higher posts in Group B as well as Group A would improve over the years to come in RSP.

(d) The first Training Scheme under the above policy is expected to be organised by Rourkela sometime in September, 1985.

*[Ministry of Steel, Mines & Coal (Department of Steel)
O. M. No. DR-1(12)/83-(R) Dated 18-3-1985]*

Comments of the Committee

Please see Chapter I, para No. 1.4

Recommendation (Serial No. 15, Para 3.49)

The Committee also recommend that rosters should be open documents and Scheduled Caste/Scheduled Tribe employees and their Associations should have access to them.

Reply of Government

The management of RSP have issued a circular dated 15-10-84 for distribution among SC/ST employees, acquainting them with the system of maintenance of roster registers as well as the offices in which these registers are located. A copy of their circular dated 15-10-84 is enclosed as *Annexure-II*.

The Committee have recommended that the SC|ST Associations should have access to the reservation rosters. It is a policy of the Government, communicated to SAIL, vide Ministry's letter No. 9-52/80 Dur dated 16-2-1981 (*Annexure-IIA*) that associations of employees based on caste, tribe or religion should not be given recognition. RSP have been following the above instructions of the Government.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-1(12)|83-(R) Dated 18-3-85]

Comments of the Committee

Please see Chapter I, Para 1.7

Recommendation (Serial No. 22, Para 4.22)

The data given in Appendix, III relating to recruitment made during the years 1971 to 1982 also shows that in Group-A out of 398 posts, only 16 have been filled by Scheduled Caste|Scheduled Tribe candidates which works out to 4 per cent only. In Groups B and C taken together, the total recruitment made was 11032 out of which 4946 vacancies were filled by Scheduled Castes and Scheduled Tribes which works out to 44.83 per cent which is more than the prescribed reservation.

If the recruitment to Group B is reckoned separately, it is revealed that during the period 1971 to 1982, against 78 posts filled in Group B, only 8 posts were filled by Scheduled Castes and Scheduled Tribes (Scheduled Caste-5 and Scheduled Tribes-3) taken together while their reserved quota was 35 (Scheduled Caste-12 and Scheduled Tribes-23) thus indicating a shortfall of 27 posts. The Committee, therefore, conclude that RSP is giving maximum representation to Scheduled Castes and Scheduled Tribes in Group C posts only.

The Committee, therefore, recommend that the Administration of RSP should strike a balance and devise ways and means to increase the intake of Scheduled Caste|Scheduled Tribes in Group B posts. Unless there is steady increase in the representation of Scheduled Castes|Scheduled Tribes in Group B, their chances for further promotion to executive posts in Group A would not be bright.

Reply of Government

(a) Recruitment in Rourkela Steel Plant is confined to specific intake point and is vacancy oriented. Depending on the available

vacancies, recruitment is made from time to time and due reservations are provided to the members of SC|ST communities.

(b) The bulk of the direct recruitment in RSP is restricted to Group C posts. Group B posts are normally filled in by promotion only in accordance with the existing line of promotion and promotion policy. Thus, it would not be possible to strike out a balance between the intake of SC|ST in Group B and Group C posts.

(c) The representation of SC|ST in Group B posts is expected to increase with the skill upgradation which may be forthcoming through the adoption of special training scheme for skill upgradation of SC|ST employees, in future. This would simultaneously help the chances of SC|ST employees in Group B for further advancement to Group A posts through promotion.

[Ministry of Steel, Mines and Coal Department of Steel
O.M. DR-1(12)|83(R) dated 18-3-85]

Comments of the Committee.

Please see Chapter I, para 1.10.

Recommendation (Serial No. 26, Para 5.6)

The Committee note that under the existing agreements with the Trade Unions, Rourkela Steel Plant is not giving any reservation in the allotment of houses to Scheduled Caste and Scheduled Tribe employees.

As there are standing instructions of the Ministry of Works and Housing that 10 per cent quarters should be allotted to Scheduled Caste|Scheduled Tribe employees, the Committee feel that the agreements with the Trade Unions to the contrary are violating these instructions. As such, the Committee recommend, that the policy for allotment of quarters should be reviewed by SAIL and they should issue necessary instructions for allotment of more quarters in favour of Scheduled Caste|Scheduled Tribe employees.

Reply of Government

Government of India, Ministry of Works & Housing had taken a decision in 1973 to provide 10 per cent reservation for SC|ST employees in Type-I and Type II housing and 5 per cent reservation for SC|ST in Type-III and Type IV housing. Subsequently, the reservation in Type III and Type IV was increased to 10 per cent. Copies of the Government orders are at Annexure VII.

The BPE vide their letter of 20-10-1978 had desired that public sector enterprises should consider whether it would be desirable to adopt similar reservations in housing in Company-built accommodation. Copy of this letter is enclosed at Annexure VIII. As envisaged in the guidelines of BPE, the policy of allotment of quarters and providing reservations to SC/ST employees has duly been reviewed by the Board of Directors of SAIL in their 95th meeting held on 24-5-83. It felt that besides resistance from the employees' unions, such reservations in house allotment in the prevailing context of chronic shortage might lead to protests from others. The Board also felt that such employees are, in fact, already getting some advantage in this as a result of accelerated promotion and any more preference could hamper integration in township life.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-I(12)83-(R) Dated 18-3-1985]

Comments of the Committee

Please See Chapter I, para 113

CHAPTER V

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

Recommendation (Serial No. 1, Para 1.9)

The Committee note that in the Department of Steel, there is a section consisting of one Section Officer and three Assistants for coordination and issue of Government directives reservations for and employment of Scheduled Castes and Scheduled Tribes in 17 public undertakings under the control of that Department.

The Committee were informed during evidence that the data relating to employment of Scheduled Castes and Scheduled Tribes in these public undertakings is compiled in this particular Cell. The Committee feel that the present staff strength of the Cell is grossly inadequate to do justice to the work relating to implementation of reservation orders in 17 public undertakings under the control of Department of Steel. The Committee recommend that the staff strength of the Cell should be increased with a view to exercising proper control on all personnel matters relating to Scheduled Castes and Scheduled Tribes.

Reply of Government

At present this work is being dealt with in the Coordination Section of the Department of Steel. However, the matters relating to employees of different Undertakings are being looked after in the concerned project Section. Matters relating to the Scheduled Castes and Scheduled Tribes employees of the Department proper are being looked after in the Establishment Section. The matter was examined earlier and a Cell which had been created for this purpose in 1972 was disbanded in 1974 because it was found that for a small department like this there was no justification for having a separate cell for this purpose. However, on the basis of recommendations received from the Committee it has been decided to entrust the matter to the IWSU to undertake a study to ascertain whether a

separate cell for this purpose should be created and, if so, what should be the staffing pattern of the Cell.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-I(12)83-(R) Dated 18-3-1985]

Comments of the Committee.

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

Recommendation (Serial No. 2, Para 1.10)

The Committee also note that one Deputy Secretary in the Department of Steel acts as Liaison Officer for keeping a watch over the interests of Scheduled Castes and Scheduled Tribes in service matters. In view of the fact that there are 17 public undertakings under the control of Department of Steel which have to be monitored by the Liaison Officer, the Committee suggest, that the Liaison Officer should to exclusively for this work so that he can devote sufficient time to the personnel matters relating to Scheduled Castes and Scheduled Tribes.

Reply of Government

It has been decided to entrust a study to the Internal Work Study Unit of the Department to ascertain the workload so as to consider the justification for creating the post of a whole-time Liaison Officer.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-I(12)83-(R) Dated 18-3-1985]

Comments of the Committee

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

Recommendation (Serial No. 7, Para 3.26)

The Committee are concerned to note that for the post of Junior Manager (Finance and Accounts) during the period 1980 to 1982 against the reserved quota of 67 posts for Scheduled Castes and 34 for Scheduled Tribes, only one Scheduled Caste candidate was appointed. The Committee were informed during evidence that the qualification required for the post was Chartered Accountant and suitable candidates were not available. However, Scheduled Caste/Scheduled Tribe candidates who had passed Cost and Works Accountant's examination were also selected even though it was a

lesser qualification. The Committee are informed that the pay scale of Junior Manager (F&A) is Rs. 800-1400.

The Committee would like to point out that Chartered Accountancy is not a regular course in the Government institutions and this eligibility criteria is blocking the extra of Scheduled Caste|Scheduled Tribe candidates for the post of Junior Manager (F&A). The Committee suggest that Scheduled Caste|Scheduled Tribe candidates having M.B.A. qualification should be considered for appointment to the post of Junior Manager (F&A).

Reply of Government

The recommendation of the Committee is under examination.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-I(12)|83-(R) Dated 18-3-1985]

Comments of the Committee

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

Recommendation (Serial No. 10, Para No. 3.33)

The Committee note that in direct recruitment, a number of concessions|relaxations are given to Scheduled Caste|Scheduled Tribe candidates and also in written tests conducted for recruitment of Management Trainees (Technical). In the written test, there is a relaxation of 10 per cent marks for Scheduled Caste|Scheduled Tribe candidates. However, the Committee note that in the interview the qualifying marks for general candidates are 35 per cent while for the Scheduled Caste and Scheduled Tribe candidates, it is 31.5 per cent i.e. there is a relaxation of 3.5 per cent marks only. The Committee feel that this relaxation in interview marks for Scheduled Castes|Scheduled Tribe candidates has been kept low and this can bar the entry of Scheduled Caste|Scheduled Tribe candidates against the reserved seats. The Committee recommend that the Scheduled Caste|Scheduled Tribe candidates who secure 30 per cent marks in interview should be selected if they are otherwise eligible on the basis of written test.

Reply of Government

This is under consideration.

[Ministry of Steel, Mines & Coal (Department of Steel)
O.M. No. DR-I(12)|83-(R) Dated 18-3-1985]

Comments of the Committee

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

NEW DELHI;
December 9, 1985.

KRISHAN DATT SULTANPURI
Chairman
Committee on the Welfare of Scheduled
Castes & Scheduled Tribes.

ANNEXURE I

(Vide Govt.'s reply to recommendation Sl. Nos. 3, 16, 17, 18, 19, 20, 23, 24)

The Parliamentary Committee on the welfare of SCs & STs (1983-84) have submitted its report to Parliament on reservation for, and employment of SCs & STs in RSP. Action taken|to be taken on the recommendation|conclusion made by the Committee has been indicated against each item. The recommendation|conclusion on item 28 relating to Periphery and village development programme is enclosed herewith.

DGM may kindly arrange to ensure implementation of the recommendation|conclusion of the Committee and get a compliance report.

Sd/-

(P. K. DAS)
Addl. CPM I/C.
15-10-84

DGM

ANNEXURE II

The Parliamentary Committee on the welfare of SCs & STs (1983-84) have submitted its report to Parliament on reservation for and employment of SCs and STs in RSP. Action taken|to be taken on the recommendation|conclusion made by the Committee has been indicated against each item. The summary of recommendation| conclusion on items 3, 6, 8, 16, 17, 18, 19, 20; 23 & 24 relating to recruitment, deputation to|from other organisation, nominating SC|ST employees to training courses, seminars & conference and foreign training are enclosed herewith.

Manager (OD & R) may ensure implementation of the recommendation|conclusion of the Committee and give a compliance report.

(P. K. DAS)
Addl. CPM I/c.
15-10-84

Manager (PL-OD & R)

Copy to:

1. Sri N .N. Purohit,
Manager (PL-ISF) &
Liaison Officer for SCs/STs.
2. Sri P. Sorong,
DM(PL-SC|ST Cell)
3. DCPM (P)
4. DCPM (IR & M)
5. DCPM (NP)

To please ensure that these recommendations are implemented and obtain compliance report.

To please ensure implementation of the recommendation relating to item 23 (copy enclosed) and give compliance report.

Sd/-
Addl. CPM I/c

ANNEXURE II & IIA

(Vide Govt. reply to Recommendation Sl. Nos. 4, 15)

STEEL AUTHORITY OF INDIA LIMITED ROURKELA STEEL PLANT ROURKELA

Ref. No. PL|SC-ST|2

Dated: October 15, 1984

CIRCULAR

Subject:—Representation of Scheduled Castes and Scheduled Tribes in services in Rourkela Steel Plant

The Presidential Directives pertaining to reservation for Scheduled Castes/Tribes in services have been circulated to all concerned and implemented in this organisation in the matter of recruitment as well as promotion w.e.f. 1-7-1971 and 1-1-1977 respectively.

With a view to facilitate the implementation of the directives, the following points are brought to the notice of our employees:—

1. LIAISON OFFICER:

As per the Government instruction, Liaison Officer is nominated to carry out duties specified under the Directives, such as, ensuring implementation of the Govt. reservation orders, ensuring maintenance and inspection of roster registers and co-ordinating all activities relating to SCs|STs, etc. Shri N. N. Purohit, Manager (PL-ISF) having office at the Plant Personnel Department has been nominated as the Liaison Officer.

2. SC/ST CELL:

In order to assist the Liaison Officer in discharge of his duties, a 'SC/ST Cell' has been functioning from 25-3-1974. Sri P. Soreng, Dy. Manager (Personnel), belonging to Scheduled Tribe community, is in charge of the "Cell" having office in the Plant Personnel Department.

3. ROSTER REGISTER:

Roster Registers for recruitment to executive and non-executive posts and promotion to executive posts are maintained in the office

of Manager (PL-0.&R) having office in the Administration Building. Roster Registers for promotion within non-executive posts are maintained by the Junior Managers/Asstt. Managers of Personnel Deptt. attached to different Departments.

4. GRIEVANCES OF SC|ST EMPLOYEES:

In addition to the normal grievance machinery laid down by the Company open to all employees including SC|ST, the employees belonging to SC|ST communities also bring their grievance to the notice of SC|ST Cell which, with the help of Liaison Officer, takes up the matter independently with the appropriate authorities for expeditious disposal.

5. QUERIES BY SC/ST EMPLOYEES:

All SC|ST employees are advised to approach the 'SC|ST Cell' and Liaison Officer for any complaint and for understanding or seeking clarifications regarding their promotion, etc. The Liaison Officer, SC|ST Cell, will look into such matters and explain to them the provisions relating to maintenance of rosters and other Government directives on SC|ST.

All Heads of Departments|Offices are requested to give this Circular wide publicity amongst their SC|ST employees.

Sd/-

P. K. DAS

Addl. Chief Personnel Manager In-charge

Distribution:—

1. All Heads of Deptts.|Offices.
2. All Officers of Personnel Deptt.
3. Manager, Public Relations, with a request to give wide publicity through our House Magazines, sahayog & Rourkela News in English, Oriya and Hindi.
4. All Notice Boards.

ANNEXURE IIA

COPY

FMS

(Vide Govt. reply to Recommendation Sl No. 15)

COPY

No. 8568|BPE|GM-I|80

GOVERNMENT OF INDIA

MINISTRY OF FINANCE

Bureau of Public Enterprises

Mayur Bhawan, Cannought Circus,

New Delhi, the 4th|5th Feb. 1981.

OFFICE MEMORANDUM

Subject:—Representation from the All India Federation of Scheduled Castes|Tribes, Backwards and Minorities Employees' Welfare Associations (Regd.) regarding denial or representation to the Association by the management of Durgapur Steel Plant and Alloy Steel Plants.

The undersigned is directed to refer to the Ministry of Steel and Mines (Department of Steel) O.M. No. 9-52/80-DUR, dated the 4th December, 1980 and subsequent reminders dated the 1st January, 1981 and 17th January, 1981 on the subject mentioned above and to say that it is the policy of the Govt. that no service association of Government servants, which is formed on the basis of caste, tribe or religion, should be accorded recognition by the Government for any purpose. Since the Steel Authority of India Ltd. is a Government of India Undertaking, the policy followed by Government in according recognition to the service association is also applicable to the SAIL. The Department of Steel may please bring this to the notice of the concerned public Sector Enterprises.

Sd/-

(S. S. SAMADDAR)

Under Secretary to the Govt. of India.

Ministry of Steel & Mines,
Deptt. of Steel,
Shri R. S. Tolia, US.

No. 9-52/80-DUR
 GOVERNMENT OF INDIA
 MINISTRY OF STEEL AND MINES

(Department of Steel)

New Delhi, Dated 16 February, 1981.

To

Chairman,
 Steel Authority of India Limited,
 New Delhi.

Attention:—Śhri N. P. Dhusila,
 Additional Director (P) Incharge.

SUB:—*Representation from the All India Federation of Scheduled Castes/tribes, Backward and Minorities Employees Association regarding denial of representation to the Association by the Management of Durgapur Steel Plant and Alloy Steel Plants.*

Sir,

I am directed to refer to your letter No. Per|EC|7974(37-36) dated 10th November, 1980, and to forward herewith, for information|necessary action a copy of Ministry of Finance O.M. No. 8568|BPE|GM-I|80 dated 4th February 1981.

Yours faithfully,

Sd/-

(R. S. TOLIA)

Deputy Secretary to the Govt. of India.

ANNEXURE III

(Vide Govt. reply to Recommendation Sl. Nos. 6, 8)

M.R.R. NAIR STEEL AUTHORITY OF INDIA LIMITED
DIRECTOR (PERSONNEL) ISPAT BHAWAN LODI ROAD,
NEW DELHI-110003.

D.O. No. PER/IR/7974(144)

November 14, 1983.

My dear

The Parliamentary Committee on Welfare of Scheduled Castes and Scheduled Tribes, while recording evidence in respect of Rourkela Steel Plant was of the view that the interview letters issued to the candidates be sent by registered post.

2. It was also pointed out by the Committee that the Government have already accepted, in the year 1974, that at least one month's time be given to all candidates, including SC/ST, both for appearing at the interview as well as for joining the assignment.

3. It was also suggested by the Committee that 40 copies of the advertisements for recruitment may be sent to the Parliamentary Committee on Welfare for SC/ST.

4. All the three issues, as above, have duly been accepted by the Secretary (Steel) and Chairman for compliance.

5. I shall be grateful if you could issue suitable necessary instructions to all concerned for strict compliance regarding despatch of interview letters by registered post, giving one month's time to all the candidates, including SC/ST, for appearing at the interview as well as joining the post, and despatch of 40 copies of advertisements for recruitment to the Parliamentary Committee on Welfare of SC/ST.

With kind regards,

Yours sincerely,

Sd/-

(MRR NAIR)

MDs: BSP, DSP, RSP, BSL, IISCO.

EDs: ASP, SSP

GMs: R&D, CCSO, IISCO Station, Chief Controller of Coal Supplies, CCSO Principal, MTI. Director (Commercial), SAIL, AD (P), SAIL.

CC: Shri Tirlochan Singh,
Joint Secretary,
Ministry of Steel and Mines,
Udyog Bhawan, New Delhi.

} with reference to his D. O.
letter No. DR-1(12)/83(R)
dated 2-11-1983.

Sd/-
(MRR NAIR)

ANNEXURE IV

(Vide Govt. reply to Recommendation Sl. Nos. 6, 8)

A D. O. letter received from Director (Personnel). SAIL, regarding implementation of certain recommendations made during the course of recording of evidence by the Parliamentary Committee on Welfare of SC/ST on 7-11-1983 at New Delhi, is placed in the file. It was decided that the following recommendations will be implemented forthwith:

1. The interview letters issued to the candidates called for interview/appointment will be sent by registered post.
2. One Month's time will be given to all the candidates including SC/ST, both for appearing at the interview as well as for joining the assignment.
3. 40 copies of the advertisement for recruitment will be sent to the Parliamentary Committee on Welfare of SC/ST.

Since these recommendations have duly been accepted by the Secretary (Steel) and Chairman, SAIL, for compliance, we may implement the same.

Sd/-

(M. G. GUPTA)

Dy. CPM (Plant)

Seal

Office of

Addl. CPM (Works)

SAIL (RSP)

Addl. CPM (Works)

(in cover)

The above recommendations should be strictly followed.

Sd/-

xx

1-12-1983

Manager R. ODR

Sd/-

xx

5-12-1983

AM(P)

Sd/-

xx

6/12

Noted. The above recommendations have been implemented.

Sd/-

xx

20-1-1984

Mgr. (Pl. OD&R)

Sd/-

xx

ANNEXURE V

(Vide Govt. reply to Recommendations Sl. Nos. 13, 14)

STEEL AUTHORITY OF INDIA LIMITED

ROURKELA STEEL PLANT

ROURKELA

PL/SC-ST/2

Dated 15th October 1984

CIRCULAR

Reservation for Scheduled Castes and Scheduled Tribes in services under Rourkela Steel Plant.

The Directives on Reservation for Scheduled Castes and Scheduled Tribes in appointments in Public Enterprises have been implemented by Rourkela Steel Plant in the matter of recruitment with effect from 1-7-1971 and in promotion from 1-1-1977. Copies of the Government Directives have already been circulated to all Executives of Personnel Department and various instructions/amendments received on the same from time to time have also been brought to their notice for implementation.

All Officers of Personnel Department are hereby advised again to strictly implement all provisions of the Directives and other related instructions issued from time to time on this subject in letter and spirit.

Sd/-

(P. K. DASS)

Addl. Chief Personnel Manager Incharge

Distribution

1. All Officers of Personnel Dept.
2. Shri N. N. Purohit, Manager (PI—ISF) & Liaison Officer for SCs/STs.
3. Shri P. Soreng, Dy. Manager (PI—SC/ST Cell)

ANNEXURE VI

(Vide Govt. reply to recommendations Sl. Nos. 24, 25)

The Parliamentary Committee on the Welfare of SCs & STs (1983-84) have submitted its report to Parliament on reservation for, and employment of SCs and STs in RSP. Action taken/to be taken on the recommendation/conclusion made by the Committee has been indicated against each item. The recommendation/conclusion on items 11, 12, 13, 21, 22, 23, 24 and 25 relating to special training scheme for skill upgradation of SC/ST employees, nominating SC/ST employees to training courses, seminar and conferences and foreign training are enclosed herewith.

The Supdt., Training may please ensure implementation of the recommendation/conclusion of the Committee and give a compliance report.

Sd/-
(P. K. DASS)
Addl. CPM I/C
15-10-1984

Supdt. Training

Copy to:

1. Sri N. N. Purohit,
Manager (P) ISF & I.O
SC & ST Cell.
2. Sri P. Sureng,
DM (P)
SC & ST Cell.

To please ensure that these recommendations are implemented and obtain compliance report.

Sd/-
(P. K. DASS)
Addl. CPM I/C
15-10-1984

ANNEXURE VII

Government directives on allotment of houses to SCs/STs employees

Allotment of general pool accommodation on ad hoc basis to the Scheduled Caste/Scheduled Tribe employees entitled to types I & II and working in eligible offices in Delhi/New Delhi.

The question of allotment of general pool accommodation to Scheduled Caste/Scheduled Tribe employees working in eligible office in Delhi/New Delhi has been recently considered. From the statistical data available, it has been observed that the percentage of satisfaction in the case of Scheduled Caste/Schedule Tribe employees entitled to types III and above is satisfactory in comparison with the overall percentage of satisfaction in the general pool at New Delhi/Delhi. However, the needs of employees entitled to types I and II are catered for in a comparatively lower degree. In consideration and the need for giving some special relief to such employees, the President has, in exercise of the powers conferred on him under SR-317-B-25, decided that 5 per cent of the vacancies should be made available for allotment to Scheduled Caste/Scheduled Tribe employees entitled to these types who specially apply for this benefit. The allotment of this accommodation shall be made according to an applicant's turn in the separate waiting list to be maintained for this purpose. Scheduled Caste/Scheduled Tribe employees, who are senior enough and are covered on the general waiting list in their turn, will be given allotments out of the general pool* quota herin created will not be considered for out-of-turn allotments in these types.

2. This issues with the concurrence of the Ministry of Finance vide their U.O. No. 7954-WE/69, dated the 28th October, 1960.

[M.W.H. No. 12035(5)|169-Pol (II) dated the 6th November, 1969]

Allotment of general pool accommodation on ad hoc basis to the Scheduled Castes/Scheduled Tribe employees entitled to type I and II and working in eligible offices in Delhi/New Delhi.

The undersigned is directed to refer to the erstwhile Ministry of Health and Family Planning and Works, Housing and Urban Development, Department of Works, Housing and Urban Develop-

*Such employees as were given allotments out of the quota.

ment's O. M. No. 12035 (5)/69-Pol (II), dated the 6th November, 1969 and subsequent orders issued on the subject and to say that the needs of the Scheduled Caste/Scheduled Tribe employees entitled to types I and II are still catered for in lower degree even with 5 per cent reservation made in these types for such employees. It has, therefore, been decided that, till further orders, the reservation should be increased from 5 per cent to 10 per cent in types I and II for allotment to the Scheduled Caste/Scheduled Tribe employees entitled to these types.

2. It has also been decided that the vacancies becoming available in the 10 per cent quota for the Scheduled Caste/Scheduled Tribe employees, referred to above, should be allotted in the ratio of 2:1 to the Scheduled Caste and the Scheduled Tribe employees respectively in these two types.

3. This issues with the concurrence of the Ministry of Finance (W & E), vide their U. O. No. 6515-W & E/73, dated the 31st August, 1973.

[M.H.W. No. 12035 (3)73-Pol (II) dated the 24th September, 1973]

B. P. E's Guidelines

Reservation in Allotment of Accommodation to Scheduled Castes and Scheduled Tribes Employees.

The undersigned is directed to state that the Committee on the Welfare of Scheduled Castes and Scheduled Tribes in its 15th report on the facilities/concessions provided to Scheduled Castes/Scheduled Tribes by the Life Insurance Corporation has recommended as follows:

"The Committee would like that the Life Insurance Corporation of India should provide for some percentage of reservation in allotment of accommodation to its Scheduled Caste and Scheduled Tribe employees, particularly in the lower categories, as is being done by the Government of India."

This question is of relevance to other Public Enterprises also. In this connection, reference of the Ministry of Industrial Development etc., is invited to Ministry of Works and Housing O.M. No. 12035 (5)/69-Pol (II) dated 24th September, 1973 (see above).

It is understood that *ad hoc* reservation in the general pool accommodation for Scheduled Caste/Scheduled Tribe employees

entitled to type I and II quarters has been made in Delhi and New Delhi. Reservation was 5 per cent since November, 1969 and this has been raised to 10 per cent w.e.f. 24-9-1973. The question whether similar reservation should be made for accommodation in type III and above is now being considered by the Ministry of Works and Housing. Accordingly, in the view of this it would be appropriate for the Boards of Directors of Public Enterprises to take note of these steps which Government have taken and to consider whether it would not be desirable to adopt similar measures for reserving a percentage of accommodation for the Scheduled Castes and Scheduled Tribes employees in their townships. The undersigned is therefore directed to request the Ministry of Industrial Development etc. to advise those Public Enterprises under their administrative jurisdiction who maintain their own townships to have this matter considered by their Boards of Directors. Such enterprises may also kindly be requested to intimate the Ministry and the Bureau of Public Enterprises the decision taken by their Boards.

A copy of the communication issued to be Public Sector Enterprises in this regard may kindly be endorsed to the Bureau of Public Enterprises for information.

[BPN No. 6(7)/73-BPE(IC) dated the 10th April, 1974]

COPY

No. 12035(20)/74-Pol. II

GOVERNMENT OF INDIA

BHARAT SARKAR

MINISTRY OF WORKS & HOUSING

NIRMAN AUR AWAS MANTRALAYA

Directorate of Estates

Sampada Nideshalaya

New Delhi, the 18th September, 1975|27th Bhadra, 1897

OFFICE MEMORANDUM

SUBJECT:—*Allotment of general pool accommodation on ad hoc basis to Scheduled Caste/Scheduled Tribe employees entitled to Types I to IV and working in eligible offices in Delhi and New Delhi.*

The undersigned is directed to refer to this Ministry's O.M. No.

12035(3)/73-Pol. II, dated the 24th September, 1973 and to say that the question of reserving certain percentage of vacancies in Types III and IV for allotment of Scheduled Caste and Scheduled Tribe employees entitled to those types has been decided that, till further orders, 5 per cent clear vacancies in Types III & IV should be reserved for allotment to Scheduled Caste and Scheduled Tribe employees entitled to these types. The present reservation of 10 per cent in Types I & II will continue.

2. It has also been decided that the clear vacancies becoming available in the reserved quota referred to above, should be allotted in the ratio of 2:1 between Scheduled Caste and Scheduled Tribe employees respectively. In case, however, there is no Scheduled Tribe employee, the quota reserved for them may be allotted to Scheduled Caste employees. For this purpose separate waiting lists should be prepared for Scheduled Caste and Scheduled Tribe employees.

3. The Ministry of Home Affairs, etc. are requested to forward applications, in the enclosed form, of eligible offices under their control including their Attached and subordinate offices latest by 19-11-1975 to the Waiting List Section, Directorate of Estates, New Delhi.

4. This issue with the concurrence of the Ministry of Finance (W&E) vide their U. O. No. 6642-W&E/75, dated 15-9-1985.

Sd/-

(H. R. GOEL)

Deputy Director of Estates

To

All Ministries/Departments of the Govt. of India.

ANNEXURE VIII

COPY

No. 6(29)/83-SAIL

GOVERNMENT OF INDIA

MINISTRY OF STEEL & MINES

DEPARTMENT OF STEEL

New Delhi-110001

28th April, 1983

To

The Chairman,
SAIL,
New Delhi.

(Atten. Shri B. N. Jha, Dy. Director (IR))

Subject:—*General pool residential accommodation—allotment thereof to SC & ST employees working in Central/State Governments/Public Sector Enterprises.*

Sir,

I am directed to refer to your letter No. PER/IR/7985(32) dated March 8, 1983 on the above subject and to draw your attention to BPE's O.M. No. 6/29|BPE|82-SC|ST Cell dated 21st March, 1983, a copy of which has been endorsed to all Public Undertakings. It is requested that the matter may be placed before the SAIL Board as per BPE instructions No. 6(1)/78-BPE(GM-I) dated 20th December '78 and decision on reservation taken.

Yours faithfully,

Sd/-

(A. N. KHALE)

Under Secretary to the Govt of India.

COPY

No. 6(1)/78-BPE (GN-I)
GOVERNMENT OF INDIA
MINISTRY OF FINANCE
BUREAU OF PUBLIC ENTERPRISES

Mayur Bhawan, Connaught Circus,
New Delhi, dated the 20th Dec. 78.

Subject:—Reservation in Allotment of Accommodation to Scheduled Caste and Scheduled Tribe Employees.

The undersigned is directed to refer to BPE's O.M. No. F.6(7)/73-BPE(IC) dated the 10th April, 1974 on the Subject mentioned above in which it was stated that reservation in the general pool accommodation for Scheduled Caste/Scheduled Tribe employees entitled to Type I & II quarters was raised from 5 per cent to 10 per cent w.e.f. 24-9-1973 and the question whether similar reservation should also be made for accommodation in Type-III and above was being considered by the Ministry of Works and Housing. Accordingly, in view of this it would be appropriate for the Boards of Directors of Public Enterprises to take note of these steps which Government have taken and to consider whether it would not be desirable to adopt similar measures for reserving a percentage of accommodation for the Scheduled Castes and Scheduled Tribe officers in their townships.

The Bureau of Public Enterprises, for some time past, have been receiving queries from many Public Sector Undertakings whether the question for reservation in the allotment of accommodation in Type-III and above has since been taken by the Ministry of Works and Housing and whether similar provision for reservation is also applicable to the undertakings maintaining their townships. With reference to these queries, it is now clarified that it has since been decided by the Ministry of Works and Housing that, till further orders, 5 per cent clear vacancies in Types III & IV should be reserved for allotment to Scheduled Caste and Scheduled Tribe employees entitled to these types. The present reservation of 10 per cent in Types I & II will also continue *vide* Ministry of Works and Housing O.M. No. 12035 (30)/74-POL. II, dated the 18th September, 1975 (copy enclosed for ready reference). As envisaged in the BPE's O. M. dated the 10th April, 1974, the Boards of Directors of Public Enterprises are also to consider whether it would not be desirable to adopt similar measures for reserving a percentage of accommodation in Types III & IV also

for Scheduled Caste and Scheduled Tribe employees in their townships, keeping in view the spirit of the instructions contained in the BPE's O.M. dated the 10th April, 1974.

Ministry of Industrial Development etc. are requested to bring it to the notice of the Public Sector Enterprises under their administrative control.

Sd/-

(S. S. SAMADDAR)

Under Secretary to the Govt. of India.

To

All Ministries/Departments of the Govt. of India.
concerned with Public Sector Enterprises.

Copy to:—

1. Chief Executives of Public Enterprises.
2. PS to AS & DG/Heads of Divisions in the BPE.
3. Commissioner for Scheduled Castes/Tribes.

Sd/-

(S. S. SAMADDAR)

Under Secretary to the Govt. of India.

APPENDIX

(Vide para 4 of the Introduction)

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

| | |
|--|-------|
| 1. Total number of recommendations | 28 |
| 2. Recommendations which have been accepted by Government (Vide recommendations at Sl. Nos. 3, 4, 6, 8, 9, 13, 14, 16, 17, 18, 19, 20, 23, 24, 25, 28) | |
| Number | 16 |
| Percentage of total | 57.1% |
| 3. Recommendations which the Committee do not desire to pursue in view of the Government's replies (Vide recommendations at Sl. Nos. 5, 12, 21, 27) | |
| Number | 4 |
| Percentage of total | 14.3% |
| 4. Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration (Vide recommendations at Sl. Nos. 11, 15, 22, 26) | |
| Number | 4 |
| Percentage of total | 14.3% |
| 5. Recommendations in respect of which final replies of Government have not been received (Vide recommendations at Sl. Nos. 1, 2, 7, 10) | |
| Number | 4 |
| Percentage of total | 14.3% |