

**COMMITTEE ON THE WELFARE  
OF SCHEDULED CASTES AND  
SCHEDULED TRIBES  
(1986-87)**

(EIGHTH LOK SABHA)

**NINETEENTH REPORT**

**MINISTRY OF TRANSPORT**

**(DEPARTMENT OF SURFACE TRANSPORT)**

**Action taken by Government on the Recommendations contained in the 10th Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Transport (Department of Surface Transport)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Shipping Corporation of India Ltd.**

*Presented to Lok Sabha on 27-II-1986  
Laid in Rajya Sabha on 27-II-1986*



**LOK SABHA SECRETARIAT  
NEW DELHI**

*November, 1986/Kartika, 1908 (Saka).*

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**COMMITTEE ON THE WELFARE OF SCHEDULED  
CASTES AND SCHEDULED TRIBES (1986-87)**

**Shri K. D. Sultanpuri—*Chairman***

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2. Shri M. G. Agarwal—*Chief Legislative Committee Officer*
3. Shri Kuldip Sahai—*Senior Legislative Committee Officer*

## INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Nineteenth Report (Eighth Lok Sabha) on Action Taken by Government on the recommendations contained in the Tenth Report (Eighth Lok Sabha) on the Ministry of Transport (Department of Surface Transport)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Shipping Corporation of India Ltd.

2. The Draft Report was considered and adopted by the Committee on the 29th October, 1986.

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 the Government 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 10th Report of the Committee is given in the Appendix. It would be observed therefrom that out of 32 recommendations made in the Report, 19 recommendations *i.e.* 59.38 per cent have been accepted by Government. The Committee do not desire to pursue five recommendations *i.e.* 15.62 per cent of their recommendation in view of Government replies. In respect of

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7 i.e. 21.88 per cent replies of Government have not been accepted by the Committee and require reiteration, and for 1 recommendation i.e. 3.12 per cent final reply of Government has not been received.

NEW DELHI;  
November 25, 1986  
4 Agrahayana, 1908 (Saka)

K. D. 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 Tenth Report (Eighth Lok Sabha) on the Ministry of Transport (Department of Surface Transport)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in Shipping Corporation of India Limited.

1.2 In para 2.8 of their Tenth Report, the Committee had recommended that the Shipping Corporation of India should be directed to calculate the backlog of reserved posts from 1962 *i.e.* when the reservation orders were first made applicable in the Corporation, and clear the existing backlog in each category of post in the shortest possible time.

1.3 In their reply dated 19th September, 1986, the Ministry of Transport (Deptt. of Surface Transport) have stated that the exercise of calculating backlog of reserved posts was carried out by the SCI in 1982 and the estimated figure of present backlog incorporated in the relevant statements furnished to the Committee for the years 1983, 1984 and 1985 took into account the backlog calculated from 1962. It has been stated that all possible steps were being taken to clear the backlog in each category in the shortest possible time.

1.4 The reply of the Government that 'the exercise of calculating backlog of reserved posts was carried out by the SCI in 1982 and the estimated figure of present backlog incorporated in the relevant statements furnished to the Committee for the years 1983, 1984 and 1985 took into account the backlog calculated from 1962' is not satisfactory. It is not clear from the reply of the Government whether the figures of backlog in the SCI have actually been calculated from the year 1962 or from some other date. The Committee desire that the information giving the total number of employees in the Shipping Corporation of India and the number of SC/ST employees among them in each category of post since 1962 till date should be furnished for the consideration of the Committee with a view to properly assess the position about backlog.

1.5 In para 2.17 of the Report, the Committee had recommended that with a view to implement the reservation orders more effectively, the cell working in the Ministry of Transport (Deptt. of Surface Transport) should be strengthened by inducting more staff. The Committee had desired that the Ministry should pursue the matter with the Ministry of Finance vigorously in order to get the additional staff sanctioned for their cell by giving full justification in view of large volume of work involved in the matter of implementation of reservation orders and other matters connected with welfare of Scheduled Caste and Scheduled Tribe employees.

1.6 In their reply dated 19th September, 1986, the Ministry of Transport (Deptt. of Surface Transport) have stated that the strengthening of the Cell in the Department by inducting more staff was being examined keeping in view the existing ban on creation of posts imposed by the Ministry of Finance.

1.7 The reply of the Government that 'the strengthening of the Cell in the Department by inducting more staff is being examined keeping in view the existing ban on creation of posts imposed by the Ministry of Finance' is not satisfactory, as the Ministry of Transport (Deptt. of Surface Transport) have not intimated whether they pursued the matter with the Ministry of Finance to get the additional staff sanctioned and also, with what results. The Committee feel that the ban on creation of posts imposed by the Ministry of Finance should not come in the way of providing more staff to the Cell as in the meantime the additional staff can be posted in the Cell from the existing staff already working in the Ministry till the matter is finally decided by the Ministry of Finance. The Committee also reiterate their earlier recommendation and desire that the matter of strengthening the Cell should be pursued vigorously with the Ministry of Finance.

1.8 In para 3.36 of the Report, the Committee had observed that they could not reconcile to the advantages inherent in the contract system for doing the sweeping/cleaning work in the Shipping Corporation of India and were in favour of its abolition altogether. The Committee had therefore desired that the matter should be reviewed once again and the Committee apprised of the decision as early as possible.

1.9 In their reply dated 19th September, 1986, the Ministry of Transport (Deptt. of Surface Transport) have stated that the matter would be reviewed by the Shipping Corporation of India at the time of expiry of the existing contract in March, 1987:



1.10 The reply of the Government is evasive and un-acceptable as the review of the existing contract system for doing the sweeping/cleaning work can be done immediately without waiting for the expiry of the existing contract in March, 1987. The Committee, therefore desire that the contract system should be reviewed without any further delay and the Committee apprised of the decision as early as possible.

1.11 In para 3.40 of the Report, the Committee had recommended that the relaxation in marks to be given to Scheduled Caste/Scheduled Tribe candidates in written test and interview either in direct recruitment or in promotion in the two wings of Shipping Corporation of India namely, shore personnel and fleet personnel should be clearly laid down in the recruitment/promotion rules.

1.12 In their reply dated 19th September, 1986, the Ministry of Transport (Deptt. of Surface Transport) have stated that the recommendation of the Committee would be kept in view when the existing service conditions were reviewed.

1.13 The reply of the Government is evasive and un-acceptable as the amendments to Recruitment Rules is a continuous process and such amendments to recruitment rules may be made if Shipping Corporation of India so decides. The Committee, therefore, reiterate their earlier recommendation that the relaxation in marks to be given to SC/ST candidates in written test and interview either in direct recruitment or in promotion in the two wings of SCI namely, shore personnel and fleet personnel should be clearly laid down in the recruitment/promotion rules so as to obviate any possible discrimination in direct recruitment between departmental and outside candidates belonging to reserved communities. The Government should take steps to incorporate the necessary amendments in the Recruitment and Promotion Rules forthwith.

1.14 In para 3.49 of the Report, the Committee had recommended that the Shipping Corporation of India should explore the possibility of making special recruitment for Shore Personnel in order to wipe out the shortfall, particularly in Group 'A' posts.

1.15 In their reply dated 19th September, 1986, the Ministry of Transport (Deptt. of Surface Transport) have stated that the recommendation of the Committee had been accepted and necessary steps would be taken by the Shipping Corporation of India to make special recruitment keeping in view the available surplus manpower due to the merger of Moghul Line Ltd. with SCI w.e.f. 30-6-1986.

1.16 The Committee are not satisfied with the reply of the Government which is evasive and indefinite in nature. Moghul Lines Ltd. (MLL) has already been merged with Shipping Corporation of India (SCI) with effect from 30-6-1986. As such, SCI should be in a position to know the quantum of available surplus manpower due to the merger of MLL with SCI and its effect on the reservation quota of Scheduled Castes/Scheduled Tribes for Shore Personnel in order to wipe out the shortfalls particularly in Group 'A' posts, which the Government have not intimated. The Government have also not intimated as to how they propose to wipe out the aforesaid backlog in the wake of surplus manpower likely to be available due to the merger of MLL and SCI. The Committee, therefore, reiterate their earlier recommendation and desire that the SCI should review the whole position of reservation of Scheduled Castes/Scheduled Tribes and explore the possibility of making special recruitment for Shore Personnel in order to wipe out the shortfalls particularly in Group 'A' posts.

1.17 In para 4.20 of the Report, the Committee had recommended that as per assurance given by the representatives of the Ministry of Transport (Deptt. of Surface Transport) during evidence, the shortfall of Scheduled Caste/Scheduled Tribe employees in SCI should be wiped out without any further delay and for clearing the backlog all the vacancies occurring from 1962 onwards and not from 1972 should be taken into account both in respect of Shore Personnel and Fleet Personnel.

1.18 In their reply dated 19th September, 1986, the Ministry of Transport (Deptt. of Surface Transport) have stated that the recommendation of the Committee had been accepted. The Ministry have, however, stated that before undertaking any fresh recruitment, the surplus manpower arising out of merger of Moghul Line Ltd. with the SCI would have to be taken into account.

1.19 The Committee are not satisfied with the reply of the Government which is evasive and indefinite in nature. Moghul Lines Ltd. (MLL) had already been merged with Shipping Corporation of India (SCI) with effect from 30-6-86. As such, SCI should be in a position to know the surplus man-power arising out of merger of MLL with SCI and its effect on the wiping out of the shortfall of Scheduled Caste/Scheduled Tribe employees in Shore Personnel and Fleet Personnel in SCI, which SCI have not intimated. The SCI have also not intimated as to how they propose to wipe out the aforesaid shortfall in view of the surplus man-power arising out of merger of MLL with SCI. The Committee, therefore, reiterate their earlier recommendation that as per the assurance given by the representatives of the Ministry of

**Transport (Deptt. of Surface Transport) during evidence, the shortfall of SC/ST employees in SCI should be wiped out without any further delay and for clearing it the backlog in all the vacancies which occurred from 1962 onwards should be taken into account and not from 1972 both in respect of Shore Personnel and Fleet Personnel.**

1.20 In para 4.38 of the Report, the Committee had suggested that larger number of Scheduled Castes and Scheduled Tribes should be selected as apprentices with a view to clearing the backlog in the services of the Shipping Corporation of India. The Committee had recommended that the scheme of apprenticeship training should not be shelved in view of intake of staff from Moghul Lines which was being merged with SCI.

1.21 In their reply dated 19th September, 1986, the Ministry of Transport (Deptt. of Surface Transport) have stated that the recommendation of the Committee had been noted. It has further been stated that the selection of apprentices could be considered only after taking into account the surplus manpower available as a result of merger of MLL with SCI and also subject to the availability of suitable Scheduled Caste/Scheduled Tribe candidates.

1.22 The Committee are not convinced with the reply of the Government that the selection of Apprentices can be considered only after taking into account the surplus manpower available as a result of merger of Moghul Lines Ltd. (MLL) with SCI as the MLL has already been merged with SCI with effect from 30-6-86 and the SCI should now be in a position to know the surplus manpower available. The Committee, therefore, reiterate their earlier recommendation that as provided by the Apprentices Act, 1961, a large number of Scheduled Castes/Scheduled Tribes should be selected as apprentices and due representation should be given to Scheduled Caste/Scheduled Tribe candidates with a view to clearing the backlog in the services of SCI. In addition, the scheme of Apprenticeship Training for Scheduled Castes/Scheduled Tribes should not be shelved in view of intake of staff from MLL, which has already merged with SCI. The Committee would like to emphasise that apprenticeship training for Scheduled Castes/Scheduled Tribes should not be linked with the merger of MLL with SCI.

## CHAPTER II

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

#### Recommendation (Sl. No. 2, Para No. 2.16)

The Committee note that in the Ministry of Transport (Department of Surface Transport) one desk attache attends to the work relating to the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes under the supervision of a Deputy Secretary/Director. In reply to a specific query by the Committee during evidence whether the staff strength of the cell working in the Ministry was adequate, the representative of the Ministry stated that "creation of certain posts were involved. The Finance Ministry did not agree". Similarly, in reply to a question whether there was a cell to look after the interests of Scheduled Caste/Scheduled Tribe employees in the Shipping Corporation of India, the representative of the Ministry stated that "it depends on the volume of work that arises. What I understand from Chairman & Managing Director is that there is a separate Liaison Officer who attends to all the complaints received about the Scheduled Castes/Scheduled Tribes reservation we can call it 'Cell'—if we like. But the Shipping Corporation does not formally call it a cell. We can formalise it so that it gets publicity and gets institutionalised. The Shipping Corporation of India can rename it as a cell."

The Committee feel that the reply given to their specific queries regarding setting up of cells both in the Ministry as well as in the Shipping Corporation of India were not only vague but also evasive.

The Committee need hardly stress that mere appointment of Liaison Officers in the Ministry as also in the Shipping Corporation of India is not enough. What is needed is concerted action on the part of Liaison Officer to ensure due compliance of the orders and instructions pertaining to reservation of posts for Scheduled Castes and Scheduled Tribes and other relaxations/concessions admissible to them. For this purpose, as per Government directive, a cell consisting of suitable and adequate staff has to be set up in each organisation headed by a Liaison Officer in order to ensure proper implementation of the reservation policy as well as the redressal of genuine grievances

of Scheduled Castes and Scheduled Tribes. One officer cannot be called a 'Cell' as suggested in evidence by the representative of the Ministry.

The Committee, therefore, recommend that a reservation cell with adequate staff should be set up in the Shipping Corporation of India without any further delay to look after the implementation of reservation orders in favour of Scheduled Castes and Scheduled Tribes both in letter and spirit.

### **Reply of Government**

A separate SC/ST Cell headed by the existing Liaison Officer has been created in SCI. Adequate staff will be provided to this Cell depending upon the volume of work.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW|SYO (II)|90|85-Vol. II dated 19-9-86]

### **Comments of the Committee**

**The Committee may be apprised of the present strength of the SC/ST Cell which has been set up in the Shipping Corporation of India.**

### **Recommendation (Sl. No. 7, Para No. 3.29)**

The Committee have been informed that the Shipping Corporation of India has been constantly trying its best to recruit the maximum no. of Scheduled Castes/Scheduled Tribes candidates by way of repeated advertisement in all leading newspapers, at National as well as Regional levels. Copies of advertisements are sent to the concerned Employment Exchanges. The copies of advertisements issued by the Corporation are also sent to the recognised All India Associations of Scheduled Castes and Scheduled Tribes. However, the Committee are surprised to note that the vacancies reserved for Scheduled Castes and Scheduled Tribes are not announced over All India Radio which is flagrant violation of Government's instructions.

The Committee recommend that the vacancies reserved for Scheduled Castes and Scheduled Tribes should be advertised through the medium of All India Radio as per instructions contained in the Deptt. of Personnel and Administrative Reforms O.M. No. 36022/4/76-Estt. (SCT) dated the 7th August, 1976 and No. 36011/28/79-EST (SCT) dt. 11th Feb. 1980.

### **Reply of Government**

The recommendations of the Committee have been accepted and will be complied with as and when SCI make regular recruitment.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85. Vol. II dated 19-9-86.]

#### **Recommendation (Sl. No. 8, Para No. 3.30)**

The Committee also recommend that copies of the advertisement issued by the Corporation should be sent to the local Scheduled Caste/Scheduled Tribe MPs and MLAs as well as to the Member of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes so that they may also advise Scheduled Caste/Scheduled Tribe candidates to seek employment in the Corporation.

### **Reply of Government**

Recommendations of the Committee have been accepted and will be complied with in future.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

#### **Recommendation (Sl. No. 9, Para No. 3.31)**

The Committee note that in case of Shore Personnel the appointing authority do not indicate the precise reasons for the rejection of Scheduled Caste and Scheduled Tribe candidate to Employment Exchanges. The Committee recommend that the appointing authority in the Shipping Corporation of India should always give precise reasons for the rejection of Scheduled Caste/Scheduled Tribe candidates to Employment Exchange so that the Employment Exchange can sponsor right type of candidates from these communities for filling the reserved vacancies. The Committee hope that by doing so more and more Scheduled Caste/Scheduled Tribe candidates will be available for filling up the reserved posts in various categories in the Corporation.

### **Reply of Government**

Recommendations of the Committee have been accepted and will be complied with in future.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

**Recommendation (Sl. No. 10, Para No. 3.32)**

The Committee are unhappy to note that in Shipping Corporation of India Ltd. the appointment/interview letters issued to the candidates were not sent by registered post. The representative of the Ministry of Transport (Deptt. of Surface Transport) however, informed the Committee during evidence that as soon as it came to the notice of the Ministry instructions were issued to the Corporation that in future all the appointment/interview letters should be sent only by registered post. The Committee hope that in future the Shipping Corporation of India will strictly adhere to the instructions issued by the Ministry and all appointment/interview letters would be sent to the Scheduled Caste/Scheduled Tribe candidates only by registered post.

**Reply of Government**

Recommendations of the Committee have been accepted and will be complied with in future.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

**Recommendation (Sl. No. 11, Para No. 3.33)**

The Committee note that while recruiting staff of Shore personnel a minimum 8—10 days period of notice is given to Scheduled Caste/Scheduled Tribe candidates appearing for an interview as well as for joining the assignment in the Corporation. The Committee have been informed during evidence that the Ministry of Transport (Department of Surface Transport) vide their letter No. SW/SYO (II)-90/85 dated 7th October, 1985 have issued instructions to the Shipping Corporation of India Ltd. that the period of notice given to Scheduled Caste/Scheduled Tribe candidates for appearing for interview as well as for joining the assignment in the staff cadre of the Corporation should be increased from 8—10 days to a minimum period of three to four weeks. The Committee hope that in future the Corporation would follow these instructions in letter and spirit.

**Reply of Government**

Recommendations of the Committee have been accepted and will be complied with in future.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

**Recommendation (Sl. Nos. 12 & 13 Para No. 3.34 & 3.35)**

The Committee note that the Corporation has not employed regular sweepers for doing the sweeping/cleaning work and at present this work is done by the 58 part-time workers engaged by a Contractor. The Committee further note that every year the Corporation employs a Contractor by inviting tenders. The Corporation has engaged M/s. Pop Cleaning of Bombay for the Sweeping/cleaning work and the same contractor is continuing for the last 3 years on tender basis. The Committee have been informed that the present contractor is unable to give details regarding the number of Scheduled Caste/Scheduled Tribe part-time workers employed by him as he does not maintain any such record. The Committee are not satisfied with the reply which sounds evasive. As sweepers generally belong to Scheduled Caste community, the Committee are of the view that the contractor whose tender is accepted by the Corporation must employ at least 50 per cent part-time workers from the Scheduled Caste community. This should be a condition of the contract.

The Committee further desire that efforts should be made by Shipping Corporation of India to employ, as far as possible, a contractor belonging to Scheduled Caste or Scheduled Tribe community so that Scheduled Caste/Scheduled Tribe workers working under him might feel more secure and confident and are better looked after.

**Reply of Government**

When a new sweeping/cleaning contract is given, SCI will insist to have at least 50 per cent of part-time sweepers belonging to SC/ST communities. SCI will also explore the possibility of giving such sweeping/cleaning contract to a contractor belonging to SC/ST community.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

**Recommendation (Sl. No. 15, Para No. 3.39)**

The Committee note that in Shipping Corporation of India Scheduled Caste/Scheduled Tribe candidates are given certain concessions/relaxation both in case of direct recruitment and promotions. These concessions/relaxations include relaxation in age, assessing Scheduled Caste/Scheduled Tribe candidates with relaxed standards and giving them a second class railway return fare whenever they



come for written test/interview. It has been stated that if necessary, at the time of promotion, the zone of consideration is extended in case of Scheduled Caste/Scheduled Tribe candidates.

The Committee recommend that the zone of consideration should be 5 times the number of vacancies to be filled by promotion so that a large number of Scheduled Caste/Scheduled Tribe candidates are available for filling the reserved quota. The Committee feel that it is highly improper to leave the question of extending the zone of consideration to the discretion of the appointing authority to be exercised on case to case basis.

### **Reply of Government**

As per the existing practice in SCI, reservation for SC/ST in promotion is complied with in as much as all the intervening SC/ST reserved points in 40 point roster are filled in by promotion eligible SC/ST employees. In this process, SCI management goes beyond even 1:5 ratio laid down for the purpose of zone of consideration with a view to filling up of the reserved points earmarked for them.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

### **Recommendation (Sl. No. 17, Para No. 3.48)**

The Committee note that the total number of vacancies to be filled had not been indicated in the advertisement issued by the Shipping Corporation of India at the time of making special recruitment exclusively for Scheduled Castes and Scheduled Tribes. While taking note of the statement made in this connection by the representative of the Shipping Corporation, the Committee hope that as per assurance given by the Managing Director of Shipping Corporation of India, during evidence, in future, the exact number of posts to be filled in by Scheduled Caste and Scheduled Tribe candidates would be clearly mentioned in these advertisements so that more and more Scheduled Caste/Scheduled Tribe candidates may respond to such special recruitment drive. This will also enable the Corporation to wipe out the backlog of Scheduled Caste/Scheduled Tribe candidates.

### **Reply of Government**

The recommendation of the Committee has been accepted and will be complied with in future.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

### Recommendation (Sl. No. 20, Para No. 3.70)

The Committee have been informed that in Shipping Corporation of India the Scheduled Caste/Scheduled Tribe candidates are interviewed either alongwith general candidates or in a separate batch. When the Committee enquired during the evidence whether the Corporation was aware of the Government instructions that these candidates are to be interviewed in a separate batch so that they are judged by relaxed standards and such candidates are not judged in comparison with the general candidates, the representative of the Ministry stated, "the interviews are conducted in a separate batch on the same day because the number is very small. After the general group is over, we do the interview for Scheduled Caste and Scheduled Tribe candidates with the separate standard set for them." The Committee recommend that as per the Government directives, the interview of Scheduled Caste and Scheduled Tribe candidates should be held on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are to be interviewed so that the Scheduled Caste/Scheduled Tribe candidates are not judged in comparison with the general candidates and the interviewing authority/Board is/are prominently aware of the need for judging the Scheduled Caste/Scheduled Tribe candidates by relaxed standards.

### Reply of Government

The recommendations of the Committee have been accepted and will be complied with in future.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

### Comments of the Committee

The Committee should be apprised of the compliance by the Shipping Corporation of India with the Government directives that the interviews of SC/ST employees should be held only on a day or sitting of the Selection Committee other than the day or sitting on which general candidates are interviewed.

### Recommendation (Sl. No. 21, Para No. 3.81)

The Committee note that the Shipping Corporation of India Ltd. was formed on 2nd October, 1961. The Corporation started following the reservation orders from 1962. The Chairman & Managing Director, Shipping Corporation of India informed the Committee during evidence that for Shore Personnel rosters for recruitment are

being maintained from 1967 and for promotion from the year 1972. In case of Fleet Personnel the Corporation started maintaining the rosters from the year 1982 only. When the Committee enquired whether prior to the year 1982 only partial rosters were being maintained in the Corporation in the Fleet Personnel, the Chairman and Managing Director, SCI replied in the affirmative.

The Committee also note that the Liaison Officer of the Corporation inspects the rosters once in six months. The Liaison Officer of the Ministry of Transport also inspects these rosters. He inspected the rosters maintained by the Corporation in 1982. There was no inspection in 1983 but the rosters were again inspected by him in Sept. 1984. Inspection of rosters was also stated to be due for the year 1985. About the shortcomings/discrepancies found by the Liaison Officer in the maintenance of these rosters, the representative of the Ministry of Transport (Deptt. of Surface Transport) stated during evidence that during the course of inspection it was found that separate rosters were not being maintained for Calcutta and Bombay Office of the Corporation. The Liaison Officer also found that the rosters were not maintained strictly in accordance with the proforma prescribed by the Government. It was also found during inspection that for calculating the vacancies, the Corporation was not taking into account the strength from 1962.

The Committee need hardly stress that rosters are the only mechanism through which a watch is kept on the proper placement of Scheduled Castes/Scheduled Tribes in services against the vacancies reserved for them. In fact they are the kingpins on which the whole system of implementation of reservation orders rests and their proper maintenance keeps authorities concerned informed of the representation of Scheduled Castes and Scheduled Tribes at the various points in different posts and the shortfalls, if any, can be detected immediately. The Committee, therefore, stress that rosters should be properly maintained by the Shipping Corporation of India and these should be checked regularly by the competent authority and duly signed in token of such checking. Discrepancies, if any, noticed during the inspection of rosters should be rectified immediately and also brought to the notice of Head of the Department.

#### **Reply of Government**

The recommendations of the Committee have been accepted and noted for strict compliance.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

### Comments of the Committee

**The Committee should be apprised of the compliance by SCI with the instructions regarding maintenance of rosters, and the measures taken to rectify the discrepancies noticed during the inspection of rosters.**

#### Recommendation (Sl. No. 22, Para No. 3.84)

The Committee note that in Shipping Corporation of India no post reserved for Scheduled Caste and Scheduled Tribe is allowed to lapse. However, when suitable Scheduled Caste/Scheduled Tribe candidates are not available for filling reserved vacancies requiring professional qualifications like Chartered Accountants, computer science and naval architecture qualifications, such posts are filled up by general candidates so that the operations/functioning of the Corporation is not adversely affected.

The Committee would like to stress that before filling up the reserved posts by general candidates requiring professional qualifications, Shipping Corporation of India must follow the prescribed procedure for appointing general candidates against these posts by obtaining formal orders of the Competent Authority.

#### Reply of Government

The recommendation of the Committee has been accepted and noted for compliance.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

#### Comments of the Committee

**The Committee should be apprised of the compliance by the SCI with the instructions of the Government that before filling up the reserved posts by general candidates requiring professional qualifications, SCI must follow the prescribed procedure for appointing general candidates against these posts after obtaining formal orders of the Competent authority.**

#### Recommendation (Sl. No. 25, Para No. 4.22)

The Committee also suggest that Government should go into the question as to why the number of SCI ships is declining thereby rendering the Floating staff as surplus. On the one hand India is trying hard to increase its trade and Commerce with other countries

and on the other our Shipping capacity is reported to be going down. These two situations seem to be quite contradictory unless foreign ships are acting as carriers of Indian goods to the world market. This matter merits deep and careful consideration by the Government.

### Reply of Government

Number of SCI ships has been declining during the last 2/3 years as a result of the large scrapping programme undertaken by SCI. In view of the changes in the transportation methods and international trend in liner shipping, and to get over the rigours of the current shipping crisis, liner cargoes which were mainly moving in break bulk is now increasingly moving in container vessels and this has given rise to substitution of conventional break bulk vessels by container vessels. In view of the quick turn round of container vessels at ports due to faster loading and unloading operations, for the trade served by 3 conventional vessels, one container vessel is adequate. Therefore, while mainly break bulk vessels which have become out-dated are being sold, replacements are not like-for-like i.e. for the same equivalent number but for the tonnage which can provide the same shipping capacity. Therefore, when container vessels are added the number added will be lower than the number scrapped. It is for this reason that the number of ships in the SCI fleet is declining. It is noteworthy that the SCI's 7th Plan ship acquisition programme is in fact a renewal plan in the sense that the tonnage which has become obsolete is being substituted by the tonnage with latest technology, cargo handling, fuel efficiency etc. incorporated in it. This plan is directed towards the modernisation of existing break bulk liner fleet with the introduction of fuel efficient container vessels as stated above. It is not correct that shipping capacity is going down. It is true that foreign vessels are taking away increasing share of Indian overseas trade, particularly, the export trade and this is to that extent causing a great concern to the Indian Shipping. One of the reasons for this is the geographical location of India, which provides the Indian ports to be treated as way ports for the foreign vessels moving to East and West of India. Therefore, for these ships for their voyages outward from home or for voyages, inward to home, they can afford to call at Indian ports and take whatever cargo is available quickly and leave Indian ports without getting affected by the Indian port conditions where berthing delays are experienced and shared mostly by Indian shipping, particularly SCI. Whatever freights they earn in this respect is without incurring any additional cost except the

small cost on diversion. Various measures for providing cargo support to Indian Shipping Cos. are under consideration of the Government.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

**Recommendation (Sl. No. 26, Para No. 4.23)**

The Committee are unhappy to note that the statements showing year-wise recruitment made by the Shipping Corporation of India during 1983, 1984 and 1985 indicate that the number of Scheduled Caste/Scheduled Tribe candidates recruited in various categories of posts both in Shore Personnel and Fleet Personnel is very small and more of the vacancies reserved for Scheduled Castes and Scheduled Tribes have been carried forward. The position of recruitment made as on 1-1-83 indicates that in Shore Personnel, in Group (C), out of 24 posts reserved for Scheduled Castes and 12 posts reserved for Scheduled Tribes only one Scheduled Caste was appointed. In 1984, in Group 'C' 24 posts were reserved for Scheduled Castes and 13 for Scheduled Tribes but not a single Scheduled Caste/Scheduled Tribe candidate was appointed against these reserved posts. The position of recruitment of Scheduled Castes and Scheduled Tribes as on 1-1-85 is also not satisfactory and 23 posts of Scheduled Castes and 14 posts of Scheduled Tribes in Group 'C' have been carried forward. Similarly, in Fleet Personnel, the position is the same in Group 'C' and 'D' and there is a heavy shortfall of SC/ST candidates in these groups.

The Committee need hardly stress that all possible efforts should be made by the Shipping Corporation of India to find suitable SC/ST candidates for all the posts reserved for them and as far as possible a minimum number of posts should be carried forward. There is no point in saying that the backlog is calculated from the year 1962 when the Corporation is unable to fill even the current vacancies reserved for Scheduled Castes and Scheduled Tribes. The Government should take steps to attract more Scheduled Caste/Scheduled Tribe candidates to the Shipping Corporation of India in various grades, technical or non-technical, by improving conditions of service in the Corporation.

**Reply of Government**

All possibilities will be explored to recruit maximum number of suitable SC/ST candidates to wipe out the existing backlog. It may,

however, be added that the conditions of service in SCI are very attractive when compared to many Public Sector Undertakings.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

**Recommendation (Sl. Nos. 27 & 28, Para Nos. 4.24 & 4.25)**

The Committee note that the existing shortfall of SC/ST representation in Group 'C' and 'D' is due to the fact that the management has not been able to recruit more SC/ST employees in these groups, as there has been no recruitment in these groups, from December, 1977 onwards because of the dispute between the SCI Management and the SCI staff Union regarding the scales of pay to be made applicable to the new entrants as per the Government instructions and the matter is presently subjudice before an industrial tribunal. It has been stated that existing backlog in these groups is expected to be wiped out as soon as fresh recruitment takes place. The Committee need hardly stress that for the efficient functioning of any organisation cordial relations between the management and its employees are of utmost importance. Government should have tried to settle this matter by mutual dialogue rather than allowing it to be taken to a Tribunal.

The Committee hope that Government would endeavour for an early and amicable settlement of the dispute between the management and SCI staff Union so that the interests of SC/ST candidates are not jeopardised further as far as recruitment to Group 'C' and 'D' posts is concerned.

**Reply of Government**

The dispute between the SCI management and SCI staff Union has now been settled with the implementation of award of the Industrial Tribunal.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

**Comments of the Committee**

The Committee would like to be apprised of the special efforts made by SCI to overcome the shortfall of SC/ST employees existing since December, 1977 in Groups 'C' and 'D'.

**Recommendation (Sl. No. 29, Para No. 4.33)**

The Committee note that the Shipping Corporation of India sends its employees for training abroad. When the Committee pointed out during evidence that during the period 1982 to 1984, 17 employees were sent abroad for training but none of them belonged to Scheduled Castes/Scheduled Tribes, the representative of the Corporation stated that the persons who were sent for training abroad were senior technical officers and they were sent for some specialised training. He further informed that in Shipping Corporation of India only two senior SC/ST persons are available who would be sent for such training in future.

The Committee hope that in keeping with the promise made during evidence and to instil confidence among SC/ST staff, deserving SC/ST employees of the Corporation will be sent for training abroad from time to time.

**Reply of Government**

The recommendation of the Committee has been accepted and suitable SC/ST employees will be sent abroad for training at the earliest opportune time.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

**Recommendation (Sl. No. 32, Para No. 5.7)**

The Committee are happy to note that the Shipping Corporation of India started maintaining Complaint Register to register the complaints/grievances of Scheduled Caste/Scheduled Tribe employees of the Corporation from September, 1984 as per instructions given by Study Group of the Committee during their visit to the Corporation on 26th September, 1984. Regarding redressal of grievances it has been stated that all employees of the Corporation including the Scheduled Caste/Scheduled Tribe employees are treated at par and the grievances of all employees are attended to promptly by the concerned officers.

The Committee suggest that the complaint register for registering complaints/grievances of Scheduled Caste/Scheduled Tribe employees should be checked at regular intervals by the Liaison Officer incharge of Scheduled Caste/Scheduled Tribe Cell so as to ensure that all complaints/representations received from the Scheduled Caste/Scheduled Tribe employees are disposed of promptly and judicially.



**Reply of Government**

The recommendation of the Committee has been accepted and noted for compliance.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

## CHAPTER III

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

#### Recommendation (Sl. No. 4, Para No. 3.26)

The Committee note that in Shipping Corporation of India the new entrants in the Trainee Marine Engineers Grade in Fleet Personnel have to sign a Bond|an Article of Agreement according to which, if the Company so requires after completion of their training and obtaining a Second Class Engineer Part 'A' Certificate of competency from the Ministry of Transport, they shall have to serve the company for a minimum period of 8 years. In case of default these Trainee Marine Engineers shall pay to the Company all training expenses and all other expenses including cost of victualling incurred by the company or a sum of Rs. 50,000/- whichever is more and the deposit of Rs. 2500/- paid by him at the time of signing the Article of Agreement shall stand forfeited.

The Committee feel that in the case of Scheduled Caste/Scheduled Tribe candidates the prescribed period of 8 years compulsory service with Shipping Corporation of India would cause hardship in certain cases. As such, the Committee recommend that the period of service in the Article of Agreement in case of Scheduled Castes|Scheduled Tribes Engineers should be reduced to 5 years.

#### Reply of Government

As a short term measure the system of bond has been discontinued by the SCI. If it is reintroduced in future the recommendations of the Committee in this regard will be kept in view.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW|SYO (II) |90|85-Vol. II, dated 19-9-1986.]

#### Recommendation (Sl. No. 5, Para 3.27)

The Committee also recommend that in case a Scheduled Caste|Scheduled Tribe candidate leaves service before the completion of the prescribed period, then the maximum amount of deposit to be paid to the Company on account of training and other expenses should be reduced to 25,000 instead of Rs. 50,000 as fixed at present.

### Reply of Government

As a short term measure the system of bond has been discontinued by the SCI. If it is reintroduced in future, the recommendations of the Committee in this regard will be kept in view.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

### Recommendation (Sl. No. 6, Para No. 3.28)

The Committee further recommend that the deposit money to be paid by a Scheduled Caste/Scheduled Tribe Trainee Marine Engineer at the time of signing the Article of Agreement should be Rs. 1,000/- instead of Rs. 2500/-.

### Reply of Government

As a short term measure the system of bond has been discontinued by the SCI. If it is reintroduced in future, the recommendations of the Committee in this regard will be kept in view.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

### Recommendation (Sl. No. 24, Para No. 4.21)

The Committee have been informed that in SCI a large number of employees in the floating staff category are surplus and the number of such employees is stated to be about 345. Besides, about 350 cadets who have taken training on the Ships owned by the Corporation are also surplus and they are without any employment because sufficient number of vacancies are not available in this category. The Committee were further informed during evidence that "because of the constraints of resources and plan allocation in terms of number of ships, and also because of the qualitative changes which are taking place in the world fleet, the number of ships is declining and therefore, the surplus in the near future is going to increase further instead of decreasing. Then we have also got Mogul Line which is shortly to merge with SCI. They are reported to have a very large surplus. In fact, their fleet strength has declined very rapidly over the last one year or so." The Committee recommend that as and when fresh vacancies arise in the Fleet Personnel, priority should be given to SC/ST candidates at the time of giving employment.

### Reply of Government

The fleet manpower of the Corporation consists of two types viz.

- (i) Navigating Officers, and
- (ii) Engineering Officers.

The Navigating Officers are recruited from amongst the Cadets, and Engineering Officers are recruited from amongst the Trainee Marine Engineers. However, both these Cadets and TMEs are initially recruited and trained by t.s.s. "RAJENDRA" and Directorate of Marine Engineering Training Institute. T.S.S. Rajendra and DMET both are functioning under the direct control of the Director General of Shipping. After imparting initial training these cadets and TMEs are provided to SCI by the above-mentioned two Government Trg. Institutes. The recommendations of the Committee will be kept in view subject to the availability of adequate No. of SC/ST Cadets/ Trainee Marine Engineers.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

### Recommendation (Sl. No. 31, Para No. 4.39)

The Committee also feel unhappy that due to an industrial dispute handing fire since long the trained apprentices including those belonging to Scheduled Caste and Scheduled Tribe could not be absorbed in the services of Shipping Corporation of India. Such trained apprentices should be considered for absorption in Shipping Corporation of India as soon as the dispute is resolved and fresh recruitment is to be made.

### Reply of Government

The industrial dispute between SCI management and Staff Union has since been settled. However, fresh recruitment can be considered by SCI only after taking into account the existing restrictions on regular recruitment and surplus manpower available due to the merger of MLL with SCI.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

### Comments of the Committee

The Committee may be apprised of the present position regarding absorption of trained apprentices as MLL has already been merged with SCI. . . . .

## CHAPTER IV

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

#### Recommendation (Sl. No. 1, Para No. 2.8)

The Committee note that the Shipping Corporation of India Ltd. was formed on 2nd October, 1961 and the Presidential Directives regarding reservations for Scheduled Castes/Scheduled Tribes were issued on 3-8-1972. The Committee also note that these Directives were issued after a lapse of about 11 years from the date of formation of the Corporation. The Representative of the Ministry of Transport (Deptt. of Surface Transport) admitted during the course of evidence that there was a lapse on the part of the Ministry to issue these directives to the SCI and that these directives should have been issued much earlier. The representative of the Ministry also stated during evidence that prior to the issuing of these directives, even in 1964, certain orders of the Deptt. of Personnel were communicated to the Shipping Corporation of India and the Corporation had informed the Ministry that they were observing the instructions regarding reservations contained in these orders. The representative of the Ministry stated that the Corporation was making applicable the reservation orders from 1962 even though the Presidential Directives were issued in 1972. For calculating the number of seats to be reserved for Scheduled Castes/Scheduled Tribes, the Corporation is taking into consideration the total strength of the Shipping Corporation of India. It means that SCI is making reservation for Scheduled Castes and Scheduled Tribes on the basis of total strength of employees and not categorywise.

Keeping in view the existing backlog in the Corporation almost in each category of post, the Committee do not accept the contention of the Ministry that right from 1962 no reserved posts have been allowed to lapse. The Committee feel that a large number of Scheduled Caste/Scheduled Tribe employees were deprived of the benefits of reservation for 10 long years i.e. during the period from 1962 when the reservation orders were first made applicable in the Shipping Corporation of India till 1972 when the Presidential Directives

were actually issued. The loss suffered by Scheduled Caste/Scheduled Tribe employees during this long period can hardly be compensated now since many of the old employees must have retired without getting their due promotion to which they were entitled. The Committee are constrained to observe that the Government cannot absolve itself of the grave lapse on its part in denying the admissible benefits to the reserved category of employees for ten long years and by putting forward the argument that Shipping Corporation of India is calculating the backlog on the total strength of the Corporation.

The Committee recommend that the Shipping Corporation of India should be directed to calculate the backlog of reserved posts from 1962 i.e. when the reservation orders were first made applicable in the Corporation, and clear the existing backlog in each category of post in the shortest possible time.

#### **Reply of Government**

The exercise of calculating backlog of reserved posts was carried out by the SCI in 1982. The estimated figure of present backlog incorporated in the relevant statements furnished to the Committee for the years 1983, 1984 and 1985 take into account the backlog calculated from 1962.

All possible steps are taken to clear the backlog in each category in the shortest possible time.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO(II)/90/85-Vol. II dated 19-9-1986.]

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

See Chapter I, Para 1.4.

#### **Recommendation (Sl. No. 3, Para No. 2.17)**

The Committee further recommend that with a view to implement the reservation orders more effectively, the cell working in the Ministry of Transport (Department of Surface Transport) should also be strengthened by inducting more staff. The Committee are not satisfied with the reply of the representatives of the Ministry that the Finance Ministry did not agree for creation of certain posts for the cell. The Committee desire that the Ministry should pursue the matter with the Ministry of Finance vigorously in order to get the additional staff sanctioned for their Cell by giving full justification in view of large volume of work involved in the matter of

implementation of reservation orders and other matters connected with welfare of Scheduled Castes and Scheduled Tribes employees.

### **Reply of Government**

The strengthening of the Cell in the Department by inducting more staff is being examined keeping in view the existing ban on creation of posts imposed by the Ministry of Finance.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO(II)/90/85-Vol. II dated 19-9-86.]

### **Comments of the Committee**

See Chapter I, Para 1.7.

### **Recommendation (S. No. 14, Para. 3.36)**

During evidence the Committee were informed that the Corporation had adopted the contract system after giving the consideration to all important matters e.g. volume of work and financial implications etc. The Committee, therefore, desire that the matter should be reviewed once again and the Committee apprised of the decision as early as possible.

### **Reply of Government**

The matter will be reviewed by the SCI at the time of expiry of the existing contract in March, 1987.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO(II)/90/85-Vol. II dated 19-9-86.]

### **Comments of the Committee**

See Chapter I, Para 1.10.

### **(Recommendation Sl. No. 16, Para No. 3.40)**

The Committee also recommend that the relaxation in marks to be given to Scheduled Caste/Scheduled Tribe candidates in written test and interview either in direct recruitment or in promotion in the two wings of Shipping Corporation of India namely, Shore personnel and Fleet personnel should be clearly laid down in the recruitment/promotion rules. This is necessary to obviate any possible discrimination in direct recruitment between departmental and outside candidates belonging to reserved communities.

### **Reply of Government**

The recommendations of the Committee will be kept in view when the existing service conditions are reviewed.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

### **Comments of the Committee**

See Chapter I, Para 1.13.

### **Recommendation (Sl. No. 18, Para No. 3.49)**

No precise reasons have been furnished to the Committee as to why special recruitment could not be made in the case of Shore Personnel. The Committee recommend that SCI should explore the possibility of making special recruitment for Shore Personnel in order to wipe out the shortfalls particularly in Group 'A' posts.

### **Reply of Government**

The recommendation of the Committee has been accepted and necessary steps will be taken by SCI to make special recruitment keeping in view the available surplus manpower due to the merger of Mogul Line Ltd. with SCI. (MLL has been merged with SCI w.e.f. 30-6-1986).

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO(II)/90/85-Vol. II dated 19-9-86.]

### **Comments of the Committee**

See Chapter I, Para 1.16.

### **Recommendation (Sl No. 23, Para No. 4.20)**

The Committee note that the statement showing the staff strength in SCI and the number of SC/ST amongst them as on 1-1-1986 indicates that both in Shore Personnel and Fleet Personnel there is a heavy shortfall of Scheduled Castes/Scheduled Tribes in all categories of posts. The representative of the Ministry of Transport (Deptt. of Surface Transport) explained the reasons for shortfall of Scheduled Castes/Scheduled Tribes in the Corporation during evidence like this: "It is basically because of shortage of qualified personnel having the necessary technical qualification. As far as shore employees are concerned, if we start from 1972, the date from which the reservations took place, then our position is far better.



This we hope to make good as early as possible". The representative of Ministry of Transport (Deptt. of Surface Transport) also stated during evidence that "instructions have been issued that SCI must take into account all the vacancies right from 1962 onwards. Right from 1962 we carry over backlog." The Committee recommend that as per assurance given by the representatives of the Ministry of Transport (Deptt. of Surface Transport) during evidence, the shortfall of Scheduled Caste/Scheduled Tribe employees in SCI should be wiped out without any further delay. The Committee trust that for clearing the backlog all the vacancies which occurred from 1962 onwards would be taken into account and not from 1972 both in respect of Shore Personnel and Fleet Personnel.

### **Reply of Government**

The recommendation of the Committee has been accepted. It may, however, be mentioned that before undertaking any fresh recruitment, the surplus manpower arising out of merger of Mogul Line Ltd. with the SCI will have to be taken into account.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO(II)/90/85-Vol. II, dated 19-9-1986.]

### **Comments of the Committee**

See Chapter I, Para 1.19.

### **Recommendation (Sl. No. 30, Para No. 4.38)**

The Committee regret to note that out of 124 apprentices selected by the SCI for training during the period from 1-1-1983 to 1-1-1985, only 7 belong to Scheduled Castes and Scheduled Tribes. It has been stated that the policy of the Corporation regarding absorption of trained apprentices in the services of the Corporation is the same as per the Government policy and accordingly 50 per cent of vacancies will be reserved for the successful trained apprentices as and when recruitment is made. The Committee need hardly stress that unless a very large number of Scheduled Castes and Scheduled Tribes are taken as apprentices and subsequently absorbed in the services of the Corporation, the backlog cannot be expected to be cleared in the near future. The Committee therefore, suggest that larger number of Scheduled Castes and Scheduled Tribes should be selected as apprentices with a view to clearing the backlog in the services of the Shipping Corporation of India. The Committee recommend that the scheme of apprenticeship training should not be shelved in view of intake of staff from Mogul Lines which is being merged with SCI.

**Reply of Government**

The recommendations of the Committee have been noted. However, the selection of apprentices can be considered only after taking into account the surplus manpower available as a result of merger of MLL with SCI and also subject to the availability of suitable SC/ST candidates.

[Ministry of Transport (Deptt. of Surface Transport) O.M.  
No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

**Comments of the Committee**

See Chapter I, Para 1.22

## CHAPTER V

### RECOMMENDATIONS/OBSERVATIONS ON WHICH FINAL REPLY OF GOVERNMENT HAVE NOT BEEN RECEIVED

#### Recommendation (Sl. No. 19, Para No. 3.65)

The Committee do appreciate the difficulties pointed out by the Chairman and Managing Director of Shipping Corporation of India as well as by the representative of the Ministry in this regard. The Committee would like to point out that for direct recruitment on All India basis by means of open competitive test, the reservations for Scheduled Castes and Scheduled Tribes are 15 per cent and 7½ per cent. When direct recruitment is made on All India basis otherwise than by open competition, the reservations applicable are 16.2/3 per cent for Scheduled Caste and 7½ per cent for Scheduled Tribe. For direct recruitment to groups C&D posts, which normally attract candidates from a locality or a region, the prescribed reservations for Scheduled Caste and Scheduled Tribes are based on the population of these communities in that State. On this basis, the prescribed percentages for Scheduled Caste and Scheduled Tribe for the State of Maharashtra are 6 per cent and 6 per cent respectively.

The Committee would like to point out that though Shipping Corporation of India is having its headquarters in Bombay in the State of Maharashtra, yet its operational areas are scattered in other States also. There is, therefore, no reasons for presuming that for groups C&D posts Scheduled Caste/Scheduled Tribe candidates from other States cannot be recruited. As such, the Committee recommend that Ministry of Transport (Deptt. of Surface Transport) may obtain necessary clarification from the Deptt. of Personnel and implement the reservation for Groups C&D posts on All India basis *i.e.* 16.2/3 per cent for Scheduled Caste and 7½ per cent for Scheduled Tribes. The Committee have reasons to believe that in Group 'C' there must be a large number of technical posts for which Scheduled Caste/Scheduled Tribe candidates can be drawn from all parts of India. It is perhaps wrong to presume that such posts are necessarily to be filled from local candidates living in the State of Maharashtra only where qualified Scheduled Caste/Scheduled Tribe candidates might not be available. The Committee also feel that the prescribed reservations of 6 per cent each for Scheduled Caste and Scheduled

Tribe in direct recruitment for groups C&D in Maharashtra are the minimum and there is no bar to exceed these percentage in order to safeguard the interests of Scheduled Caste/Scheduled Tribe employees at the time of promotion.

### **Reply of Government**

The matter has been taken up with the Department of Personnel. The Committee will be informed of further developments in this regard.

[Ministry of Transport (Deptt. of Surface Transport) O.M. No. SW/SYO (II)/90/85-Vol. II dated 19-9-86.]

### **Comments of the Committee**

The Committee would like to be apprised of the opinion given by the Department of Personnel in this regard and the decision/follow-up action taken by the Shipping Corporation of India in the matter.

NEW DELHI;

K. D. SULTANPURI

*Chairman,*

*November 25, 1986*

*Committee on the Welfare of Scheduled*

*4 Agrahayana, 1908 (Saka)*

*Castes and Scheduled Tribes.*

## APPENDIX

### *Analysis of the Action Taken by the Government on the Recommendations contained in the Tenth Report of the Committee*

(Vide Para 4 of the Introduction)

I.	Total number of Recommendations . . . . .	32
II.	Recommendations which have been accepted by the Government ( <i>vide</i> Recommendations Sl. Nos. 2,7 to 13, 15, 17, 20 to 22, 25 to 29 & 32) . . . . .	
	Number..... . . . .	19
	Percentage to the total..... . . . .	59.38
III.	Recommendations which the Committee do not desire to pursue in view of Government's replies ( <i>vide</i> Recommendations Sl. Nos. 4, 5, 6, 24 & 31).	
	Number..... . . . .	5
	Percentage to the total..... . . . .	15.62
IV.	Recommendations in respect of which reply of Government has not been accepted and which require reiteration ( <i>vide</i> Recommendations Sl. Nos. 1,3,14,16,18,23, & 30). . . . .	
	Number..... . . . .	7
	Percentage to the total..... . . . .	21.88
V.	Recommendations in respect of which final replies of Government have not been received ( <i>vide</i> Recommendations at Sl. No. 19). . . . .	
	Number..... . . . .	1
	Percentage to the total..... . . . .	3.12

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