

**COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND
SCHEDULED TRIBES
(1985-86)**

(EIGHTH LOK SABHA)

FIFTEENTH REPORT

**MINISTRY OF STEEL AND MINES
(DEPARTMENT OF MINES)**

**[Action taken by Government on the recommendations contained in the
Second Report of the Committee on the Welfare of Scheduled Castes
and Scheduled Tribes on the Ministry of Steel and Mines (Department
of Mines)—Reservations for, and employment of, Scheduled Castes
and Scheduled Tribes in National Aluminium Company Ltd.]**



Presented to Lok Sabha on 28.4.1986

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**LOK SABHA SECRETARIAT
NEW DELHI**

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CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
INTRODUCTION	(v)
CHAPTER I —Report	1
CHAPTER II —Recommendations/Observations which have been accepted by the Government	2
CHAPTER III—Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies	15
CHAPTER IV —Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration	17
APPENDIX —Analysis of the action taken by Government on recommen- dations contained in the Second Report	18

**COMMITTEE ON THE WELFARE OF SCHEDULED CASTES
AND SCHEDULED TRIBES
(1985-86)**

Shri Krishan Datt Sultanpuri—*Chairman*

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(iv)

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

*Ceased to be members of the Committee on their retirement from Rajya Sabha w.c.f. 2nd April, 1986.

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 Fifteenth Report (Eighth Lok Sabha) on Action Taken by Government on the recommendations contained in the Second Report (Eighth Lok Sabha) on the Ministry of Steel and Mines (Department of Mines)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in National Aluminium Company Ltd.

2. The Draft Report was considered and adopted by the Committee on the Welfare of Scheduled Castes and Scheduled Tribes at their sitting held on the 18th March, 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's replies.

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

4. An analysis of the action Taken by Government on the recommendations contained in the Second Report (Eighth Lok Sabha) of the Committee is given in the Appendix. It would be observed therefrom that out of 22 recommendations made in the Report 19 that is 86.4% have been accepted by the Government. The Committee do not desire to pursue 2 recommendations that is 9.1% of their recommendations in view of Govern-

(vi)

ment's replies. One recommendation that is 4.5% in respect of which reply of the Government has not been accepted by the Committee require reiteration.

NEW DELHI;

March 18, 1986

Phalguna 27, 1907 (S).

KRISHAN DATT SULTANPURI,

Chairman,

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

CHAPTER I

REPORT

This Report of the Committee deals with the action taken by Government on the recommendations contained in the Second Report (Eighth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Steel and Mines (Department of Mines)—Reservations for, and employment of, Scheduled Castes and Scheduled Tribes in National Aluminium Company Limited.

1.2 In para 3.37 of their Second Report, the Committee had desired that as far as possible the vacancies reserved for Scheduled Castes and Scheduled Tribes should not be de-reserved. The Committee had recommended that earnest efforts should be made by NALCO to permit exchange of carry forward vacancies between Scheduled Castes and Scheduled Tribes and *vice-versa* in the third recruitment year after such carry forward so that reserved vacancies do not get lapsed on the ground that suitable candidates belonging to Scheduled Castes and Scheduled Tribes are not available.

1.3 In their reply dated the 15th January, 1986, the Ministry of Steel and Mines (Department of Mines) have stated that the observation of the Committee has been noted.

1.4 The reply of Government—"The observation is noted" is neither clear nor specific, hence unacceptable to the Committee. The Committee reiterate their earlier recommendation that earnest efforts should be made by NALCO to permit exchange of carry forward vacancies between Scheduled Castes and Scheduled Tribes and *vice-versa* in the third recruitment year after such carry forward so that reserved vacancies do not get lapsed on the ground that suitable candidates belonging to Scheduled Castes and Scheduled Tribes are not available.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Sl. No. 1, Para No. 1.21)

The Committee note that at present there is no Scheduled Caste/Scheduled Tribe member on the Board of Directors of the National Aluminium Company Ltd. The Committee further noted that one of the objectives of the Company is "to take special steps for ameliorating the lot of the Tribal population, in and around the different plants of National Aluminium Company." The Committee recommend that with a view to give practical shape to this declared objective and to safeguard the interests of Scheduled Castes and Scheduled Tribes in and around the various plants of the Company, at least two persons, one each Scheduled Castes and Scheduled Tribe Communities should be appointed as members on the Board of Directors of the Company.

Reply of Government

On the Board of NALCO, there is one functional Director representing the minority community. Whenever a suitable person belonging to the SC/ST communities with requisite qualification and expertise is found, he will be considered for appointment on the Board of Directors.

[Ministry of Steel & Mines (Department of Mines) O.M. No.
8(66)/85-Met, IV dated the 15th January, 1986]

Recommendation (Sl. No. 2, Para No. 1.25)

The Committee feel unhappy that there has been no proper manpower planning in National Aluminium Company even though the Company was set up in January, 1981. One of the objectives of the Company is to adopt a staffing pattern in such a way that retrenchment at the end of construction phase is minimised. The Committee apprehend that in the absence of proper manpower planning the services of many persons who are already working in the Company may have to be terminated.

The Committee recommend that Scheduled Caste/Scheduled Tribe persons employed by National Aluminium Company should be trained with immediate effect for specific jobs so that they can be absorbed in the Company on regular basis after the construction stage is over.

Reply of Government

As indicated in the report, the Company had adopted the staffing pattern during the initial construction phases, much below the projections made in the detailed project report. The man-power plan to refine the projections earlier made, was prepared in 1984. Constant review of the man-power of the Company is being made every month, so that there is no scope for redundancy of the man-power directly employed by the Company at any stage. This has been the result of constant man-power review and recruitment in a planned manner. Therefore, there would not be any retrenchment of the manpower directly employed by the Company on account of redundancy.

The recommendation of the Committee with regard to training of the existing SC/ST personnel employed in the Company is being implemented and they are being sponsored for various training programmes for up-gradation of skill.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 3, Para No. 2.14)

The Committee note that a part-time cell had been set up in the National Aluminium Company Ltd., in September, 1982 and 3 persons were working in this Cell. Reservation cells were also set up in all the units of the Company.

The Committee are glad to note that the cell has since started functioning in National Aluminium Company Ltd., on full time basis from 12th October, 1984. The Committee felt that keeping in view the importance of work assigned to the Cell, the Officer incharge of the Cell must possess sound knowledge of the Brochure on reservations for Scheduled caste/Scheduled Tribe in services and other guidelines issued by the Department of Personnel and Administrative Reforms from time to time. The Committee recommend that the officers working in the Cell should be given training regarding implementation of reservation orders and the maintenance of rosters etc. so as to improve the efficiency of the Cell as a whole in the discharge of its functions.

Reply of Government

The recommendations have been implemented. The employees responsible for proper implementation of reservation orders have been comprehensive full time training of two days in collaboration with the office of the Commissioner for Scheduled Castes and Scheduled Tribes, New Delhi, during March 1985. So far 19 employees have received the training on reservation orders. All Officers working in the reservation Cells at the different establishments of the Company have received the training.

(Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986)

Recommendation (Sl. No. 4, Para No. 3.13)

The Committee note that the National Aluminium Company Ltd., notifies the advertisements mostly in all the local newspapers. The advertisements are also issued in national dailies like the Statesman, the Times of India, the Hindu and the Indian Express. The Committee have also been informed that in some cases the vacancies were announced over All India Radio also. The Committee recommend that copies of the advertisements should be sent to the Scheduled Caste/Scheduled Tribe association/organisations like the Harijan Sewak Sangh in Orissa. The Committee further recommend that copies of advertisements should also be sent to the members of the Parliamentary Committee on the welfare of Scheduled Castes and Scheduled Tribes and also to the local Scheduled Cast/Scheduled Tribe MP's/MLA's of the region where recruitment is made.

Reply of Government

The recommendations of the Committee are noted for compliance. The Company has already started sending copies of its recruitment notifications/advertisements to Harijan Sewak Sangh, Orissa. The copies will also be sent to members of the committee and local Scheduled Caste/Scheduled Tribe M.P's/MLA's in future for wider circulation amongst the member of SC/ST Communities.

(Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986)

Recommendation (Sl. No. 5, Para No. 3.14)

The Committee feel surprised that in the Press Advertisements the number of posts reserved for Scheduled Castes and Scheduled Tribes are

not being mentioned by National Aluminium Company. The argument advanced by the Secretary, Department of Mines that most of the Departments not giving this information in the Press Advertisements is not very convincing. The Committee, therefore, recommend that the number of vacancies reserved for Scheduled Castes and Scheduled Tribes should invariably be mentioned in all advertisements for recruitment so that there is more encouraging response from the candidates belonging to the reserved categories.

Reply of Government

The recommendation of the Committee has been noted for compliance.

(Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986)

Recommendation (Sl. No. 6, Para No. 3.15)

The Committee further recommend that advertisements for recruitment should not be confined to local dailies issued from Bhubaneswar, the State Capital and the Headquarters of the Company. Such advertisements should also appear in newspapers of Koraput District in order to attract the tribal candidates from that district. It is needless to point out that Koraput District has 56% tribal population and Damanjodi Alumina Plant is also located in the tribal belt of Koraput District.

Reply of Government

The recommendations of the Committee to advertise the vacancies of the posts reserved for Scheduled Castes and Scheduled Tribes in Newspapers of the Koraput District has been noted for compliance.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 7, Para No. 3.25)

The Committee note that during the years 1981, 1982 and 1983, 21 persons were promoted in National Aluminium Company out of which there was only one Scheduled Caste who has been promoted. Most of these promotions related to the persons who had come to NALCO from Bharat Aluminium Company on the clear understanding that after putting in a specified period of service they would be promoted to the next higher grade. The

Committee recommend that while making fresh recruitment to various posts in the feeder channels sufficient number of Scheduled Castes and Scheduled Tribes should be inducted so as to ensure that in all future promotions the reserved posts can be filled up by Scheduled Caste and Scheduled Tribe candidates without any difficulty.

Reply of Government

The recommendation is noted for compliance. The Company has already initiated a special drive to enhance the representation of SC/ST in different group of posts.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 8, Para No. 3.28)

The Committee regret to note that in National Aluminium Company Ltd., the rosters are not being maintained properly. The Committee further note that during the inspection of rosters conducted by the Liaison Officers in 1983 and 1984 it was noticed that the grouping of posts and carry forward of vacancies was not being done properly. In view of the shortcomings noticed during the inspection of rosters and also in view of the fact that reservation orders are to be implemented retrospectively, with effect from 7.1.1981, the Company has decided to recast all the roster.

The Committee need hardly stress that proper maintenance of rosters is of utmost importance as in their view, rosters are the only mechanism through which the reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes in services and be watched. The Committee feel that only routine checking of rosters once in a year by the Liaison Officers is not sufficient. The Committee, therefore, recommend that rosters should be checked atleast twice a year and all discrepancies noticed in their maintenance should be rectified immediately. The Liaison Officers while checking rosters should record a note and give clear instructions regarding the shortcomings noticed by them.

Reply of Government

The Company has already recast the reservation rosters implementing the reservation orders from the date of its inception i.e. 7.1.81. The Company has also begun maintenance of reservation rosters under the direct supervision of the unit Liaison Officers to eliminate chances of discrepancies. This practice will be in addition to annual inspection of rosters as required

under the orders. The recommendation regarding proper inspection is noted for compliance.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 9, Para No. 3.29)

The Committee trust that all the rosters have been recast by the Company with a view to implement the reservation orders w.e.f. 7th January, 1981 retrospectively. The Committee further recommend that training courses should be arranged for the officers and staff, who are responsible for the maintenance of rosters.

Reply of Government

The reservation rosters have been recast implementing the reservation orders w.e.f. 7.1.81. Training courses have also been arranged during March, 1985 in collaboration with the office of the Commissioner for Scheduled Castes and Scheduled Tribes, New Delhi, for the Officers and staff responsible for maintenance of rosters.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 10, Para No. 3.35)

The Committee are unhappy to note that in National Aluminium Company, certain posts reserved for Scheduled Castes and Scheduled Tribes, particularly in Group 'C', have been filled up by the general candidates without following the prescribed procedure for dereservation. The Secretary, Ministry of Steel and Mines (Department of Mines) also admitted during evidence that it was a mistake on the part of the Company to fill up the reserved vacancies by general candidates without obtaining the orders of competent authority for dereservation of posts in the first instance. The Committee need hardly stress that it is the responsibility of the controlling Ministry to see that proper procedures are followed by the Public Undertakings under their administrative control in regard to the filling of reserved vacancies. The Committee stress that Ministry of Steel and Mines (Department of Mines) should keep proper watch that Government orders in regard to making recruitment and filling up of reserved vacancies are followed scrupulously by NALCO in future. The Committee firmly believe that there is no dearth of Scheduled Caste and Scheduled Tribe candidates for Group 'C' and 'D' post. The Committee, therefore, recommend that the posts

reserved for Scheduled Castes and Scheduled Tribes should not be filled by general candidates without following the procedure prescribed for dereservation of posts.

Reply of Government

The Department of Mines has started close monitoring of implementation of reservation orders by the Company. The Department obtains quarterly reports from the Company on the progress made. These reports are scrutinised and wherever necessary suitable advice given to the Company. Where suitable SC/ST candidates are not available against reserved vacancies annual dereservation is taken from the Competent Authority as per the reservation orders.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 13, Para No. 3.44)

The committee note that in National Aluminium Company a representative of the Scheduled Caste/Scheduled Tribe Community is invariably included in the Recruitment Boards whenever the candidates of Scheduled/Caste/Scheduled Tribe communities are interviewed. The Secretary, Ministry of Steel and Mines (Department of Mines) informed the Committee during evidence that in the Recruitment Boards of the Company the representative is normally taken from the Industries Department of the State Government. The Committee recommend that in case an officer of appropriate status belonging to Scheduled Caste/Scheduled Tribe Community from within the organisation is not available the Scheduled Caste/Scheduled Tribe representative of the State Government should be from the Harijan and Tribal Welfare Department. This will instill greater confidence in the Scheduled Caste/Scheduled Tribe candidates appearing before the Recruitment Board.

Reply of Government

The recommendation is noted for compliance.

[Ministry of Steel & Mines (Department of Mines) O. M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 14, Para No. 3.45)

The Committee further recommend that with a view to ensure that the Scheduled Caste and Scheduled Tribe candidates are judged by relaxed

standards in interviews and they are not judged in comparison with the general candidates, at least one person from Scheduled Caste/Scheduled Tribe community should invariably be included in all the Recruitment Boards irrespective of the fact whether it was interviewing SC/ST or general category candidates.

Reply of Government

The Company has already complied with the recommendation by associating one member belonging to SC/ST communities in all recruitment boards.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 15, Para No. 3.46)

The Committee also recommend that for the same reason at least one person from the Scheduled Caste/Scheduled Tribe Community should invariably be included in all Departmental Promotion Committees.

Reply of Government

In Departmental Promotion Committees also a representative of Scheduled Caste or Scheduled Tribe Communities is included as a member.

[Ministry of Steel & Mines (Department of Mines) O. M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 16, Para No. 4 11)

The Statement showing the total number of employees in various groups of posts in the National Aluminium Company Ltd., and the number of Scheduled Castes and Scheduled Tribes among them as on 1.9.1984 indicates that the representation of Scheduled Castes and Scheduled Tribes is much below the prescribed percentage of reservations for these communities. In Group A, the percentage of Scheduled Castes is 4.73 and that of the Scheduled Tribe 1.81 only. In Group B posts the percentage of Scheduled Castes is 3.70 which is even less than in Group A posts. The percentage of the Scheduled Tribes is 2.47 only which is slightly better than in Group A. The Committee are surprised to note that the percentage of Scheduled Castes and Scheduled Tribes in Group 'C' is also not at all satisfactory. While the percentage of Scheduled Castes is 9.82 in Group 'C' it is 6.38 only in case of Scheduled Tribes. The Committee recommend that the

National Aluminium Company should calculate the number of reserved posts for Scheduled Castes and Scheduled Tribes from 1981 when the Company was incorporated and a special drive for recruitment should be made to fill up the backlog of reserved vacancies in each category of post without further loss of time.

Reply of Government

After the visit of Parliamentary Committee the National Aluminium Company Limited had taken up a special drive to fill up the backlog of reserved vacancies in each category of posts through exclusive advertisements. As a result of this measure there is considerable improvement in the percentages of Scheduled Castes and Scheduled Tribes with reference to total number of employees in the Company.

The comparative statement giving the percentages of Scheduled Caste and Scheduled Tribe employees with reference to total number of employees in the Company in different Groups as on 1.9.84 and as on 1.10.85 is given below :

Group	No. of SC/ST employed as on 1.9.84		%age of SC/ST employees as on 1.9.84		No. of SC/ST employed as on 1.10.85		%age of SC/ST employees as on 1.10.85	
	SC	ST	SC	ST	SC	ST	SC	ST
'A'	13	5	4.73	1.81	29	14	6.51	3.14
'B'	3	2	3.70	2.47	7	2	8.04	2.29
'C'	60	39	9.82	6.38	214	114	15.93	8.48
'D'	45	35	15.36	8.53	44	41	17.74	16.53
(Excluding Sweeper)								
'D'	30	—	96.77	—	18	—	100	—
(Sweeper only)								

It may be seen that the special drive undertaken by the Company has yielded positive result.

[Ministry of Steel & Mines (Department of Mines) O. M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 17, Para No. 4.12)

The statement regarding recruitment made by the National Aluminium Company during the year 1981 to 1983 indicates that out of 64 vacancies filled in all the Groups in 1981, there were only 4 Scheduled Castes and 1 Scheduled Tribe and their combined percentage comes to 7.81 only. Similarly out of 459 employees recruited in the Company in 1982 in all the groups only 42 Scheduled Castes, which included 7 posts of sweepers in 'D' category and 15 Scheduled Tribes were recruited which comes to 12.42% only. In the year 1983 also out of 375 employees, who were recruited in the Company only 57 Scheduled Castes including 13 posts of sweepers in 'D' category and 26 Scheduled Tribes were recruited which is only 22.13% of the total recruitment. It is evident from these figures that the reservation orders were not properly followed by the National Aluminium Company while making recruitments to various categories of posts during the period from 1981 to 1983. The main emphasis had been to recruit large number of sweepers in 'D' category to present a better picture about the achievements made in filling the reserved quota. The Committee recommend that in order to ensure due compliance with the orders and instructions pertaining to reservation of vacancies in favour of Scheduled Castes and Scheduled Tribes, the Liaison Officer in the National Aluminium Company should be made responsible for ensuring strict compliance of the reservation orders and serious note should be taken of any lapse in this regard.

Reply of Government

The recommendation of the Committee is noted for compliance. The Liaison Officers have been made responsible for due implementation of the reservation orders.

[Ministry of Steel & Mines (Department of Mines) O. M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 19, Para No. 4.18)

The Committee have been informed by the Ministry of Steel & Mines that in-service training is imparted to the employees in National Aluminium Company Ltd., through internal training within the company and also by sponsoring candidates for training to outside agencies. It has been stated that so far six employees belonging to Scheduled Caste/Scheduled Tribe communities have been benefited from the in-service training programme and two employees belonging to these communities from external training programme. However during evidence the Secretary, Ministry of Steel & Mines (Department of Mines) stated "It is premature to start in-service

training. The Company is just starting, it is too early for that. About the people who are already employed, if they are weak in certain areas of work, they should be given in-service training."

The Committee are surprised to note that two contradictory statements in regard to in-service training have been made by Government. On the one hand it has been stated that in-service training is imparted to the employees in National Aluminium Company Ltd., through internal training within the Company and also by sponsoring candidates for training to outside agencies. While during evidence the Secretary, Ministry of Steel and Mines (Department of Mines) stated that "It is premature to start in-service training. The Company is just starting, it is too early for that." The Committee are led to believe that no arrangements exist in National Aluminium Company for giving in-service training to the Scheduled Caste/Scheduled Tribe employees. The Committee need hardly stress that in-service training is of utmost importance to bring Scheduled Caste and Scheduled Tribe candidates upto the required standard. The Committee, therefore, recommended that in-service training scheme should be introduced forthwith in National Aluminium Company for the benefit of Scheduled Caste/Scheduled Tribe employees.

Reply of Government

The contradiction seems to arise because of the differing meaning of the term 'in-service training' in its usage by Secretary (Mines) and Nalco.

Secretary (Mines) was correct in saying the it was too early to start in-service training. Nalco did not have an in-service training establishment at the time of the hearing.

However, Nalco had trained 6 employees belonging to the Scheduled Caste as drivers. This training had been given within Nalco.

The company has now drawn up training programmes for inservice training of technical staff including employees belonging to the Scheduled Castes and Tribes.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met, IV dated the 15th January, 1986]

Recommendation (Sl. No. 20, Para No. 5.3)

The Committee note that in National Aluminium Company a separate procedure for redressal of grievances of executives and non-executives has

been prescribed and the Scheduled Caste/Scheduled Tribe employees can also get their grievances redressed under that procedure. In addition, Scheduled Caste/Scheduled Tribe Cell is also entrusted with the responsibility of looking into the grievances of the Scheduled Caste/Scheduled Tribe employees. The Committee recommend that the Liaison Officer incharge of Scheduled Caste/Scheduled Tribe Cell should be easily accessible to Scheduled Caste/Scheduled Tribe employees and he should give them a patient hearing in order to appreciate their problems and difficulties. The Committee have no doubt that some of the problems/grievances can be redressed more quickly through mutual discussion across the table and this will not only reduce unnecessary paper work but would also lead to greater efficiency in the organisation.

Reply of Government

The recommendation is noted for compliance. Suitable departmental instructions were already issued and the Liaison Officers are readily available to SC/ST employees for redressal of their personal grievances.

[Ministry of Steel & Mines (Department of Mines) O M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 21, Para No. 5.6)

The Committee recommend that on completion of the Townships in various sectors a minimum of 10 per cent houses should be reserved for the employees belonging to Scheduled Caste/Scheduled Tribe communities as per government instructions on the subject.

Reply of Government

The Company endeavours to provide residential accommodation to all employees at the project sites who do not have their houses within a radius of 8 kilometers. In case of SC/ST employees preferential treatment is given. Of the 1107 houses in Company's Townships at Angul and Damanjodi, 207 have been allotted to the employees belonging to SC/ST. This represents 18.51% of the total houses.

[Ministry of Steel & Mines (Department of Mines) O. M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

Recommendation (Sl. No. 22, Para No. 5.16)

The Committee note that National Aluminium Company has introduced a Training Scheme in Damanjodi Sector for the benefit of those displaced

families whose land had been acquired for setting up the project. The Company has committed to employ one able-bodied member from each local displaced family, a large number belonging to tribals in Damanjodi sector. According to information furnished to the Committee out of 10 Trainee Drivers who received training, 4 persons were absorbed in the Company as Drivers out of which one belonged to Scheduled Caste and one to Scheduled Tribe community.

The Committee recommend that the Training Scheme should be more broad-based and have wider coverage. It should not be confined to the category of drivers only. Such Training Programmes should be extended to other trades like mechanics, fitters, welders etc. subject to the overall requirements of the Company, a perspective plan may be worked out for the next five years and training courses should be arranged according to the assessed demand in various disciplines by the year 1990.

Reply of Government

A survey was conducted by the Company to assess the trainability of the families displaced on the Damanjodi sector. The survey revealed that most of the affected persons were either illiterate or having very low education profile. Some persons have been identified from among the affected families as trainable material based on their back-ground. The Company has formulated a special stipendary scheme for training these persons in a phased manner and accordingly 44 person are presently undergoing training. On successful completion of the training, they will be absorbed in the semi-skilled grades in the Company. Training scheme includes a first phase of training on literacy and general education and a subsequent facing of on the job training. The pesons so drawn and employed as semi-skilled workers will become skilled personnel in due course in such trades as Motor Vehicle driving, Mechanic, Fitters etc. The recommendations of the Committee is thus complied through the implementation of the about training scheme.

[Ministry]of Steel & Mines (Department of Mines) O.M. No.
8(66)/85-Met. IV dated the 15th January, 1986]

CHAPTER III

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

Recommendation (Sl. No 11, Para No. 3.36)

The Committee take serious note of the irresponsible way in which the vacancies reserved for Scheduled Castes and Scheduled Tribes were filled by general candidates without following the prescribed procedure for dereservation. The Committee recommend that responsibility should be fixed on the defaulting officers who were responsible for such serious lapses.

Reply of Government

It is unfortunate that due to inadequate understanding of reservation orders by the concerned employees, the orders were not fully implemented in terms. The concerned employees have been cautioned to ensure due implementation of the orders. It is observed that inadequate implementation of orders in this behalf is purely unintentional and due to inadequate understanding of rules at the relevant time. The concerned employees have been imparted suitable training and it is expected that such instances would not recur.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated be 15th January, 1986]

Recommendation (Sl. No. 18, Para No. 4.13)

The Committee do not agree that the main reason for the shortfall of Scheduled Caste/Scheduled Tribe employees in the National Aluminium Company is the non-availability of qualified candidates belonging to these communities. While this reason may be true to some extent in the case of Group 'A' and 'B' posts, the Committee cannot accept that suitable Scheduled Caste/Scheduled Tribe candidates are not available even for Group 'C' and 'D' posts.

The Committee recommend that special recruitment should be made to fill the reserved vacancies in Group 'C' and 'D' for which very high

technical qualifications are not necessary. In case of Scheduled Caste and Scheduled Tribe candidates are not available for Group 'C' and 'D' posts, the desirability of relaxing educational qualifications should be considered as per standing instructions in this regard. The Committee need hardly stress that some deficiency in the prescribed norms can be overcome by providing proper in-service training to selected candidates. The Committee also recommend that the Management of National Aluminium Company should go into the question of unattractive pay scales of their employees *vis-a-vis* other similar organisations and take corrective action wherever considered necessary so as to attract more Scheduled Caste and Scheduled Tribe candidates to fill the reserved vacancies.

Reply of Government

The Company has already exceeded the percentage prescribed for SC category in both groups 'C' & 'D'. The position of ST representation has also improved. The bulk of Company's manpower in group 'C' comprises of skilled technicians where availability of qualified Scheduled Caste and Scheduled Tribe candidates is scarce. For these posts the Company requires a person to hold a National Certificate in relevant trade from Industrial Training Institute. In view of sophisticated technology involved in the operations, general relaxation in educational standards may not be appropriate. However, on case to case basis the Company may consider concessions for suitable SC/ST candidates.

The Company has already revised w.e.f. 1-9-83 its pay structure for non-executive posts which now compares well with the pay structure followed in the Public Sectors.

[Ministry of Steel & Mines (Department of Mines) O.M. No. 8(66)/85-Met. IV dated the 15th January, 1986]

CHAPTER IV

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

Recommendation (Sl. No. 12, Para No. 3.37)

The Committee are basically opposed to the principle of dereservation and desire that the vacancies reserved for Scheduled Castes and Scheduled Tribes should not, as far as possible, be dereserved.

The Committee trust that earnest efforts will be made by NALCO to permit exchange of carry forward vacancies between Scheduled Castes and Scheduled Tribes and *vice-versa* in the third recruitment year after such carry forward so that reserved vacancies do not get lapsed on the ground that suitable candidates belonging to Scheduled Castes and Scheduled Tribes are not available.

Reply

The observation is noted.

Comments of the Committee

See Chapter I, Para 1.4

NEW DELHI,
March 18, 1986

Phalguna 27, 1907 (S)

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

APPENDIX

(Vide Para 4 of Introduction)

Analysis of the action taken by Government on recommendations contained in the Second Report (Eighth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes

1. Total number of recommendations.	..	..	..	..	22
2. Recommendations/Observations that have been accepted by Government (<i>vide</i> recommendations at Serial Numbers 1 to 10, 13 to 17 and 19 to 22 :					
Numbers	..	..	..	..	19
Percentage to Total	..	..	..	..	86.4
3. Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies (<i>vide</i> serial numbers 11 and 18) :					
Numbers	..	..	..	..	2
Percentage to Total	..	..	..	..	9.1
4. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration (<i>vide</i> recommendation at Serial number 12) :					
Numbers	1
Percentage to Total	4.5

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