

**COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(1998-99)**

(TWELFTH LOK SABHA)

SIXTH REPORT

ON

MINISTRY OF PETROLEUM AND NATURAL GAS

Action taken by the Government on the recommendations contained in the Ninth Report (Eleventh Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the Ministry of Petroleum and Natural Gas—Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Engineers India Limited



सत्यमेव जयते

*Presented to Lok Sabha on 9.12.1998
Laid in Rajya Sabha on 9.12.1998*

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 1998/Agrahayana, 1920(S)

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**COMPOSITION OF THE COMMITTEE ON THE WELFARE
OF SCHEDULED CASTES AND SCHEDULED TRIBES (1998-99)**

Shri Kariya Munda—Chairman

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30. Shri Jhumuk Lal Bhendia

SECRETARIAT

1. Shri Joginder Singh, *Joint Secretary*
2. Shri B.R.Kanathia, *Director*

INTRODUCTION

1. the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to submit the Report on their behalf, present this Sixth Report on Action taken by the Government on the recommendations/observations contained in the Ninth Report (Eleventh Lok Sabha) on the Ministry of Petroleum and Natural Gas—Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Engineers India Limited.

2. The Draft Report was considered and adopted by the Committee at their sitting held on 15 September, 1998.

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

I. Report

II. Recommendations/Observations which have been accepted by the Government.

III. Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies.

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

V. Recommendations/Observations in respect of which final replies of Government have not been received.

4. An analysis of the Action taken by Government on the recommendations/observations contained in the Ninth Report (Eleventh Lok Sabha) of the Committee is given in the Appendix. It would be observed therefrom that out of 8 recommendations/observations made in the report, 6 recommendations i.e. 75 percent have been accepted by Government; the Committee do not desire to pursue one recommendation i.e. 12.5 percent of their total recommendations in view of Government's reply; one recommendation i.e. 12.5 percent in respect of which reply of the Government has not been accepted by the Committee, requires reiteration.

NEW DELHI;
December, 1998

Agrahayana, 1920 (S)

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

CHAPTER I

REPORT

1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Ninth Report (Eleventh Lok Sabha) on the Ministry of Petroleum and Natural Gas on "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in Engineers India Limited (EIL)."

1.2 The Ninth Report was presented to Lok Sabha on 5th August, 1997. It contained eight recommendations. Replies of the Government in respect of these recommendations have been examined and may be categorised as under:—

- (i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 1, 3, 5, 6, 7, 8).
- (ii) Recommendations/Observations which the Committee do not desire to pursue in the light of the replies received from the Government (Sl. No. 2).
- (iii) Recommendations/Observations replies to which have not been accepted by the Committee and need reiteration (Sl. No. 4).
- (iv) Recommendations/Observations in respect of which final replies of the Government have not been received (Sl. No. Nil).

1.3 The Committee will now deal with the action taken replies of the Government which need reiteration or merit comments.

BOARD OF DIRECTORS

Recommendations (Sl. No. 1, Para 1.7)

1.4 The Committee had noted that as per para 2.1 of the Brochure on Reservation of SCs and STs (8th Edition) brought out by the Ministry of Personnel, Public Grievances and Pension, there is reservation of 15% and 7.5% for SCs and STs in all appointments to Group 'A' posts filled by direct recruitment through nomination/advertisement. The Committee had, therefore, recommended that serious and vigorous efforts should be made by the Government to find out an SCST person for appointment in the Board of Directors.

1.5 In their reply the Government have stated that the policy of the Government is to select Directors from amongst the persons with proven ability and good record in the fields of Industry, Commerce, Administration, Finance, etc. The recent Industrial Policy Statement has

also re-affirmed the need for making the role of Public Sector Enterprises more professional. At the same time, the claims of suitable SCST candidates who are otherwise competent and have the necessary background in Industry, Commerce, Administration, Finance, etc., for Board level appointments in the Central PSEs are always being considered. In keeping with this policy, and having regard to the recommendations of the Committee, it will be the Ministry's endeavour in future to appoint at least one person belonging to SC/ST as Director on the Board of Engineers India Limited. As for the adoption of a Policy for enforcement of the reservation roster to Board level appointments, this would come within the purview of the Department of Personnel and Training and Department of Public Enterprises.

Comments of the Committee

1.6 The Committee express its dissatisfaction with the reply of the Government. The Committee are of the view that the matter may be taken up with the Department of Personnel and Training and Department of Public Enterprises and the Committee may be apprised of the outcome.

PROMOTION

Recommendations (Sl. No. 4, Para 3.9)

1.7 The Committee had noted that there had been a shortfall of 2 and 11 Scheduled Castes in Group 'B' and 'C' and 1 and 9 Scheduled Tribes in Group 'A' and 'C' respectively in Engineers India Ltd. (EIL) during 1996. The Committee had, therefore, recommended that EIL should clear the shortfall in promotion, within a period of three months by relaxing the minimum qualifying period of service or by increasing zone of consideration in respect of SCST employees.

1.8 The Ministry of Petroleum and Natural Gas in their reply have stated that recommendations regarding clearing shortfall in promotion by relaxing the minimum qualifying period of service or by increasing zone of consideration in respect of SCST employees is difficult to be implemented since it has major repercussions within the company. It may be mentioned that in Promotion Rules for Officers as approved by the Board, Para 15.1 states the following:—

“Presidential Directives/Government Orders issued from time to time shall be followed so far as these are applicable in the context of promotion of officers belonging to SCST categories. To be eligible for consideration for promotion, the merits criteria will be relaxed in case of SCST officers to the extent that these officers shall have to earn not lower than ‘Satisfactory’ (‘3’) ‘Overall Rating’ for the minimum prescribed number of appraisal years specified as the ‘Qualifying Period’.”

It means that minimum prescribed number of appraisal years have to be retained. In case of promotion of employees in Level 1 to 8, the promotion policy in vogue since last more than 15 years is as follows:

Eligible SCST employees who meet the requirement of minimum length of service in the grade fixed by Performance Review Committee (PRC) and whose ratings in last 3 years are at least 'Good' ('3') are promoted as compared to General Category candidates who have to meet the requirement of merit quotient which is much higher. Accordingly, merit portion for SCST categories is invariably relaxed in promotion at all levels where reservation orders are applicable.

The backlog referred to in the report is only notional since all eligible SCST employees have been getting promoted as per the above policy. Relaxing the minimum qualifying period of service for SCST employees beyond the above policy can have serious consequences as much as that some general category candidates can go to court of law or the Employees Association may threaten the prevailing industrial peace in the company. Presently, EIL has no pending grievances from SCST employees on this account as the policy has been working satisfactorily.

Recently, EIL has also received instructions from Ministry of Petroleum & Natural Gas vide O.M. No. J-17016/297-SCT dated 27.8.97 for compliance of the latest guidelines of DOP&T (No.36012/23/96-Estt. (Res.) dated. 22.7.97) in respect of reservation in promotion for SCST employees which states that "Henceforth there shall be no separate standards of evaluation for candidates of the SCST for promotion and assessment of all candidates for this purpose will be with reference to uniform standards."

EIL has been instructed by the Govt. to follow the above guidelines in future.

Comments of the Committee

1.9 The Committee are not satisfied with the reply of the Government that relaxation in minimum qualifying period of service for SCST employees beyond the promotion rules approved by the EIL Board can have serious consequences because some general category candidates can go to court of law. The Committee are of the view that no rules/policy can be framed in contravention to reservation provisions made under the Constitution. The Committee are also aware that Department of Personnel and Training have issued some latest guidelines which hamper the relaxations/concessions provided to SCST categories. The Committee have taken this matter seriously and are in the process to get these Office Memorandum withdrawn by the Department of Personnel & Training. The Committee, therefore, reiterate its earlier recommendation and desire that in the meantime shortfall in the promotion, which was in existence before issuance of these guidelines, must be cleared at once with special efforts.

ROSTERS

Recommendation (Sl. No. 6, Para 4.8)

1.10 The Committee had noted that although the Roster Registers were being inspected by Chief Liaison Officer on monthly basis yet the same were not being inspected by the representative of the Ministry on regular intervals. The Committee had, therefore, recommended that the Rosters should be properly maintained and checked by the representatives of the Ministry of Petroleum & Natural Gas at regular intervals.

1.11 The Government in their reply have stated that the recommendation of the Committee with reference to the regular intervals inspection of the reservation roster register by the representative of the Ministry, has been noted and a specific programme to conduct annual inspection of rosters maintained by PSUs will be prepared by the Liaison Officer of the Ministry.

Comments of the Committee

1.12 The Committee feel that the reply of the Government is not satisfactory. The rosters will be meaningless without regular inspection. The Committee would, therefore, like to know about specific programme formulated by the Ministry relating to inspection of rosters.

TRAINING ABROAD

Recommendation (Sl. No. 7, Para 4.11)

1.13 The Committee had recommended that the Engineers India Limited should ensure that an adequate number of Scheduled Castes and Scheduled Tribes personnel are deputed for training/seminars/symposia/conferences or for other assignments outside the country. The Committee had also recommended that the criteria for nomination of executives for training seminars etc. abroad should suitably be relaxed to make SCST Officers available in large number for such training/seminars/symposia etc.

1.14 The Government have stated that the Management of EIL has taken note of the Committee's concern in his regard. The number of officers being sent on training/conferences/seminars is very limited. Most of these are generally for presentation of technical papers. However, as recommended by the Committee endeavour will be made to send more SC/ST employees for attending seminars and conferences in future.

Comments of the Committee

1.15 The Committee are satisfied with the reply of the Government that in future endeavour will be made to send more SCST employees for attending training/seminars/conferences abroad. However, the Committee may be apprised of the number of total employees sent on these assignments during the period from 1.1.97 to 31.8.98 and number of SCST employees among them.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 1, Para No. 1.7)

The Committee note that at present there are 6 functional Directors including C&MD and one part-time Director in the EIL but none of them belongs to SCs/STs. As per para 2.1 of the Brochure on Reservation for SCs and STs (8th Edition) brought out by the Ministry of Personnel, Public Grievances and Pension, there is reservation of 15% and 7.5% for SCs and STs in all appointments to Group 'A' posts filled by direct recruitment through nomination/advertisement. The Committee are of the view that with concerted efforts, it should not be difficult for the Ministry to find out a meritorious and competent officer belonging to SC/ST categories for inclusion in the Board of Directors. The Committee, therefore, recommend that serious and vigorous efforts should be made by the Government to find out an SC/ST person for appointment in the Board of Directors.

Reply of the Government

The policy of the Government is to select Directors from amongst the persons with proven ability and good record in the fields of Industry, Commerce, Administration, Finance, etc. The recent Industrial Policy Statement has also re-affirmed the need for making the role of Public Sector Enterprises more professional. At the same time, the claims of suitable SC/ST candidates who are otherwise competent and have the necessary background in Industry, Commerce, Administration, Finance etc., for Board level appointments in the Central PSEs are always being considered. In keeping with this policy, and having regard to the recommendations of the Committee, it will be the Ministry's endeavour in future to appoint at least one person belonging to SC/ST as Director on the Board of Engineers India Limited. As for the adoption of a Policy for enforcement of the reservation roster to Board level appointments, this would come within the purview of the Department of Personnel and Training and Department of Public Enterprises.

Recommendation (Sl. No. 3, Para No. 2.18)

The Committee note that EIL is imparting pre-recruitment training to Engineers (on contract) and Draftsmen. On completion of such training, Engineers are given 3 years employment and some of the trained Draftsmen are absorbed in the Company on regular basis. The Committee further note that 17 Engineers Trainees (on contract) were inducted in EIL

during 1996-97 and proposed to be absorbed as Contract Engineers in 1997-98 for a further period of 3 years. Similarly, 9 (SC-8, ST-1) Draftsmen Trainees were appointed. The Committee also note that meritorious SC/ST students studying in 2nd year of Engineering colleges and ITIs, Draftsmen students are awarded scholarships and given preference against posts advertised by EIL. The Committee appreciates the endeavour on the part of EIL for imparting pre-recruitment training and scholarships to SC/ST students and hope that EIL would maintain that spirit in future also. However, the Committee desire that Engineers (on contract) and Draftsmen trained by EIL and SC/ST students of Engineering colleges and ITIs to whom scholarships have been provided by EIL should invariably be absorbed/appointed in the Company on regular basis so that efforts made by EIL to train them may not go futile.

Reply of the Government

In EIL, Engineer Trainees on contract are given training for one year. After completion of their training and satisfactory performance, they may be engaged as Engineers-on-Contract for further three years period. Engineers-on-contract are mainly being engaged for Construction Division for which, due to their fluctuating work needs, regular employment is not preferred. However, as and when regular vacancies arise, all out endeavour shall be made for their regularisation after following the requisite procedures.

As for EIL, SC/ST scholarship holders in Engineering and Draftsmanship courses, the Company provides them opportunities for skill test/interview as well as subsequent absorption of suitable candidates as and when vacancies arise, which match their background from time to time. As recommended by the Committee now, the Company proposes to adopt a more liberal policy for their recruitment in future also, against the Company's job requirements.

Recommendation (Sl. No. 5, Para No. 4.5)

The Committee note that a Deputy General Manager has been appointed as Chief Liaison Officer who has also been entrusted with other liabilities relating to his post, besides looking after the affairs of SC/ST employees. The Committee further note that an SC/ST cell has also been set up at Headquarter of EIL in New Delhi under the Control of Chief Liaison Officer who is assisted by a Manager (HRD) and a Senior Assistant. The Committee are of the view that it may not be possible for the Chief Liaison Officer to do justice to SC/ST Cell while discharging the duties of Deputy General Manager as well as Chief Liaison Officer simultaneously. The Committee, therefore, recommend that a full-time Liaison Officer should be appointed so as to ensure proper implementation of reservation orders meant for SCs/STs in Engineers India Limited in letter and spirit. Keeping in view the mammoth strength of more than four thousand employees it becomes all the more important that the SC/ST Cell

be manned with adequate staff. The Committee desire that necessary steps should be taken to strengthen the Cell by inducting sufficient staff so that the welfare of SC/ST employee could be properly looked after.

Reply of the Government

The SC/ST Cell all along was headed by DGM (HRD) who is also Liaison Officer and aided by Manager (HRD) and a Senior Assistant. As advised, SC/ST Cell is now exclusively headed by a Senior Manager (HRD) under the overall supervision of DGM (HRD) with the objective of strengthening the SC/ST Cell.

Recommendation (Sl. No. 6, Para No. 4.8)

The Committee note with concern that although the Roster Register are being inspected by Chief Liaison Officer on monthly basis yet the same are not inspected by the representative of the Ministry on regular intervals as is evident from the fact that the last inspection took place in May, 1994. The Committee would like to emphasize that the roster is the mechanism to watch adequate intake of the Scheduled Castes and Scheduled Tribes in services. The Roster as a matter of fact is a mirror of an institute and should reflect a clear picture. The Rosters should, therefore, be properly maintained and checked by the representatives of the Ministry of Petroleum & Natural Gas at regular intervals. A certificate in token of having checked the roster should also be recorded in the register. The Committee also desire that if any irregularity is found in the maintenance of the rosters strict action should be taken against the concerned officers responsible for such lapses.

Reply of the Government

The recommendation of the Committee with reference to the regular intervals inspection of the reservation roster register by the representative of the Ministry, has been noted and a specific programme to conduct annual inspection of rosters maintained by PSUs will be prepared by the Liaison Officer of the Ministry.

Recommendation (Sl. No. 7, Para No. 4.11)

The Committee are unhappy to note that out of 54 employees sent abroad during the years 1994, 1995 and 1996 to participate in training/seminar/symposia etc., only two employees belonging to Scheduled Castes were sent abroad in the year 1994. The reasons adduced by the Company for such a low representation of SC/ST employees in these training/seminars etc. abroad are not satisfactory. The Committee feel that sincere efforts have not been made by Engineers India Limited in making SC/ST employees available for such assignments abroad. The Committee, therefore, strongly recommend that the Engineers India Limited should ensure that an adequate number of Scheduled Castes and Scheduled Tribes personnel are groomed in such a manner that a large number of these employees are deputed for training/seminars/symposia/conferences or for

other assignments outside the country. The Committee, therefore, further recommend that the criteria for nomination of executives for training seminars etc. abroad should suitably be relaxed to make SC/ST Officers available in large number for such training/seminars/symposia etc.

Reply of the Government

The Management of EIL has taken note of the Committee's concern in this regard. The number of officers being sent on training/conferences/seminars are very limited. Most of these are generally for presentation of technical papers authored by them. However, as recommended by the Committee endeavour will be made to send more SC/ST employees for attending seminars and conferences in future.

Recommendation (Sl. No. 8, Para No. 4.15)

The Committee note that for redressal of grievances/complaints relating to non-promotion, a Representation Review Committee (RRC) has been set-up consisting of Chairman and Managing Director and Head of Divisions. The Committee further note that it only examines the representation relating to promotional affairs and the recommendations of RRC are submitted to the Management for consideration and replied accordingly. The Committee also note that records of complaints/grievances against non-promotion is maintained for all employees including SC/ST alongwith status of their disposal. The Committee are happy to note that better care has been taken in case of any complaint relating to non-promotion. The Committee, however, are of the view that if any senior SC/ST officer is not available for including in the RRC, a junior officer may be included as a co-opted member. The Committee also desire that a separate register should be maintained exclusively for the complaints/grievances of SC/ST employees irrespective of the nature of the complaint.

Reply of the Government

Recommendation of the Committee regarding nomination of SC/ST officer on the RRC shall be implemented in future.

As for starting a separate register for complaints/grievances regarding promotions, postings, transfers and pay etc., received from SC/ST employees is concerned, it will be maintained separately so as to pay undivided attention to their grievances.

CHAPTER III

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

Recommendation (Sl. No. 2 Para No. 2.14)

The Committee note that despite marathon Special Recruitment Drives and Walk-in-interviews launched by Engineers India Limited in the areas of SC/ST concentration during the last four years 6 vacancies of Scheduled Castes and 10 of Scheduled Tribes in Group 'A', 1 vacancy of SC and 2 of ST in Group 'B' and 12 vacancies of ST in Group 'C' were carried forward during the year 1996. The Committee also note with concern that in Group 'A' (as a whole) the reduction in percentage of shortfall in respect of SC and ST categories was negligible. As regards Scheduled Castes category in Group 'B' the percentage of shortfall as on 1.1.97 was 0.87% and in Scheduled Tribes category it remained around 6% during the last four years without any significant change. Similarly, in Group 'C' the percentage of shortfall in Scheduled Tribe category, shows declining trend of one per cent only. The plea of the Ministry of Petroleum and Natural Gas that Engineers India Limited is a hi-tech design Engineering Consultancy Organisation which is officer oriented and constitute nearly 80% of its workforce as executives because of which availability of well qualified and well trained SC/ST candidates for specialised jobs is very limited is not convincing to the Committee. The Committee, therefore, recommend that besides launching Special Recruitment Drives/Walk-in-Interviews etc. vigorous efforts should be made by Engineers India Limited to wipe out the shortfall expeditiously as assured by the representatives of the Ministry of Petroleum and Natural Gas.

Reply of the Government

Out of the carried forward vacancies of the year 1996:—

- (i) For Gr. 'A' posts, against the backlog of 6 SCs and 10 STs, the posts have already been filled except 1 SC position, for which the offer of appointment has been issued but the candidate is yet to join.
- (ii) Backlog in Gr. 'B' has also been cleared.
- (iii) In Gr. 'C' out of 12 ST backlog positions, 9 positions have been filled up, leaving-up only 3 positions. Although

tremendous difficulties are being faced to find suitable ST candidates, vigorous efforts are still on to fill up the balance 3 positions.

In this regard, the company has once again reiterated its firm determination to continue its sincere efforts to reduce/wipe out the shortfall with its extra efforts from time to time besides launching Special Recruitment Drive/Walk-in-Interviews for backlog positions in future.

CHAPTER IV

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

Recommendation (Sl. No. 4, Para No. 3.9)

The Committee note that there has been a shortfall of 2 and 11 Scheduled Castes in Group 'B' and 'C' and 1 and 9 Scheduled Tribes in Group 'A' and 'C' respectively in EIL during 1996. The usual plea of non-availability of eligible SC/ST employees for consideration for promotion adduced by EIL is not at all convincing. The Committee desire that EIL should clear the shortfall in promotion, within a period of three months by relaxing the minimum qualifying period of service or by increasing zone of consideration in respect of SC/ST employees.

Reply of the Government

Recommendations regarding clearing shortfall in promotion by relaxing the minimum qualifying period of service or by increasing zone of consideration in respect of SC/ST employees is difficult to be implemented since it has major repercussions within the company. It may be mentioned that in Promotion Rules for Officers as approved by the Board, Para 15.1 states the following:

"Presidential Directives/Government Orders issued from time to time shall be followed so far as these are applicable in the context of promotion of officers belonging to SC/ST categories. To be eligible for consideration for promotion, the merit criteria will be relaxed in case of SC/ST officers to the extent that these officers shall have to earn not lower than 'Satisfactory' ('3') 'Overall Rating' for the minimum prescribed number of appraisal years specified as the 'Qualifying Period'."

It means that minimum prescribed number of appraisal years have to be retained.

In case of promotion of employees in Levels 1 to 8, the promotion policy in vogue since last more than 15 years is as follows:

Eligible SC/ST employees who meet the requirement of minimum length of service in the grade fixed by Performance Review Committee (PRC) and whose ratings in last 3 years are atleast 'Good' ('3') are promoted as

compared to General Category candidates who have to meet the requirement of merit quotient which is much higher. Accordingly, merit portion for SC/ST categories is invariably relaxed in promotion at all levels where reservation orders are applicable.

The backlog referred to in the report is only notional since all eligible SC/ST employees have been getting promoted as per the above policy.

Relaxing the minimum qualifying period of service for SC/ST employees beyond the above policy can have serious consequences as much as that some general category candidates can go to court of law or the Employees Association may threaten the prevailing industrial peace in the company.

Presently, EIL has no pending grievance from SC/ST employees on this account as the policy has been working satisfactorily.

Recently, EIL has also received instructions from Ministry of Petroleum & Natural Gas *vide* O.M. No. J-17016/2/97-SCT dated 27.8.97 for compliance of the latest guidelines of DOP&T (No. 36012/23/96-Estt. (Res) dated 22.7.97) in respect of reservation in promotion for SC/ST employees which states that "Henceforth there shall be no separate standards of evaluation for candidates of the SC/ST for promotion and assessment of all candidates for this purpose will be with reference to uniform standards."

EIL has been instructed by the Govt. to follow the above guidelines in future.

Comments of the Committee

Please see para 1.9 of Chapter-I of the Report.

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

-NIL-

NEW DELHI;
December, 1998

Agrahayana, 1920(S)

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

APPENDIX

(Vide para 4 of the Introduction)

Analysis of the Action Taken by the Government on recommendations contained in the 9th Report (Eleventh Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes:

1.	Total Number of Recommendations	8
2.	Recommendations/Observations which have been accepted by the Government (<i>vide</i> recommendation Sl. No. 1, 3, 5, 6, 7 and 8)	
	Number	6
	Percentage to Total	75%
3.	Recommendations/Observations which the Committee do not desire to pursue in view of the Government replies (<i>vide</i> recommendation Sl. No 2)	
	Number	1
	Percentage to Total	12.5%
4.	Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (<i>vide</i> recommendation Sl. No 4)	
	Number	1
	Percentage to Total	12.5
5.	Recommendations/Observations in respect of which final replies of the Government have not been received (<i>vide</i> recommendation Sl. No. NIL)	
	Number	NIL
	Percentage to Total	NIL

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