

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES

(FIFTH LOK SABHA)

TWELFTH REPORT

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

Action taken by Government on the recommendations contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) on the erstwhile Ministry of Steel and Heavy Engineering--Reservation for Scheduled Castes and Scheduled Tribes in Heavy Engineering Corporation Limited



**LOK SABHA SECRETARIAT
NEW DELHI**

September, 1972/Bhadra, 1894 (Saka)

Price: 0.60 Paise

.L7 R

LIST OF AUTHORISED AGENTS FOR THE SALE OF LOK SABHA SECRETARIAT PUBLICATIONS

Sl. No.	Name of Agent	Agency No.	Sl. No.	Name of Agent	Agency No.
ANDHRA PRADESH			12.	Charles Lambert & Company, 101, Mahatma Gandhi Road, Opposite Clock Tower, Fort, Bombay.	30
1.	Andhra University General Cooperative Stores Ltd., Waltair (Visakhapatnam)	8	13.	The Current Book House, Maruti Lane, Raghunath Dadaji Street, Bombay-1.	60
2.	G.R. Lakshminpathy Chetty and Sons, General Merchants and News Agents, Newpet, Chandragiri, Chittoor District.	94	14.	Deccan Book Stall, Ferguson College Road, Poona-4.	65
ASSAM			15.	M/s. Usha Book Depot, 585/A, Chira Bazar, Khan House, Girigaum Road, Bombay-2 B.R.	5
3.	Western Book Depot, Pan Bazar, Gauhati.	7	MYSORE		
BIHAR			16.	M/s. Peoples Book House, Opp. Jaganmohan Palace, Mysore-1.	16
4.	Amar Kitab Ghar, Post Box 78, Diagonal Road, Jamshedpur.	37	RAJASTHAN		
GUJARAT			17.	Information Centre, Government of Rajasthan, Tripolia, Jaipur City.	38
5.	Vijay Stores, Station Road, Anand.	35	UTTAR PRADESH		
6.	The New Order Book Company, Billis Bridge, Ahmedabad-6.	63	18.	Swastik Industrial Works, 59, Holi Street, Meerut City.	2
HARYANA			19.	Law Book Company, Sardar Patel Marg, Allahabad-1.	48
7.	M/s. Prabhu Book Service, Nai Subzimandi, Gurgaon, (Haryana).	14	WEST BENGAL		
MADHYA PRADESH			20.	Granthaloka, 5/1, Ambica Mookherjee Road, Belgharia, 24 Parganas.	10
8.	Modern Book House, Shiv Vilas Palace, Indore City.	13	21.	W. Newman & Company Ltd., 3, Old Court House Street, Calcutta.	44
MAHARASHTRA			22.	Firma K.L. Mukhopadhyay, 6/1A, Banchharam Akrur Lane, Calcutta-12.	82
9.	M/s. Sunderdas Gianchand, 601, Girgaum Road, Near Princess Street, Bombay-2.	6	23.	M/s. Mukherji Book House, 8-B, Duff Lane, Calcutta-6	4
10.	The International Book House (Private) Limited, 9, Ash Lane, Mahatma Gandhi Road, Bombay-1.	22			
11.	The International Book Service, Deccan Gymkhana, Poona-4.	26			

CONTENTS

	PAGE
COMPOSITION OF THE COMMITTEE	(iii)
COMPOSITION OF THE STUDY GROUP VII ON ACTION TAKEN REPORT .	(v)
INTRODUCTION	(vii)
CHAPTER I. Report	I
CHAPTER II. Recommendations/Observations which have been accepted by Government	4
CHAPTER III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government's replies .	10
CHAPTER IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration	16
CHAPTER V. Recommendations/Observations in respect of which Gov- ernment have furnished interim replies	18
APPENDIX Analysis of the action taken by Government on the recom- mendations contained in the Thirteenth Report of the Com- mittee.	19

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND
SCHEDULED TRIBES (1971—73)

Sardar Buta Singh—*Chairman*

MEMBERS

Lok Sabha

2. Shri B. K. Daschowdhury
3. Shri D. Deb
4. Shri Hukam Chand Kachwai
5. Kumari Kamla Kumari
6. Shri Arjun Shripat Kasture
7. Shri M. Kathamuthu
8. Shri Kinder Lal
9. Shri Nihar Laskar
10. Shri Kartik Oraon
11. Shri Bhaljibhai Ravjibhai Parmar
12. Shri Dhan Shah Pradhan
13. Shri K. Pradhani
14. Shri Ram Dhan
15. Shri Ram Swaroop
16. Swami Ramanand Shastri
17. Shri S. M. Siddayya
18. Shri Babu Nath Singh
19. Shri K. Subravelu
20. Shri Tulmohan Ram

Rajya Sabha

21. Shri G. A. Appan
22. Shri Balram Das
- *23. Shri Sundar Mani Patel
24. Shri Ganeshi Lal Chaudhary

*Elected w.e.f. 1st June, 1972 Vice Shri Golap Barbora, resigned from the Committee w.e.f. 23rd May, 1972.

(iv)

- 25. Shri B. T. Kemparaj
- 26. Shri K. P. Subramania Menon
- *27. Shri Brahmananda Panda
- 28. Shri Roshan Lal
- *29. Shri Sukhdev Prasad
- 30. Shri Melhupra Vero

SECRETARIAT

Shri B. K. Mukherjee—*Deputy Secretary.*

Shr J. R. Kapur—*Under Secretary.*

*Ceased to be member of the Committee on his retirement from Rajya Sabha w.e.f. 2nd April, 1972 and re-elected on 24th May, 1972.

STUDY GROUP VI

(On Action Taken Reports)

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (1971)

1. Sardar Buta Singh—*Chairman*
2. Shr G. A. Appan—*Convener*
3. Shri Kartik Oraon
4. Shri K. P. Subramania Menon
5. Shri B. K. Daschowdhury
6. Shri Arjun Shripat Kasture
7. Shri S. M. Siddayya
8. Shri Sukhdev Prasad
- *9. Shri Golap Barbora
10. Kumari Kamla Kumari
11. Shri Ganeshi Lal Chaudhary
12. Shri B. T. Kemparaj
13. Shri Nihar Laskar.

SECRETARIAT

Shri B. K. Mukherjee—*Deputy Secretary.*

Shri J. R. Kapur—*Under Secretary.*

*Resigned from the Committee w.e.f. 23rd May, 1972.

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 Twelfth Report on Action Taken by Government on the recommendations of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes contained in their Thirteenth Report (Fourth Lok Sabha) on the erstwhile Ministry of Steel and Heavy Engineering—Reservations for Scheduled Castes and Scheduled Tribes in Heavy Engineering Corporation Limited.

2. The draft Report was considered and adopted by the Committee on the 22nd July, 1972.

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.

V. Recommendations/Observations in respect of which Government have furnished interim replies.

4. An analysis of the action taken by Government on the recommendations contained in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes (Fourth Lok Sabha) is given in Appendix. It would be observed therefrom that out of 20 recommendations made in the Report, ten recommendations i.e. 50 per cent have been accepted by Government; the Committee do

not desire to pursue seven recommendations, i.e. 35 per cent in view of Government's replies; replies of Government have not been accepted by the Committee in respect of two recommendations, i.e. 10 per cent, which have been reiterated by the Committee and Government have not furnished their final reply in respect of one recommendation, i.e. 5 per cent, which is still awaited.

5. For facility of reference, the recommendations of the Committee have been printed in thick type in the body of the Report.

NEW DELHI;
July 27, 1972.

Sravana 5, 1894 (*Saka*).

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

CHAPTER I

REPORT

The Committee in para 3.18 of their Thirteenth Report (Fourth Lok Sabha) on the erstwhile Ministry of Steel and Heavy Engineering—Reservations for Scheduled Castes and Scheduled Tribes in Heavy Engineering Corporation Limited noted with distress that there had been complaints against the management of the Corporation that even in such lower posts as mazdoors, sweepers, oil-men raggers, black-smiths, messengers, clerks, typists, teachers, stenographers, nurses, etc., claims of displaced and affected persons had been denied by the management. The Committee, therefore, urged that a scrutiny should be made of the actual numbers of employees at present in the services of the Corporation in posts other than in Category I, to determine as to how many of them were held by displaced and affected persons from the areas acquired for the project, persons belonging to Scheduled Castes and Scheduled Tribes, persons who had been retrenched from other Government Undertakings, even if such undertakings were located at a distance far away from the area of the project, persons residing in the area in which the plant was located and finally to others. The Committee also recommended that those statistical figures should be published in the annual reports of the Corporation.

In their reply dated the 24th May, 1972, Government have stated:

“That recommendation has been noted for necessary action.

As far as persons residing in the area of the plant are concerned, the position is that, as a matter of policy Government Undertakings do not maintain statistics of employees with reference to their place of birth or domicile. It will therefore not be possible for Heavy Engineering Corporation to indicate the number of posts held by persons residing in a particular area.”

The Committee fail to understand as to why it was not possible for the Heavy Engineering Corporation to determine how many of the employees in the Services of the Corporation in posts other than in Category I were displaced and affected persons from areas acquired for the project, persons belonging to Scheduled Castes and Scheduled

Tribes or persons who have been retrenched from other Government undertakings or persons who reside in the area in which the plant is located. In the absence of the information, the Committee are unable to judge whether justice has been meted out to the displaced and affected persons or Scheduled Castes and Scheduled Tribes by their employment adequately in the service of the Corporation. The Committee would therefore like to reiterate their recommendation.

1.2. In para 12.5 of their Report, the Committee noted that there was no Complaints Cell in the Heavy Engineering Corporation specifically for redressal of grievances of Scheduled Caste and Scheduled Tribe employees. The Committee urged that, in view of the immensity of the problem and dismal record of performance of the Corporation, the position in regard to setting up of a Complaints Cell exclusively for the Scheduled Caste/Tribe employees should be reviewed and a fresh decision taken in the matter at the highest level in the administrative Ministry.

The Government in their reply dated the 24th February, 1972 have stated:

"The Company has already appointed a Liaison Officer, who has, in addition to the work relating to Hatia displaced/affected persons, been entrusted with the responsibility of looking after the affairs of Scheduled Castes and Scheduled Tribes. In view of this, it is not considered necessary to set up a separate complaint cell exclusively for Scheduled Castes and Scheduled Tribes."

The Committee consider that the appointment of a Liaison Officer, is hardly a satisfactory means to tackle the problem and suggest that the Corporation should also set up a cell, which need not be called a Complaint Cell, to ensure due compliance of the orders of reservation for Scheduled Castes and Scheduled Tribes and also look into the grievances of Scheduled Caste/Tribe employees in the matter of services under the Corporation. The Government of India (Ministry of Home Affairs), vide their O.M. No. 27/22/68-Est(SCT) dated the 19th April, 1969, had requested all the Ministries to set up such a cell under the direct control of the Liaison Officer. The Committee hope that the Ministry of Steel and Mines would also impress upon the Heavy Engineering Corporation the desirability of setting up a similar cell under the control of the Liaison Officer.

.. ..

1.3. In para 14.6 of their Report, The Committee noted that the Heavy Engineering Corporation had allotted some shops and shopping sites in the township of the Corporation to Scheduled Castes and Scheduled Tribes and that some petty contracts had also been awarded to Cooperative Societies/Samitis of Hatia Displaced/Affected Persons. The Committee urged that a study should be undertaken in regard to the various measures taken by the Corporation in the matter of social and economic rehabilitation of the Displaced and Affected Persons, Scheduled Tribes and Scheduled Castes amongst them in particular, and its result included in the annual report of the Corporation.

The Government in their reply dated the 24th February, 1972 have stated:

"This has been noted for further guidance."

The Committee would, however, like to know the action Government have so far taken in the matter of allotment of shops and shopping sites in the township of the Corporation to Scheduled Castes and Scheduled Tribes and also what studies the Corporation has undertaken to assess the socio-economic rehabilitation of the displaced and affected persons and Scheduled Castes and Scheduled Tribes in the Corporation.

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN
ACCEPTED BY GOVERNMENT**Recommendation (Serial No. 8, Para 4.4)**

The Committee note that with the issue of a directive dated the 7th July, 1970 to the Heavy Engineering Corporation Limited, Ranchi it has become obligatory on the part of the management of the Corporation to abide by the system of reservations prescribed for the Government departments in regard to services under the Corporation. They hope that with the increase of the percentages of reservations by the Government of India for Scheduled Castes from 12½ per cent to 15 per cent and for Scheduled Tribes from 5 per cent to 7½ per cent in posts filled by direct recruitment in an all-India basis by open competition, the Heavy Engineering Corporation Limited will also raise upwards the percentages of reservations for Scheduled Castes and Scheduled Tribes accordingly. In this connection, the Committee would like to invite the attention of the Ministry/Corporation to the following observations of the Ministry of Finance (Bureau of Public Enterprises) regarding increase in percentages of reservations for Scheduled Castes and Scheduled Tribes in the services of Public Undertakings (*vide* Seventh Report of this Committee, p. 1):

“If the existing percentages of reservation for Scheduled Castes and Scheduled Tribes in Government services are revised upwards on the basis of the population figures of 1961 Census or otherwise, there may not be much objection to adopting these percentages for the Public Enterprises also.”

Reply of Government

A directive was issued to Heavy Engineering Corporation Limited, in February, 1971, increasing the percentages for reservation for Scheduled Castes and Scheduled Tribes on the basis of the decision taken for the various departments of Government.

[Ministry of Steel and Mines (Department of Steel) O.M. No. 9-140/70-HEP dated the 24th February, 1972]

Recommendation (Serial No. 9, Para 5.16)

The Committee are unhappy to note that in spite of the various measures stated to have been taken by the Heavy Engineering Corporation only 0.22 per cent Scheduled Castes and 1.25 per cent Scheduled Tribes are represented in Class I services of the Corporation as on 1st January, 1970. In Class II Services the representation of Scheduled Tribes is 1.54 per cent. No Scheduled Castes are represented in Class II services. In Class III and Class IV services, in which recruitment is stated to be made locally, the percentages for Scheduled Tribes and Scheduled Castes are 4.19 and 0.51 and 27.21 and 5.44 respectively. The Committee regret to note that even in spite of the above mentioned poor representation of Scheduled Tribes and Scheduled Castes in the services of the Heavy Engineering Corporation, a large number of such candidates who apparently possessed the requisite qualifications were not selected during the last three years even after necessary interview. The Committee would like to re-emphasise their earlier recommendation on the subject as contained in paras 3.7 to 3.9 of their Fifth Report (Fourth Lok Sabha—1970) that the Corporations should invariably give specific reasons for not filling reserved vacancies by the candidates of these communities as enjoined by the Ministry of Home Affairs *vide* their Office Memorandum No. 14/12/67-Estt.(D) dated the 10th April, 1968.

Reply of Government

Consequent on the implementation of the Government's directive regarding reservations for Scheduled Castes and Scheduled Tribes in services, the management of the company is taking action to adhere to the prescribed percentages for reservations. In the event of the reserved vacancies not being filled by the candidates belonging to Scheduled Castes and Scheduled Tribes, the reasons therefor will be recorded.

[Ministry of Steel & Mines (Department of Steel) O.M. No. 9-140/70-
HEP dated the 24th February, 1972]

Recommendation (Serial No. 10, Para 5.17)

The Committee further suggest that while reporting vacancies to the Employment Exchanges, the Heavy Engineering Corporation should also indicate the number of posts in each category which are reserved for Scheduled Tribes and Scheduled Castes.

Reply of Government

The suggestions has been noted for implementation.

[Ministry of Steel and Mines, Department of Steel U.O. No. 9-140
70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 11, Para 6.8)

The Committee note the measures taken by the Heavy Engineering Corporation to fill up the shortfall in vacancies and clear the backlog in various categories of posts. They also note that there has been some improvement in the representation of Scheduled Castes and Scheduled Tribes in the services of the Heavy Engineering Corporation since 1967. The Committee would, however, like to emphasize that there is imperative need to strictly follow the orders/instructions issued by the Ministry of Home Affairs/Bureau of Public Enterprises/Ministry of Steel and Heavy Engineering so that there is appreciable increase in the representation of Scheduled Castes and Scheduled Tribes in the services of the Corporation.

Reply of Government

A statement indicating the recruitment of Scheduled Castes and Scheduled Tribes made during the years, 1969, 1970 and 1971 (upto June) *vis-a-vis* the total recruitment in Heavy Engineering Corporation and another statement showing the position of employment of Scheduled Caste and Scheduled Tribe candidates against the total employment in four broad categories of Pay Scale, as on 1-7-1971 are enclosed. According to its existing policy, the company is committed to give employment to Hatia displaced/affected persons, to the extent of one member per family and in this background, recruitment to lower posts (Classes III & IV) is mostly limited to Hatia displaced/affected persons for the present. The majority of Hatia displaced/affected persons belong to the Scheduled Tribes and thus the representation of Scheduled Tribes has been much more than the fixed percentage. Due to the non-availability of Scheduled Caste candidates as also due to commitment to give employment to Hatia displaced/affected persons, the representation of Scheduled Castes has been meagre. Since 1969, the combined percentage of Scheduled Castes and Scheduled Tribes is more than the combined percentage of these communities as fixed by the Government. The overall situation is expected to improve after the commitment in the

matter of employment of Hatia displaced|affected persons is fulfilled. It will, however, be difficult to reopen the matter with reference to past cases. The company is making efforts to adhere to the prescribed reservation in recruitment of Scheduled Castes and Scheduled Tribes.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140|70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 12, Para 7.6)

The Committee regret to note that although the Ministry of Home Affairs have laid down that the Scheduled Castes and Scheduled Tribes candidates should, wherever feasible, be taken for interview in separate blocs and on separate dates so that they are not judged in comparison with general candidates, the Heavy Engineering Corporation does not interview such candidates in separate blocs and on separate dates. The Committee feel that due to non-adoption of these orders, the Scheduled Tribes and Scheduled Caste candidates would be at great disadvantage, as compared to other candidates in so far as recruitment in Heavy Engineering Corporation Limited is concerned. The Committee would, therefore, urge that the Scheduled Castes|Scheduled Tribes candidates should be interviewed in separate blocs and on separate dates.

Reply of Government

The recommendation has been noted for future guidance.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140|70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 13, Para 8.2)

The Committee are glad to note that some training programmes were organised by the Heavy Engineering Corporation for displaced I.T.I.—passed boys and Matriculate Scheduled Castes and Scheduled Tribes, who on successful completion of training were absorbed in the services of the Corporation. The Committee hope that many more such training programmes would be organised so that the shortfalls in the employment of Scheduled Castes and Scheduled Tribes in the services of the Corporation are made good with the least possible delay.

Reply of Government

This has been noted for implementation to the extent possible.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140/70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 15, Para 10.5)

The Committee note that training programmes in the Corporation are available for all employees and for selection in such training programmes, the Scheduled Caste and Scheduled Tribe employees are treated at par with other employees. The Committee, however, would like to emphasize that the Scheduled Castes/Tribes, because of their general and educational backwardness are in special need of specialised training so that they can compete with, and come to the required standard of, others for earning their due promotions. The Committee would also urge that the recommendation of the Yardi Working Group, which has already been accepted by Government, should be implemented in full by the Corporation.

Reply of Government

This has been noted for necessary action.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140/70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 16, Para 11.3)

The Committee note that the Heavy Engineering Corporation had not so far been following the procedure regarding dereservation of posts reserved for Scheduled Castes and Scheduled Tribes and filling up of such vacancies by general candidates. The Committee would urge that now that the directive in regard to reservations for Scheduled Castes and Scheduled Tribes in the services of the Corporation has been issued, prior approval of the competent authority should be taken in all cases of dereservation of reserved posts. They also devise that all cases of dereservation should henceforward be reported to the Administrative Ministry with a note indicating the efforts made to get suitable candidate(s) in each case for their information.

Reply of Government

This has been noted for future guidance.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140/70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 17, Para 11.4)

The Committee would also want the Corporation to follow the latest instructions of the Government of India (*vide* Ministry of Home Affairs Office Memorandum No. 27/25/68-Est.(SCT) dated the 25th March, 1970) that the reserved vacancies which cannot be filled from among Scheduled Castes and Scheduled Tribes should be carried forward for three recruitment years instead of two recruitment years as heretofore.

Reply of Government

This has been noted for future guidance.

[Government of India, Ministry of Steel and Mines, Department of Steel O.M. No. 9-140/70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 19, Para 13.5)

The Committee hope that now that the directive regarding reservations for the Scheduled Castes/Tribes in the service of the Corporation has been issued by the Ministry, no time would be lost in adopting and acting upon all orders of the Ministry of Home Affairs in regard to appointments and promotions for Scheduled Castes and Scheduled Tribes in the service of the Corporation. The Committee also note that there has so far been no supersession of Scheduled Caste or Scheduled Tribe employees in the matter of promotion in the Heavy Engineering Corporation.

Reply of Government

Noted.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140/70-HEP dated the 24th February, 1972].

CHAPTER III

RECOMMENDATIONS|OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLY

Recommendation (Serial No. 1, Para No. 2.5)

The Committee note that the Corporation would now maintain statistics relating to the employment of Scheduled Castes and Scheduled Tribes according to the proformae devised by the Bureau of Public Enterprises. They also note that annual returns with regard to the employment of Scheduled Castes and Scheduled Tribes are being furnished by the Corporation to the Ministry of Home Affairs and to the Ministry of Steel and Heavy Engineering.

Reply of Government

No reply is called for.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140|70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 2, Para 2.6)

The Committee would like to stress that the statistics on receipt should be carefully examined by the Bureau of Public Enterprises, keeping in view the percentage of reservations prescribed for Scheduled Castes and Scheduled Tribes. The deficiencies, if any, found in the representation of Scheduled Castes and Scheduled Tribes in the services of the Corporation should immediately be pointed out to the Ministry of Steel and Heavy Engineering as well as to the Heavy Engineering Corporation so that effective remedial steps are taken expeditiously.

Reply of Government

This has been examined in consultation with the Bureau of Public Enterprises. As per the directive issued to the Public Undertakings, the annual statistical statements regarding representation of Scheduled Castes and Scheduled Tribes in each undertaking are to be sent to the Administrative Ministry with copies to the Bureau

of Public Enterprises, Department of Personnel and Department of Cabinet Affairs. Also the responsibility for implementing the directive is fixed on the head of the Department in a formal manner, both in the Administrative Ministries and Public Enterprises. The statistical statements are required to be consolidated in each Administrative Ministry in the first instance and appreciation report thereon submitted to the Secretary by the officers made responsible for implementing the recommendation at the Ministry level. Administrative Ministries have to send two copies of the consolidated statements and of the Appreciation Report to the Bureau. The Bureau of Public Enterprises will finally review the percentage of actual reservations for Scheduled Castes and Scheduled Tribes in the services of Public Enterprises and take further action as may be necessary.

In the circumstances, the responsibility of each Administrative Ministry is fully defined. It is thus ensured that shortfalls if any are taken cognizance of by each Ministry at the earliest with a view to taking appropriate remedial measures. The Bureau of Public Enterprises also maintain a watch to see that the arrangement as devised is effectively implemented. The purpose of the recommendation is being met by the existing arrangements, and a change does not appear necessary.

[Ministry of Steel and Mines O.M. No. 9-140/70-HEP dated 25-5-1971].

Recommendation (Serial No. 3, Para 3.14)

The Committee deplore that although the Heavy Engineering Corporation Limited, Ranchi was set up in December, 1958, the management of the Corporation did not follow the system of reservation for Scheduled Castes and Scheduled Tribes in its services as prescribed for the Ministries/Departments of the Government of India, until a directive on the matter was issued to it in July, 1970. They are also unhappy to note that until this directive was issued the circulars of the Ministry of Home Affairs providing for reservations and other concessions for Scheduled Castes and Scheduled Tribes in services were merely forwarded to the Corporation for its information and general guidance and there was no mandatory directive to it to follow those orders in the matter of its services.

Reply of Government

As explained to the Committee during the evidence of the representatives of the Ministry and the company before the Com-

mittee, it was not mandatory for Heavy Engineering Corporation Ltd., to follow the system of reservation for Scheduled Castes and Scheduled Tribes in services, as prescribed for the Ministries|Departments of the Government of India, until a directive in this regard was issued in July, 1970 under the Articles of Association of the company. Till this directive was issued, it was open to the company to have its own system of reservation, as might be considered suitable, in view of the special conditions obtaining therein. For the same reasons explained above, it was not possible to direct the company, till the date of issue of the directive, to follow the instructions in the matter of reservations and other concessions for Scheduled Castes and Scheduled Tribes in services issued by the Ministry of Home Affairs. The instructions were, therefore, forwarded for adoption to the extent deemed necessary.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140|70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 4, Para 3.15)

The Committee note that in the Recruitment Policy in regard to all Public Undertakings circulated by the Government in 1960, it has been laid down that it would be of advantage if persons coming from the nearby places of the location of a project are appointed in posts in lower scales. From the figures furnished to them, the Committee note with regret that employment opportunities actually offered to the displaced and affected persons, not to speak of persons coming from the nearby places of the location of the project, are deplorably low.

Reply of Government

In accordance with recruitment policy adopted by Heavy Engineering Corporation Ltd., every effort has been made by the Corporation to absorb maximum number of persons affected or displaced as a result of acquisition of land for the construction of HEC complex. Such absorption has in practice, however, been limited because of factors like non-availability of requisite number of candidates fulfilling minimum standards of educational qualifications, age, experience and physical fitness prescribed for the posts. Information regarding appointment of Hatia Displaced|affected persons in the Corporation with reference to the total recruitment during the years 1967, 1968 and 1969 has already been furnished to the

Committee. Recruitment of displaced and affected persons during 1970 and 1971 has been as under:—

Year	Total Recruitment	No. of H.D./ H.A. persons employed	Percentage
1970	1085 R/MR 717+368	404	37.2%
1971	640 R/MR 504+136	334	52.2%

[Ministry of Steel and Mines (Department of Steel) O.M. No. 9-140/70-HEP dated 10th May, 1972]

Recommendation (Serial No. 5, Para 3.16)

The Committee also note that in accordance with the Recruitment Policy of the Corporation laid down in 1964, while the recruitment of category I posts is made by the Corporation on an all-India basis, merit and qualification being the principal criteria, recruitment to category II posts, i.e., all posts other than category I posts, is being conducted on a regional basis with first preference to displaced and affected persons from the site of the project and the second preference to Scheduled Castes and Scheduled Tribes. According to this Recruitment Policy, a greater portion of vacancies in category II posts should have gone to the Scheduled Castes and Scheduled Tribes who form roughly 60 per cent of the displaced and affected persons from the project area. The Committee consider that the claim of the Corporation that they have been providing employment to a much larger number of Scheduled Castes and Scheduled Tribes than what has been prescribed in the fixed percentage has no relevance to facts.

Reply of Government

As explained to the Committee during the evidence of the representatives of the Ministry and the Corporation, HEC were not following any fixed quota of reservations for Scheduled Castes and Scheduled Tribes for recruitment, for category II posts prior to July 1970, when a directive in this regard was issued to the Corporation under its Articles of Association. Their recruitment policy was, however, liberal enough to allow absorption of maximum number of persons from these communities. A large number of persons belonging to these communities have however not been able

to attain the desired requisites for skilled jobs in spite of relaxations in age, physical standards and minimum pass marks in written examination interview allowed by the Corporation and facilities for studies provided at the Corporation's cost with a view to employment.

2. Information regarding recruitment of Scheduled Caste and Scheduled Tribe candidates in the HEC *vis-a-vis* total recruitment made during 1967, 1968 and 1969 has already been furnished to the Committee. The recruitment of persons belonging to these communities during 1970 and 1971 has been as under:—

Year	Total Recruitment	No. of Scheduled Tribe persons appointed against and the percentage		No. of Scheduled Caste persons appointed against and the percentage	
		No.	Percentage	No.	Percentage
1970	718	310	43.02	14	2
1971	509	222	43.6	16	3.1

[Ministry of Steel and Mines (Department of Steel) O.M. No. 9-140/70-HEP dated 10th May, 1972].

Recommendation (Serial No. 14, Para 9.2)

The Committee hope that now that the Directive adopting the Ministry of Home Affairs' orders in connection with reservations for Scheduled Castes and Scheduled Tribes in services has been issued to the Heavy Engineering Corporation Limited, necessary action for maintenance of 40-Point Roster would be taken and appointments under the Corporation made accordingly. The Committee would urge that the Ministry of Steel and Heavy Engineering should take early action to set up a Cell in the Ministry which will make periodical inspection of the Roster maintained by the Corporation.

Reply of Government

Heavy Engineering Corporation is taking necessary action to implement the directive issued by the Government. The Ministry will take suitable action to have the Roster maintained by the company inspected periodically. It does not, however, appear necessary at present to set up a separate Cell for this purpose.

[Ministry of Steel and Mines (Department of Steel) O.M. No. 9-140/70-HEP dated the 24th February, 1972].

Recommendation (Serial No. 20, Para 14.6)

The Committee note that the Heavy Engineering Corporation has allotted some shops and shopping sites in the township of the Corporation to Scheduled Castes and Scheduled Tribes and that some petty contracts have also been awarded to Cooperative Societies/Samities of Hatia Displaced/Affected Persons. The Committee would, however, urge that a study should be undertaken in regard to the various measures taken by the Corporation in the matter of social and economic rehabilitation of the Displaced and Affected persons, Scheduled Tribes and Scheduled Castes amongst them in particular and its result included in the annual report of the Corporation.

Reply of Government*

This has been noted for future guidance.

[Ministry of Steel and Mines, Department of Steel O.M. No. 9-140/
70-HEP dated the 24th February, 1972].

*The Committee have accepted the Government's reply subject to the observation made *vide* para 1.3 in Chapter I of this Report.

CHAPTER IV

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

Recommendation (Serial No. 7, Para 3.18)

The Committee are also distressed to note that there have been complaints against, the management of the Corporation that even in such lower posts as mazdoors, sweepers, oil-men, raggers, blacksmiths, messengers, clerks, typists, teachers, stenographers, nurses, etc. claims of displaced and affected persons have been denied by the management. The Committee would therefore urge that a scrutiny should be made of the actual numbers of employees at present in the services of the Corporation in posts other than in category I, to determine how many of them are held by displaced and affected persons from the areas acquired for the project, persons belonging to Scheduled Castes and Scheduled Tribes, persons who have been retrenched from other Government Undertakings, even if such undertakings are located at a distance far away from the areas of the project, persons residing in the area in which the plant is located and finally to others, and they recommend that these statistical figures should be published in the Annual Reports of the Corporation.

Reply of Government

The recommendation has been noted for necessary action. As far as persons residing in the area of the plant are concerned, the position is that, as a matter of policy Government Undertakings do not maintain statistics of employees with reference of their place of birth or domicile. It will therefore not be possible for Heavy Engineering Corporation to indicate the number of posts held by persons residing in a particular area.

[Ministry of Steel and Mines (Department of Steel) O.M. No. 9-140/70-HEP dated 10th May, 1972]

Comment of the Committee

Please see Chapter I (Para 1.1.)

Recommendation (Serial No. 18, Para 12.5)

The Committee note that there is no Complaints' Cell in the Heavy Engineering Corporation specifically for redressal of grievances of Scheduled Castes and Scheduled Tribe employees. The Committee would, however, urge, that, in view of the immensity of the problem and the dismal record of performance of the Corporation, the position in regard to setting up of a Complaints' Cell exclusively for the Scheduled Castes/Tribe employees should be reviewed and a fresh decision taken in the matter at the highest level in the administrative Ministry.

Reply of Government

The company has already appointed a Liaison Officer, who has, in addition to the work relating to Hatia displaced/affected persons, been entrusted with the responsibility of looking after the affairs of Scheduled Castes and Scheduled Tribes. In view of this, it is not considered necessary to set up a separate complaint cell exclusively for Scheduled Castes and Scheduled Tribes.

[Ministry of Steel and Mines (Department of Steel) O.M. No. 9-140.70-HEP dated the 24th February, 1972].

Comment of the Committee

Please see Chapter I (Para 1.2).

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH GOVERNMENT HAVE FURNISHED INTERIM REPLIES

Recommendation (Serial No. 6, Para No. 3.17)

The Committee note that the recruitment to all posts other than Category I posts in the Corporation is made on regional basis and according to the Government of India reservation orders where recruitment is made on a regional basis, the percentage of reservations for Scheduled Castes and Scheduled Tribes have been fixed on the basis of the ratio which the population of the Scheduled Castes and Scheduled Tribes bears to the total population of the area or region, subject to a minimum of 5 per cent for Scheduled Tribes. In view of the fact that more than 61 per cent of the population of Ranchi district, the site of the Corporation, belongs to Scheduled Tribes, the Committee feel that there is urgent need for determination of the actual percentages of reservations for Scheduled Tribes in the services other than in Category I posts in the Corporation, which must be fulfilled by the management of the Corporation.

Reply of Government

As far as practicable, recruitment to Class III and Class IV posts in Heavy Engineering Corporation Limited, is made on regional basis, with the issue of directive by the Government of India that the company should follow the procedure obtaining in the Government Departments for reservations for Scheduled Castes and Scheduled Tribes in services, the Company is adhering to the percentages fixed by Government from time to time. The recommendation of the Committee for determination of the actual percentage of reservations for Scheduled Tribes in the light of the fact that more than 61 per cent of the population of Ranchi District belongs to Scheduled Tribes, is under consideration of the company.

[Ministry of Steel and Mines (Department of Steel) O.M. No. 9-140/70-HEP dated the 24th February, 1972]

NEW DELHI;
July 27, 1972.

Śravana 5, 1894 (Saka).

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

APPENDIX

(Vide para 4 of Introduction)

Analysis of Action Taken by Government on the recommendations in the Thirteenth Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes

I. Total number of recommendations	20
II. Recommendations that have been accepted by Government (<i>vide</i> Recommendations at Sl. Nos. 8, 9, 10, 11, 12, 13, 15, 16, 17 and 19)	
Number . . .	10
Percentage to total . . .	50
III. Recommendations which the Committee do not desire to pursue in view of Government's replies (<i>vide</i> Recommendations at Sl. Nos. 1, 2, 3, 4, 5, 14 and 20)	
Number . . .	7
Percentage to total	35
IV. Recommendations in respect of which replies of Government have not been accepted by the Committee and which require reiteration (<i>vide</i> Recommendations at Sl. Nos. 7 and 18)	
Number . . .	2
Percentage to total . . .	10
V. Recommendation in respect of which final reply has not been received from Government (<i>vide</i> recommendation at Sl. No. 6)	
Number	1
Percentage to total	5